

Appendix E-3
Professional Development Planning Time (Hourly Pay)

Current Contract Language

No Current language

MOU Language for 2026-2027 School Year at TCUSD starting July 1, 2026

Unit members who are required by Educational Services to attend more than three (3) days of trainings, workshops, meetings, or professional development activity during the student instructional day and are released from their regular classroom assignment (and a substitute is required) shall receive one (1) hour of compensation at their contractual non-instructional hourly rate for each day they are released from the classroom. This compensation shall be provided regardless of whether the release is for a half-day or a full-day.

Members are expected to stay for the full duration of the training, workshop, meeting, or professional development as long as the time frame has been communicated at least 14 calendar days prior.

Signed by:
TCEA Representative:

Elias Bourjeili; TCEA President

Signature: _____ Date: _____

TCUSD Representative:

Richard Lohman; Assistant Superintendent of Human Resources

Signature: _____ Date: _____