

## ARTICLE 7

### WORK YEAR

#### 7.1 Length

- 7.1.1 The length of the work year for classroom teachers will be one hundred and eighty (180) days of instruction plus additional days as follows:
- 7.1.1.1 For returning bargaining unit members, five (5) non-student days.
  - 7.1.1.2 For unit members new to the District, seven (7) additional required non-student days, five (5) of which shall be part of the required work year based on their step and class placement; however, the additional two (2) workdays required of new unit members shall be paid at the bargaining unit member's per diem rate. Activities on the additional two (2) workdays required of new unit members shall be at the District's discretion.
  - 7.1.1.3 For all bargaining unit members new to the District who are assigned to a Title I site, one (1) additional day, which shall be on the weekday immediately preceding the first "unit member new to the District" work day in §7.1.1.2 above. This day shall be a districtwide professional development to be called the "MDUSD Title I Professional Development Academy." The District shall award a certificate of completion to all bargaining unit members upon completion of the "MDUSD Title I Professional Development Academy." Any returning bargaining unit member assigned to a Title I site may attend the "MDUSD Title I Professional Development Academy" once and receive their per diem rate for that day. Bargaining unit members required to attend the Academy shall be paid at their per diem rate for this work day. The specific content of the "MDUSD Title I Professional Development Academy" shall be at the District's discretion.
- 7.1.2 The length of the work year for school counselors will be one hundred ninety-five (195) days.
- 7.1.3 The length of the work year for speech and language pathologists who elect to work in the Extended School Year (ESY) program will be two hundred seven (207) days, or the number of work days that is proportional to their percentage of employment, based on a 207-day work year.
- 7.1.4 All work years referenced above shall reflect the requirements listed in §7.1.1 - §7.1.1.3, and shall be specified in the school calendars appearing in Appendix C.

- 7.1.5 Four (4) of the non-student days required of both returning and new unit members, regardless of the length of their respective work years, shall be designated as staff development days, the use of which shall be at the District's discretion. The scheduling of these four (4) staff development days shall be subject to negotiations between parties.
- 7.1.6 One (1) of the non-student days required of all unit members, regardless of the length of their work year, shall be designated as a staff preparation day, the use of which shall be solely at the unit members' discretion. This preparation day shall be scheduled after the required work year begins but prior to the start of the instructional year, as determined through negotiations between the parties.
- 7.1.7 Beginning with the 2020-2021 school year, a three (3) hour block of uninterrupted time, with access to District technology, shall be provided to all bargaining unit members on either of the two (2) District-controlled or Principal-controlled days that fall during the first three (3) workdays to complete the annual on-line mandatory trainings, during District-controlled or Principal-controlled time, unless an emergency occurs. Principals and District Administrators may not assign any duties to unit members who complete the mandatory trainings in less than the three (3) hour block of time that has been allocated.
  - 7.1.7.1 Unit members hired after the beginning of the school year, or unit members who did not attend any portion of the mandatory training during the first three (3) days of the work year, will have twenty (20) workdays after their date of hire or return to work to complete the online mandated trainings during District-controlled or Principal-controlled time, within the required site time, by level, per section 9.1.1. Unit members who complete the mandatory online trainings in less time than the three (3) hours of time that has been allocated for this purpose, shall resume the regular required duties.