

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT
TEMECULA VALLEY EDUCATORS ASSOCIATION, CTA/NEA**

**Memorandum of Understanding
Home Instead Innovation Academy (HIIA)
February 9, 2026**

This Memorandum of Understanding (“MOU”) is entered into by and between the Temecula Valley Unified School District (hereinafter “District”) and the Temecula Valley Educators Association, (hereinafter “Association”).

WHEREAS, a decision has been made to close Home Instead Innovation Academy, effective at the start of the 2026/2027 school year; and

WHEREAS, the closing of this school will require the involuntary transfer of all the certificated employees at HIIA; and

WHEREAS, the parties have agreed upon certain displacement rights to facilitate the closure of HIIA; and

NOW, THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. Involuntary Transfer: Impacted certificated staff at HIIA will be displaced in accordance with the following:
 - a. Prior to conducting voluntary transfer interviews for 2026/2027 positions, the District shall provide eligible certificated unit members assigned to HIIA with an involuntary transfer placement for the 2026/2027 school year. Transfer assignments will be determined as follows:
 - i. Each eligible certificated unit member assigned to HIIA will submit “Appendix J” detailing their site and grade level preferences to which they would prefer to be transferred. The District will consider the request of the HIIA employee when making assignments.
 - b. In the event that new Instructional Coach and/or Independent Study Teacher positions are created for the 2026/2027 school year as a direct result of Home Instead Innovation Academy (HIIA) teacher-directed students transferring to the self-directed program at Vintage Hills Elementary School and/or the Middle School Independent Study (grades 6–8) program at Susan Nelson, current TK–8 Virtual Teachers assigned to HIIA shall be afforded the opportunity to interview for such positions prior to the District interviewing internal transfer candidates or out-of-district applicants.

- i. TK–8 Virtual Teachers currently assigned to HIIA who wish to be interviewed and considered must notify Human Resources Development in writing of their interest in participating in an interview for an Instructional Coach/or Independent Study Teacher position no later than Tuesday, March 3, 2026.
 - ii. This provision applies exclusively to Instructional Coach and/or Independent Study Teacher positions created as a direct result of the programmatic changes described above.
- c. Eligible certificated unit members assigned to HIIA shall receive the following assistance with regard to their involuntary transfer:
- i. Packing materials to include cardboard boxes, tape, and shipping labels.
 - ii. Pickup/drop-off of classroom instructional materials.
 - iii. Personal items such as furniture, appliances, non-district electronics, etc., will not be allowed as transfer items unless pre-approved by site administration.
 - iv. In addition to removing all personal items, all classroom materials must be packed and ready for district pickup by 5:00 pm on Friday, June 5, 2026.
 - v. Three (3) days of release time will be provided to implement the transfer move. The scheduling of these release days requires prior approval from the site principal.
 - vi. In lieu of the release days noted above, unit members may elect to implement the transfer move outside of the workday and forgo the three (3) release days. In this instance, employees will be compensated at the non-instructional hourly rate of \$50.00 per hour for up to twenty-one (21) hours. Employees must submit a timesheet reflecting time worked outside the work day.
 - vii. To allow for the development of a teacher release day calendar, all certificated staff shall inform site administration of their preference between the release days or extra duty hours noted above by May 1, 2026.
 - viii. Unused release days and/or non-instructional hours will be forfeited on September 4, 2026.

This MOU is unique unto its own circumstances and shall not be cited as precedent-setting by either party in the future for any purpose other than to implement the terms of the MOU itself.

Temecula Valley Unified School District



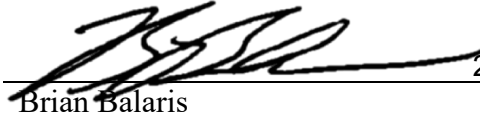
2/9/2026

Francisco Arce

Date

Assistant Superintendent
Human Resources Development

Temecula Valley Educators Association



2/9/2026

Brian Balaris

Date

Bargaining Chair
TVEA