



MEMORANDUM OF UNDERSTANDING
By and Between
ONTARIO-MONTCLAIR SCHOOL DISTRICT
And the
ONTARIO-MONTCLAIR TEACHERS ASSOCIATION



**ARTICLE XVIII: COMPENSATION FOR SPECIAL ASSIGNMENTS
REQUIRED LGBTQ-CULTURAL COMPETENCE TRAINING**

October 1, 2025

The following is hereby agreed and understood by and between the Ontario-Montclair School District (OMSD) and the Ontario-Montclair Teachers Association (OMTA) for the period of October 1, 2025 through June 30, 2027:

In compliance with California requirements, teachers instructing in grades 7–12 must complete a new LGBTQ and Cultural Competence training. This includes viewing a 90-minute video designed to strengthen understanding, inclusivity, and support for diverse student populations. OMSD is responsible for ensuring staff completion of this requirement and therefore has agreed with OMTA to the following:

- Unit members will view one (1) required LGBTQ-Cultural Competence training video in length of ninety (90) minute;
- The required LGBTQ-Cultural Competence training video will be viewed by February 1, of each year within the MOU time frame.
- After viewing the required LGBTQ and Cultural Competence training video, unit members will present their proof of completion to their site Principal for verification; and
- Unit members will complete a time sheet for 90 minutes and will be paid at the conference rate of \$70.19 per hour.

All other issues related to Article XVIII will be governed by the Collective Bargaining Agreement between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association.

This MOU is non-precedent setting.

Hector Macias 10/3/25
Deputy Superintendent, Human Resources

Tisha Curry, President 10/10/25
Ontario-Montclair Teachers Association