

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION

**MEMORANDUM OF UNDERSTANDING
KINDERGARTEN TEACHER WORKDAY
2017-2018**

The purpose of this MOU is to address issues related to the Kindergarten Teacher workday. The parties met on March 29, 2017 and agreed to the following for the 2017-2018 school year only:

1. From the first day of school through the Friday before Veteran's Day, the kindergarten students' day will end at 1:25 p.m.
2. Beginning on the first school day of the following week, the kindergarten students' day will end at 1:45 p.m. On this same day kindergarten focus groups shall begin and will be for a minimum of 25 minutes in duration.

Signatures:

Deanne Bonta
Deanne Bonta, Head Negotiator

3-29-17
Date

Carmen Diaz-French
Carmen Diaz-French, Superintendent

3-29-17
Date

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION
MEMORANDUM OF UNDERSTANDING
2017 - 2018
Teaching Hours – Support for Grades 4 – 6 Teachers

The parties met on March 29, 2017 and agreed that in recognition of the higher number of students in grades 4 – 6 classes, grades 4 – 6 teachers would be allowed up to two half-days of release time during the 2017-2018 school year to prepare report cards.

Signatures:

Deanne Bonta
Deanne Bonta, POEA Representative

3-29-17
Date

Carmen Diaz-French
Carmen Diaz-French, District Representative

3-29-17
Date

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION
MEMORANDUM OF UNDERSTANDING
2017-2018
Combination Classes K-6

The parties met on March 29, 2017 and agreed that every effort would be made to avoid combination classes. In the event that combination classes are unavoidable, the parties agreed to the following:

1. Class size:
 - (a) In a combination class, every effort will be made not to exceed a class size of 3 less than the established grade level average.
 - (b) Every effort will be made to create an appropriate combination class, while maintaining a reasonable balance throughout the grade level.
 - (c) The Administrative Regulation 6600 "rule of four" does not apply to combination classes.

2. Assignment of teachers to combination classes:
 - (a) When there is a need for a combination class, the site administrator will meet with the affected grade level staff and ask for volunteers.
 - (b) When there is a need to staff a combination class and there is no volunteer in the affected grade level, transfer(s) will occur according to the applicable provisions of Article 10, Transfers.
 - (c) Every effort will be made to avoid assignment of a year 1 NCTIP teacher or a PAS referred teacher to a combination class.
 - (d) While considering the needs of students and the District, efforts will be made to rotate assignment to combination class(es).

3. Combination class teachers shall be eligible for the following:
 - (a) Training/staff development to prepare for two grade levels, including release time to visit other combination classes.
 - (b) Full sets of instructional materials for both classes.
 - (c) Additional money for materials (double the "red folder" money).

4. In an effort to allow the combination class teachers to teach only one grade level in reading and math, flexible groupings of cross-grade level students for reading and math is encouraged.

Signatures:

Deanne Bonta

Deanne Bonta, POEA Representative

3-29-17

Date

Carmen Diaz-French

Carmen Diaz-French, District Representative

3-29-17

Date

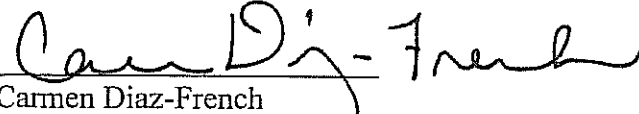
**MEMORANDUM OF UNDERSTANDING
BETWEEN
PINER-OLIVET SCHOOL DISTRICT
PINER-OLIVET EDUCATORS' ASSOCIATION
March 29, 2017**

This Memorandum of Understanding ("MOU") is entered into, by and between the Piner-Olivet School District ("District") and Piner-Olivet Educators' Association ("POEA"), on March 29, 2017 to address TK/K-6 Teaching Hours for 2017-18.

The parties have met and agreed as follows:

1. TK/K-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) Student instructional time is reduced by one hour and thirty-two minutes per week for one day per week.
 - b) To make up for the instructional time, the school day will begin at 8:20 a.m. and end at 2:39 p.m. on Monday, Tuesday, Thursday, and Friday.
 - c) Shortened days will end at 12:40 p.m. TK/Kindergarten days will end at 12:00 pm.
 - d) Teacher work hours will begin at 8:00 a.m. Monday through Friday. Teacher work hours will end at 2:54 p.m. on Monday, Tuesday, Thursday, and Friday.
2. Wednesday collaboration time is used in the following ways:
 - a) A minimum of two (2) meetings per month focused on student learning including professional development. The agenda will be distributed at least 24 hours before the meeting.
 - b) Two (2) Wednesdays per month are teacher directed on site planning, preparation, and/or meetings. The agendas for these days are the responsibility of grade level teams.
3. Wednesday collaboration meetings will begin at 1:30 p.m. and end at 2:30 p.m.
4. On shortened student days, teacher work hours will end at 2:30 p.m.
5. During report card/progress report time, Open House, Back to School Night, Orientation, etc. administration will allow for flexibility in regards to which Wednesdays are teacher directed on the calendar.
6. As a result of shortened Wednesdays and professional development days every effort will be made to avoid scheduling trainings during teaching hours.
7. This is a pilot program for one (1) school year (2017-18). At the end of the year (2017-18) and by May 1, 2018 the parties will meet to see what adjustments, if any, need to be made or whether the program will continue.

