

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION

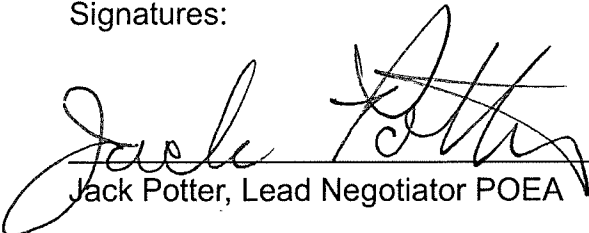
MEMORANDUM OF UNDERSTANDING
2023-2024 POCS Teaching Hours

The parties met and agreed to the following:

1. POCS teachers recognize that research shows teacher collaboration has a significant effect on positive student achievement. Collaboration is an integral component of the POCS program established by the POCS charter. In order to provide the time necessary for teacher collaboration, instructional time is adjusted in the following ways:
 - a. Student instructional time is reduced by one and one-half (1.5) hours one day per week, Wednesday.
 - b. To make up the instructional time, the school morning time is extended by 20 minutes each student day.
2. Wednesday collaboration time is used in the following ways:
 - a. A minimum of two meetings a month focused directly on student learning: once a month Department meetings and once-a-month Team Teacher meetings.
 - b. Whole staff collaboration and planning with teacher input and Faculty meeting concerns.
 - c. The fifth Wednesday workday in a month may be used by teachers for individual planning time.
3. Wednesday collaboration meetings will begin at 1:40 and finish by 2:55 p.m. The agenda will be distributed at least 24 hours before the meeting. Teachers wanting to place specific items on the agenda will submit them in the manner agreed upon by the staff. Once per month, the meeting can extend by 15 minutes, ending at 3:10, for professional development.
4. On minimum student days other than Wednesdays, teacher work hours will end at 3:25.
5. During report card/progress report time, Open House, Back to School Night, Orientation Night, etc., the administration will allow for modification of the content of Wednesday collaboration meetings.
6. POCS staff meets weekly on Wednesdays. Monthly Faculty meetings will be conducted within the Wednesday meeting time. POCS will find a way to cover District meeting concerns within the Wednesday time frame and will not hold a separate District faculty meeting.

7. The subjects of Professional Development days will be scheduled with staff input.
8. Per Article VI, Section 10, the 200 minutes of planning time will be waived. POCS' current program allows for 170 minutes of planning time (100 minutes during core and 70 minutes during enrichment).

Signatures:

 5/10/2023

Jack Potter, Lead Negotiator POEA

 5/19/2023

Steve Charbonneau, District Representative

MEMORANDUM OF UNDERSTANDING

Between

Piner-Olivet Union School District

And

Piner-Olivet Education Association

2023-2024

Collaborative Planning Time

Staff of Northwest Prep Charter School request an extension of the waiver of Article VI. Section 1 of the teaching contract, regarding teaching hours. Our purpose in requesting such a waiver is to secure, and thereby continue our full access to, our collaborative planning hours on Tuesdays and Thursdays from 3:05 pm to 4:30 pm, for the duration of the 2023-2024 school year.

Collaborative planning time at Northwest Prep is an invaluable component of our program, and one with which we cannot dispense if we are to continue the rigorous and standards-aligned inquiry- and project-based program that we have collectively built. This planning time is used in a variety of ways, including but not limited to the ongoing development of Northwest Prep's portfolio defense program; the design, implementation, and review of a wide range of multidisciplinary projects and formative assessments; WASC Action Plan items; the ongoing development of NWP performance assessments, and other professional development and training efforts.

NWP School-Wide planning time is mandatory for all teachers, except by prior arrangement, and shall not extend beyond the hours listed here.

Adam Napoleon
Alyssa Dossat
Saloni Jhaveri
Brad Edmondson
Stephanie Boone
Aaron Shreve

For District:

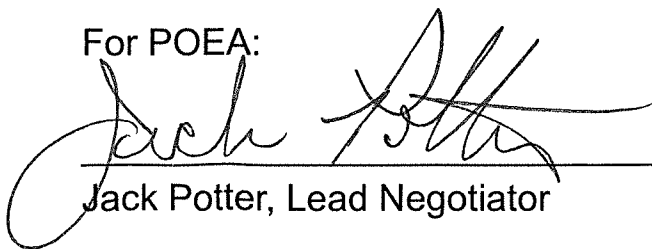


Steve Charbonneau, Superintendent

5/9/2023

Date

For POEA:



Jack Potter, Lead Negotiator

5/10/2023

Date

**Memorandum of Understanding between
Piner-Olivet Union Elementary School District
And
Piner-Olivet Educators Association**

This Memorandum of Understanding (“MOU”) is entered into by and between the Piner-Olivet Union Elementary School District (“District”) and Piner-Olivet Educators’ Association (“POEA”) to address TK-6 Teaching Hours for the 2023-2024 school year.

The parties have met and agreed as follows:

1. TK-6 teachers recognize that research shows teacher collaboration has a significant effect on positive student achievement. In order to provide the time necessary for teacher collaboration, instructional time is adjusted in the following ways.
 - a. Students' instructional time shall be reduced by one hour and twenty minutes on Wednesdays.
 - b. TK-6 teachers’ workday will begin at 8:00 am and end at 2:55 pm on Mondays, Tuesdays, Thursdays, and Fridays.
 - c. To make up for the reduction in instructional time on Wednesdays, the school day will begin at 8:20 am and end at 2:40 pm on Mondays, Tuesdays, Thursdays, and Fridays.
 - d. The TK-6 school day will end at 1:00 pm on Wednesdays. Pursuant to Article VI, paragraph 4 of the District/POEA CBA, TK-6 teachers will have a 30-minute duty-free lunch and a passing time on Wednesdays.
2. Wednesday collaboration time shall be used in the following ways:
 - a. TK-6 teachers shall have 19 teacher-directed days on Wednesdays during the 2023-2024 school year for purposes of teacher directed on-site planning and preparation. Teacher directed days shall include Wednesdays during report card and conference weeks. No District business that requires TK-6 teacher participation shall be scheduled on Wednesdays during report card and conference weeks.
 - b. The District shall have 19 District-directed days on Wednesdays during the 2023-2024 school year, which shall include Open House and Back-to-School night. No more than eight (8) District-directed days will be used for professional development. All other District-directed days shall be used for site-level faculty meetings.
3. Wednesday collaboration meetings will begin at 1:15 pm and end at 2:30 pm. Wednesday professional development meetings will begin no earlier than 1:30 pm and end no later than 3:00 pm.

4. As a result of shortened Wednesdays and professional development days every effort will be made to avoid scheduling training during teaching hours.

5. This is a program for one (1) school year (2023-2024). At the end of the 2023-2024 school year and by no later than April 1, 2024, the parties will meet to discuss what adjustments, if any, need to be made and/or whether the program will continue.

6. If the provisions of this MOU conflict with the provisions of the District/POEA CBA, the provisions of this MOU shall prevail.

For District:



Steve Charbonneau, Superintendent

6/5/2023

Date

For POEA:



Jack Potter, Lead Negotiator

6/12/23
Date