

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION

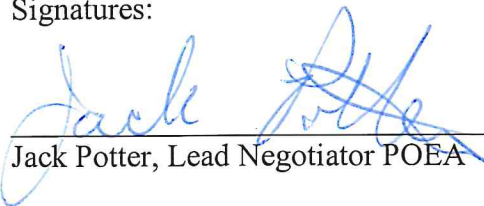
MEMORANDUM OF UNDERSTANDING
2020-21
POCS Teaching Hours

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 ½) hours one day per week.
 - 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 work day 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., 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:



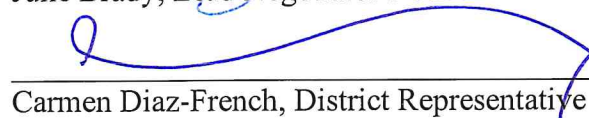
Jack Potter, Lead Negotiator POEA

Date 1/28/2020



Julie Brady, Lead Negotiator POEA

Date 1/28/20



Carmen Diaz-French, District Representative

Date 1.28.20