FOR DISTRICT:


Carmen Diaz-French

Superintendent

3-29-17

Date

FOR POEA:


Deanne Bonta

Lead Negotiator

3-29-17

Date

MEMORANDUM OF UNDERSTANDING

Between

Piner-Olivet Union School District

and

Piner-Olivet Education Association

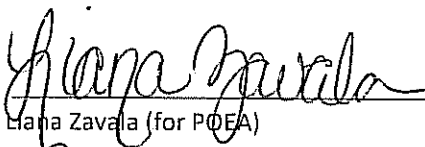
2017-2018

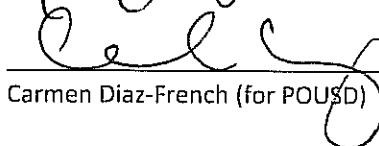
Bell Schedule Schaefer Charter School Teachers at Northwest Prep

October 30, 2017

In order to meet student needs and to accommodate families with multiple students at different sites (as a result of the emergency staff re-assignments), we propose the following temporary changes to the Schaefer Charter School Grades 4-6 daily bell schedule:

	M, T, Th, F	W
start	8:40	8:40
am recess	10:50-11:10	10:00-10:20
lunch	1:00-1:40	site specific
end	2:59	1:00 - teachers will be relieved at 12:40 to join colleagues for collaboration

 10/30/17
Mariana Zavala (for POEA) Date

 10.31.17
Carmen Diaz-French (for POUUSD) Date

Classroom Move During Fire Disaster 2017-2018

Due to the devastating fires that occurred on October 9, 2017 Schaefer Charter School was not able to re-open and teachers and students needed to be re-assigned on a temporary, emergency basis. While an event like this is not delineated in the contract, POUSD "the District" understands the strenuous nature of this temporary move and will offer the following as a good faith gesture:

1. Schaefer students did not start school on October 30th like the rest of the POUSD students in order to give Schaefer teachers two additional days to move. Schaefer students started on November 1.
2. Because we can be reimbursed by our insurance RESIG for our move back to Schaefer and although this emergency situation is not specifically delineated in the contract, once we have moved back to Schaefer campus, each teacher will have the the option of being paid two days at their daily rate (2), or two (2) days of compensatory time, or two (2) substitute days as stated in Article X. 5. A. This will allow individual teachers to be compensated in a way that makes most sense to them and the unique circumstances that were involved in the various temporary relocations.
3. The District will hire a moving company to move all classroom materials and furniture back to Schafer Charter School campus. The custodians will be available to help pack if needed. Teachers need to notify Amine Teklemariam if they need assistance packing.

For District:

Date:

12-13-17

For POEA:

Date:

Ariana Zavaal
12/13/17

Memorandum of Understanding
December 13, 2017

The Piner-Olivet Educators' Association, and The Piner-Olivet Union School District ("District") agree to temporarily increase union members' personal necessity leave in response to the devastating wildfires that swept across Northern California in October 2017 as follows:

1. In light of recent wildfires that have devastated Sonoma County, qualifying unit members may utilize an additional ten (10) days of their accumulated sick leave as personal necessity leave ("additional leave"). A qualifying unit member is defined as an Association member whose:

1. residence was destroyed or significantly damaged to require relocation.
2. spouse or partner lost their employment as a direct result of the fires.

2. The additional leave may only be used during the 2017-2018, 2018-2019, and 2019-2020 school year, and may only be used for fire related absences. To determine whether the absences are fire-related, unit members must disclose reason for taking additional leave to their supervisor.

3. Unit members must receive approval from their supervisor to take additional leave.


4. Requests to take additional leave from unit members who have lost their home(s) in the wildfires and/or remain evacuated will receive priority.

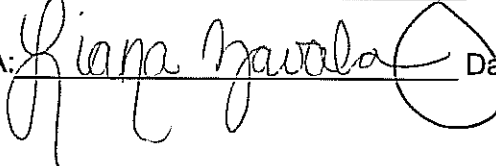
5. Fire survivors who do not have sufficient sick leave can apply through the catastrophic leave program up to eight (8) days under Article VII.6.

5. All other personal necessity leave shall be taken in accordance with Article VII.

6. The additional personal necessity leave will be retroactive to October 27, 2017.

7. This MOU shall not set a precedent for any reason.


For District:  Date: 12.13.17

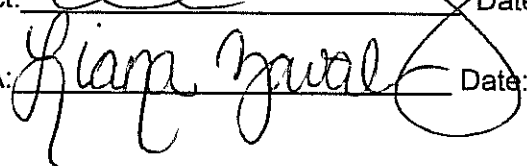
For POEA:  Date: 12/13/17

Memorandum of Understanding
December 13, 2017

The Piner-Olivet Educators' Association, and The Piner-Olivet Union School District ("District") agree to temporarily extend and revise the following timelines approximately three weeks in response to the devastating wildfires that swept across Northern California in October 2017 as follows:

1. In light of recent wildfires that have devastated Sonoma County, all evaluation timelines will be extended by three weeks.
2. The report cards will continue as trimesters for all elementary students for the school year of 2017-18. Teachers will send progress reports home to all elementary students on Jan. 19th (this is the scheduled progress report date). The 2nd trimester ends February 23rd. Office managers will notify teachers of the date when they will need progress reports/report cards to print. Superintendent will send communication to families regarding report card change.

For District:  Date: 12.15.17

For POEA:  Date: 12/15/17