

September 9, 2020

TENTATIVE AGREEMENT PACKAGE PROPOSAL

MEMORANDUMS OF UNDERSTANDING

(2018, 2019, 2020 to current)

(All MOU's after the 2018 TA from 2018, 2019, 2020 up to current Distance Learning MOU)

There will be two votes.

1. One vote is for the MOU's in the following Sections A, B, and C.
2. The second vote is for the MOU's in Section D (Distance Learning and Common Planning Time)

Please vote yes or no on whether you agree to ratifying each section.

I. Closure of the 2018/2020 Contract

A. 2018 MOUs

Reduction to the Psychologist Work Year	Work year reduced from 204 to 194 days with no reduction to salary.
Formation of Special Education Committee	Meet monthly and identify the parties' interests and options in job-related matters including Professional Development
Articles 8.5.2.2 and 8.5.3 language update	Advisory will be designed to meet the needs of each school and will not increase teacher duties
Article 8.11.2.4.7 Prep Schedule Restriction	Elimination of Friday prep time schedule restriction
Article 8.5.4 Flex-Time at VDL	Intervention/enrichment period created to meet student needs
Secondary CTE Teacher Stipend	Year-by-year annual stipend created for CTE teachers based on teacher shortage
Ag and Culinary Stipend	Stipend established for Ag and Culinary teachers who meet criteria

B. 2019 MOUs

Rates of Pay for Certificated Non-Management Positions	Adult Ed, Summer School, Instructional rate outside of school, PD, Ticket Taker.
Update to Appendix B Ratio Factors	Equity Leaders compensation
Cordova High MYP/DP Program	7 period day for CHS to meet IB needs
Appendix D Update	Clarification of stipends and schedules
Article 8 Minimum Days	Update definition of Teacher Work Day and CPT with minimum day language updates

C. 2020 MOUs Contract

Ag and Culinary Stipend Update	Ratio Factor stipend funded by CTEIG and CPA (2020-2022)
Appendix D with Tiers	Update all stipends and rates (Ongoing)
CTE Stipend until salary schedule is established	Continue CTE stipend through (6/30/21)
Special Ed Release Days	4 days per year through (6/30/21)
Psych Calendar Changed	Before and after school days changed to meet student needs (2020/2021)
SLP reduced work year	194 to 184 for (2020/2021) school year
Division Leader Work Year change	Reduced from 5 non-school days to 2 with same responsibilities to be done before and after school (Ongoing)

D. 2020 MOU's Distance Learning

2 PLC days added to beginning of 2020/21 school year	Buy back day opportunity for Distance Learning training opportunities (2020)
Charter School Transfer Language	Impacts transfers and return rights. Expires 6/30/21
Distance Learning MOU	20/21 – See Attachments
CPT MOU	Expires 12/31/20 – See Attachments