

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE DISTRICT TEACHERS ASSOCIATION  
AND  
LOS GATOS-SARATOGA UNION HIGH SCHOOL DISTRICT  
JOB DESCRIPTION STUDY**

This Memorandum of Understanding ("MOU") is between the District Teachers' Association (hereinafter referred to as "DTA") and the Los Gatos-Saratoga Union High School District (hereinafter referred to as "District") regarding reviewing and updating identified certificated job descriptions.

**BACKGROUND**

The District and DTA recognize the importance of maintaining current job descriptions aligned with industry standards, actual work expectations and changing technologies.

**AGREEMENT**

DTA and the District (collectively "Parties") agree to the following to conduct a job description study for the 2025-2026 school year:

- 1) The Parties agree to form a Committee by September 15, 2025. The Committee will consist of up to four (4) DTA members and up to four (4) District representatives. The Committee will provide guidance and feedback to the identified contracted consultant to complete a study ("Study") of the identified certificated job descriptions.
- 2) The Parties understand that this Study does not include reviewing the certificated salary schedule.
- 3) Before the Study commences, the Committee will meet with the consultant to establish the Committee's expectations for the Study.
- 4) The job descriptions for the following positions would be reviewed:
  - a) Teacher
  - b) Teacher on Special Assignment (TOSA)
  - c) School Counselor
  - d) School Psychologist
  - e) Speech Language Pathologist
  - f) Department Chair
- 5) The parties agree that the Study does not imply, and may not result in, an automatic change in job description.
- 6) The intended completion date of the Study is tentatively scheduled for June 1, 2026 and may be extended due to the consultant schedule and unforeseen circumstances.

- 7) The parties agree that, at the completion of the Study, the consultant report ("Report") shall be the basis for negotiating the revision of the applicable certificated job descriptions. The parties understand the consultant Report contains recommendations and is not binding on either party.
- 8) This MOU shall be non-precedent setting and shall form no past practice.
- 9) This MOU shall expire upon completion of the job description evaluation process for the 2025-2026 school year and the parties follow their respective processes to formally adopt the new or revised job descriptions.

Date: 06/06/2025

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Dagmar Derickson  
District



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[Jennifer Young \(Jun 6, 2025 12:18 PDT\)](#)  
Jen Young  
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