

MEMORANDUM OF UNDERSTANDING  
BETWEEN CALIFORNIA MILITARY INSTITUTE AND  
CALIFORNIA MILITARY INSTITUTE TEACHERS ASSOCIATION

ASSOCIATION RELEASE TIME

MAY 25, 2022

This Memorandum of Understanding is made and entered into effective JULY 1, 2022 (“Effective Date”), by and between the CALIFORNIA MILITARY INSTITUTE (“CMI” or “CHARTER”) and CALIFORNIA MILITARY INSTITUTE TEACHERS ASSOCIATION (“CMITA” OR ”ASSOCIATION”) (hereafter collectively referred to as the “PARTIES”).

**RECITALS**

Whereas The PARTIES agree that the responsibilities of the association president require periodic release time in order to address association matters.

**AGREEMENT**

Now therefore, the PARTIES hereby agree as follows:

1. **Release Time Allocation.** Each school year the ASSOCIATION shall receive ten (10) days of release time for use by the ASSOCIATION president over the course of the school year to address association business. The time shall be used in half day (three (3) periods or less) or full day increments. Upon the occasion that the ASSOCIATION utilizes more than ten (10) days of release time the ASSOCIATION agrees to reimburse the CHARTER the cost of a guest teacher for each day used.
2. **Delegation.** The president may delegate this time for use by other executive officers of the ASSOCIATION by notifying administration in writing regarding the person authorized to use the time and the amount of time authorized.
3. **Carryover.** Time remaining unused at the conclusion of the school year shall expire and shall not carry over to the subsequent school year.

4. **Notice.** The ASSOCIATION shall provide a minimum of 24 hours notice to site administration prior to utilizing release time. To the greatest extent possible release time shall not be scheduled on days with a traditionally high level of absenteeism. (ie. Mondays, Fridays, and days before or after a school break or holiday)

Terms of Existing Agreements. All terms of the current Collective Bargaining Agreement and existing MOUs shall remain unchanged and in full force and effect.

Complete Understanding. This Agreement constitutes the entire agreement and understanding of the PARTIES. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained herein. All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

Grievance Provisions. Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the collective bargaining agreement between the parties.

Board Approval. It is agreed and understood this agreement is subject to CHARTER Governing Board approval.

Dated this 25<sup>th</sup> day of May 2022

**Association:**



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Angel Love-Behrens  
Negotiations Member, CMITA



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Jane Scibilia  
Negotiations Member, CMITA



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Dana Lane  
Negotiations Member, CMITA

**Charter:**



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Nicholas Hilton  
Director, Human Resources



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Kirk Skorpanich  
Assistant Superintendent, Human Resources



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Candace Reines  
Deputy Superintendent, Business Services

*Kimberly A. Nelson*

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Kimberly Nelson  
Bargaining Member, CMITA

*Igor Nicholas Milosavljevic PhD*

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Igor Nicholas Milosavljevic  
Principal, California Military Institute

*Lorraine Turner*

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Lorraine Turner  
Negotiations Member, CMITA