

TENTATIVE AGREEMENT

Memorandum of Understanding

Between

Antioch Unified School District

And the

Antioch Education Association

February 9, 2023

Restorative Practices Expansion

The Antioch Unified School District (AUSD) and the Antioch Education Association (AEA) agree that the strategies known as “Restorative Practices” has been a valuable intervention and support system within the District to serve and support students. Given the reported positive successes, and a desire from both parties to expand “Restorative Practices” services and supports to students across the secondary schools the parties agree upon the following:

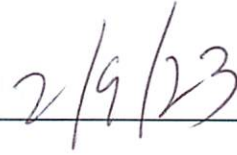
1. The District shall expand “Restorative Practices” services across the secondary (middle and high) school sites.
2. The District and the Association agree that as much as possible, and there is a need “Restorative Practices” personnel shall provide support to elementary feeder schools.
3. The District shall employ six (6) full time individuals to provide “Restorative Practices” services for the secondary school sites and elementary sites (see 2 above).
4. The District and the Association shall meet and bargain the job description and any other subjects that are mandatory bargaining for a “Restorative Practice” position. Both the District and the Association recognize that Classified Unit may elect to participate in this bargaining.
5. Once hired, “Restorative Practice” personal shall be placed on the current salary schedules.
6. The individuals hired to support the “Restorative Practices” services will receive training in Restorative practices by the District’s Wellness Culture and Climate Team (WCC).
7. The District’s Wellness Culture and Climate Team Leader shall continue to be a AEA Bargaining Unit Member.
8. The District shall provide these expanded “Restorative Practices” beginning in the 23/24 school year through the 2025-2026 school year.

9. This MOU shall sunset on June 30, 2026. However, the parties shall meet and bargain starting January 2026 to continue this MOU or bargain changes.

Signature:

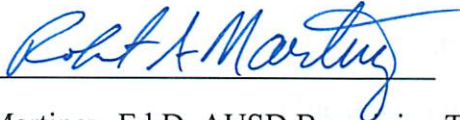


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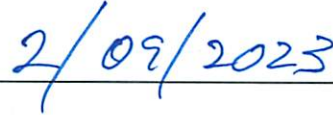


Bob Carson, AEA Bargaining Chair

Signature:



Date:



Robert A. Martinez, Ed.D. AUSD Bargaining Team