

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION

MEMORANDUM OF UNDERSTANDING

2017-2018

2018-2019

2019-2020

NWP Teaching Hours
Collaborative Planning Time

The parties met and agreed to the following:

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 2:45 pm to 4:00 pm, for the duration of the 2017-2018 school year and through the 2019-2020 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 an authentic end-of-semester assessment model, 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.

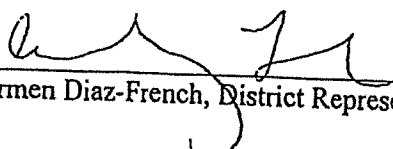
Adam Napoleon
Alyssa Dossat
Wendy McLaughlin
Brad Edmondson
Jessica Hadid - 2017-18 & 2018-19 only

Signatures:



April Nichols, Lead Negotiator POEA

3/26/19
Date



Carmen Diaz-French, District Representative

2.26.19
Date

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION

MEMORANDUM OF UNDERSTANDING

2018-2019

2019-2020

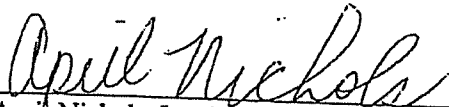
POCS Teaching Hours

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.

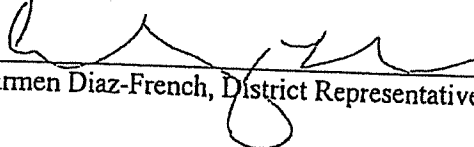
- 8) Per Article VI, Section 10, the 200 minutes of planning time will be waived. POCS' current program allows for 170 minutes of planning time (100 minutes during core and 70 minutes during enrichment).

Signatures:



April Nichols, Lead Negotiator POEA

3/26/19
Date



Carmen Diaz-French, District Representative

3.26.19
Date


PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION

MEMORANDUM OF UNDERSTANDING
KINDERGARTEN AND TK TEACHER WORKDAY
2019-2020

The purpose of this MOU is to address issues related to the Kindergarten and TK Teacher workday. The parties met on March 26, 2019 and agreed to the following for the 2019-2020 school year only:

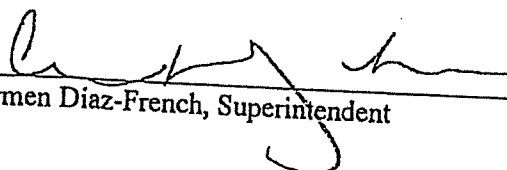
1. From the first day of school through the Friday before Veteran's Day, the kindergarten and TK students' day will end at 1:25 p.m.
2. Beginning on the first school day of the following week, the kindergarten and TK students' day will end at 1:45 p.m. On this same day kindergarten focus groups shall begin and will be for a minimum of 25 minutes in duration. Focus groups shall not include TK students.

Signatures:



April Nichols, Lead Negotiator

3/26/19
Date



Carmen Diaz-French, Superintendent

3/26/19
Date

MEMORANDUM OF UNDERSTANDING
BETWEEN
PINER-OLIVET SCHOOL DISTRICT
PINER-OLIVET EDUCATORS' ASSOCIATION

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 13, 2018 to address TK-6 Teaching Hours for 2018-19.

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) Student instructional time is reduced by one hour and twenty minutes per week for one day per week.
 - b) The TK-6 teachers' work day will begin at 8:00 a.m. and end at 2:55 p.m.
 - c) To make up for the instructional time, the school day will begin at 8:20 a.m. and end at 2:40 p.m. on Monday, Tuesday, Thursday, and Friday.
 - d) Shortened days for grades TK - 6 will end at 1:00 p.m. with lunch for students and staff beginning at 12:35 p.m.
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.
 - b) Two (2) Wednesdays per month are teacher directed on site planning, preparation, and/or meetings.
3. Wednesday collaboration meetings will begin at 1:15 p.m. and end at 2:30 p.m. One day per month can be dedicated to professional development and can end at 3:00 pm.
4. On shortened student days, teacher work hours will end at 2:30 p.m. except for one day per month teacher work days can end at 3:00 pm for professional development.
5. During report card/progress report time, Open House, Back to School Night, 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 (2018-19). At the end of the year (2018-19) and by May 1, 2019 the parties will meet to discuss what adjustments, if any, need to be made or whether the program will continue.

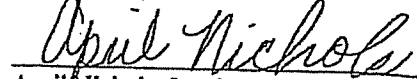
FOR DISTRICT:


Carmen Diaz-French, Superintendent

Date

5.3.18

FOR POEA:


April Nichols, Lead Negotiator

Date

5/3/18

PINER-OLIVET UNION SCHOOL DISTRICT
PINER-OLIVET EDUCATORS ASSOCIATION
MEMORANDUM OF UNDERSTANDING
2019 - 2020

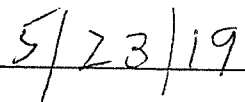
Teaching Hours – Support for Grades 4 – 6 Teachers

The parties met on May 13, 2019 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 2019-2020 school year to prepare report cards.

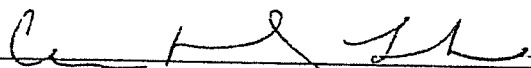
Signatures:




April Nichols, Lead Negotiator



Date



Carmen Diaz-French, Superintendent



Date

