

**MEMORANDUM OF UNDERSTANDING
BETWEEN DISTRICT TEACHERS ASSOCIATION
AND LOS GATOS SARATOGA UNION HIGH SCHOOL DISTRICT**

Compensation for an Involuntary Classroom Move

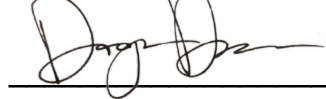
June 4, 2026

The Los Gatos-Saratoga Union High School District ("District") and District Teachers' Association ("Association" or "DTA") enter this Memorandum of Understanding ("MOU") regarding compensation for involuntary classroom moves.

1. The Parties recognize:
 - a. Throughout the year, the District may determine it necessary to transfer a teacher to a new classroom at the same school site.
 - b. When a teacher is directed to move classrooms by the District, it is defined as an involuntary classroom move.
 - c. An "involuntary classroom move" is different from a "reassignment within a site", which is defined in Article IX.2 of the Mutual Agreement of Trust. An "involuntary classroom move" involves the movement of classroom materials from one room to another.
2. The Parties wish to work collaboratively to resolve this issue without modifying the current collective bargaining agreement.
3. The Parties agree that for the 2026-27 school year:
 - a. When an employee is involuntarily transferred to a new classroom at the same site, compensation will be provided by the district at the rate of \$65/hour to be paid by timesheet.
 - b. The Principal will work with the employee to determine the appropriate amount of time needed to facilitate the classroom move.
 - c. The Principal will work with the employee to determine a reasonable deadline for completing the move. The timesheet must be submitted to the District within 30 days of completing the classroom move.
 - d. The maximum compensation a principal can approve for an involuntary classroom move is 12 hours.
 - e. In special circumstances as approved by the Superintendent, the District may approve up to 9 additional hours for an involuntary classroom move.
 - f. Compensation is only eligible when the classroom movement occurs outside of the employee's work day.

4. **No Past Practice.** The MOU is not intended to establish a past practice or establish a precedent for any purpose. Both parties agree that this MOU is non-precedent setting. This MOU will expire at the end of the 2026-27 school year.
5. **Term of Agreement.** This MOU expires on June 30, 2027, unless the Parties mutually agree to extend it.

ON BEHALF OF THE DISTRICT



Dagmar Derickson, District

June 4, 2026

Date

ON BEHALF OF THE ASSOCIATION



[Marcy Cooper \(Jun 4, 2026 21:27:25 PDT\)](#)

Marcy Cooper, DTA

Jun 4, 2026

Date