MEMORANDUM OF UNDERSTANDING
TWIN RIVERS UNITED EDUCATORS
And
TWIN RIVERS UNIFIED SCHOOL DISTRICT
Tentative Agreement November 17, 2021

RE: Keema High School Modifications to Collective Bargaining Agreement

This Memorandum of Understanding (MOU) is made between:

Twin Rivers United Educators and the Twin Rivers Unified School District.

The purpose of this MOU is to modify sections of the Collective Bargaining Agreement (CBA) as stated below for Keema High School’s Independent Study Program for kindergarten through twelfth grade.

Keema High School Independent Study Program:

Article 23: Independent Study

23.2 Hours/Workday

23.2.1 Definitions: For Independent Study, a period shall be defined as 60 minutes of which time can be used to meet with assigned students one-on-one and/or in small groups, document student progress for state compliance reporting, and communicate with parents/guardians regarding student progress.

23.2.2 Hours: The instructional minutes shall be aligned per grade level to Article 4.2.1.

23.2.3 Workday

23.2.3.1 Minimum Days: There shall between one (1) shortened day per academic year for the purposes of documenting student progress to meet requirements for state compliance reporting. Members shall be afforded one (1) period without student meetings, instruction, and/or Academic Labs on these dates. Minimum days shall not be used to conduct parent conferences.

23.2.3.2 Preparation Time: All Independent Study teachers shall have thirty (30) minutes of continuous preparation time per day. On Wednesdays the schedule shall consist of:
- Sixty (60) minutes will be designated for staff meetings/PD/PLC,
- Twenty (20) minutes travel time if teachers have to travel between two sites,
- Thirty (30) minutes for lunch,
- Preparation time,
- Instructional time.
23.2.3.3 **Substituting**: Independent Study teachers may be asked to serve as substitutes during their workday. Members who serve as substitutes shall be paid the substitute rate of fifty dollars ($50) per period.

23.2.3.4 **Charge Classes**: Independent Study teachers who teach charge classes shall be paid the hourly instructional rate.

### 23.3 Caseload

23.3.1 **Maximum number of students assigned without Overage**: Independent Study teachers shall not be assigned more than an average of 30 students over the course of a school year.

#### 23.3.1.1 Overage payments will be calculated as follows:

- **Elementary Grades**: Sixty ($60) dollars for each student over 30 students on the teacher’s “home room” roster four times per year on the following dates October 15, January 15, March 15, and May 15.
- **Secondary Grades**: Sixty ($60) dollars for each student over 30 students on the teacher’s “home room” roster three times per year on the following dates October 15, March 15, and May 15.

**23.3.2 Language under 23.3.1 and 23.3.1.1 shall sunset on June 30, 2023 to allow Parties to evaluate the impact of the language.**

23.3.2 **Academic Labs**: Independent Study teachers assigned to Academic Labs based on student and program need. Academic Labs shall not exceed 90 minutes.

23.3.4 Administration shall make every reasonable effort to assign students to Independent Study teachers by similar grade levels.

### Miscellaneous

1. The parties agree that all portions of the current collective bargaining unit for Twin Rivers United Educators members apply to the Memorandum with the exception of the modifications listed above.
2. This Memorandum shall be effective on (Date of Ratification inserted here) and incorporated into the Collective Bargaining Agreement. It may be renegotiated with mutual agreement of both parties.
3. By signing this Memorandum of Understanding the parties agree to be bound by the obligations and expectations set forth herein.

Rebecca LeDoux, TRUE President

Gina Carreón, Chief Human Resources Official

12/14/2021

12/13/21