MEMORANDUM OF UNDERSTANDING
TWIN RIVERS UNITED EDUCATORS
And
TWIN RIVERS UNIFIED SCHOOL DISTRICT
January 14, 2019

RE: Foothill Ranch Middle 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 Foothill Ranch Middle School. The modifications have been determined, by the majority of the respective staffs, needed to better support students by providing services and programs through the stated modifications.

Foothill Ranch Middle School:

For the 2019-2020 school year the current CBA language will be modified as follows:

Article 4

4.1.1. The district shall designate specific days each school year for K-6 teacher conferences. For Members at Foothill Ranch teaching in grades 5-8 in middle school shall have those days to conduct parent/legal guardian teacher conferences. The days scheduled shall follow the conference days determined and calendared by the TRUSD calendar committee. Teachers shall implement district initiatives in grades 7-8 that are covered on the professional development days. The district will provide TOSA support to assist teachers in executing these initiatives.

4.2.1- Students in 5-8 grade will receive 367 minutes of instruction on Monday, Tuesday, Thursday, and Friday.

4.2.5. A flex schedule may be implemented at the 5-8 site if deemed necessary by the site PLC/Leadership Team.

4.2.6. A Member shall work each day assigned by the Member’s Principal or administrator. The Principal or Supervisor shall organize the Member’s schedule in such a manner that each Member has a thirty (30) minute duty free lunch each day.

Bargaining unit members in grades 5 - 8 will participate in a Monday, Tuesday, Thursday, Friday Advisory Period. Advisory periods are twenty (20) minutes in duration.

Bargaining unit members in grades 5 - 8 shall report for duty 20 minutes prior to the commencement of the instructional day unless the teacher has a professional commitment (i.e. SST, IEP).

4.3 - Bargaining unit members in grades 7 - 8 will be given the equivalent of fifty-four (54) minutes Monday, Tuesday, Thursday, and Friday and thirty-nine (39) minutes on Wednesdays to work collaboratively to improve student outcomes school wide. Bargaining unit members in grades 5-6 will be given the equivalent of sixty-four (64) minutes Monday, Tuesday, Thursday and Friday to work collaboratively to improve student outcomes school wide. Use of this time will be assigned by the Principal in consultation with the Site PLC/Leadership Team. Activities shall include one or more of the following: development of project based learning opportunities, articulation, reviewing student data to improve practice, analyzing student work to diagnose student learning needs and setting goals, collaboratively scoring student work.
4.5 - In the event that a substitute in 5 - 8 is not available, the Principal will make every effort to not place students in another teacher's classroom. This includes allowing teachers to substitute during their collaboration as long as it does not become a habitual draw to the collaborative environment of the team. However, if a substitute cannot be located, students may be placed in another teacher's classroom.

4.6 - Does not apply; no alternative language

4.7.2 – All-inclusive and district may provide student minimum days for California State Assessments and/or final examinations

4.7.3 - Does not apply; no alternative language in 4.7.2 above

4.7.4 - Does not apply; no alternative language

4.8 - Applies to grades 5 - 8

Bargaining unit members of students in grades 5 - 8 will use the 7 - 8 report card system to create uniformity in reporting.

4.9 - The district and the Association agree to meet and negotiate how release time will be allocated.

Article 6

6.10 - The article applies all-inclusive to bargaining unit members in grades 5 - 8.

Article 12 - Applies only to Charter Schools and Alternative Education

Article 21 - Applies only to Early Childhood Education

Article 22 - Applies only to Adult Education

Miscellaneous

The program will be evaluated annually by using the various tools, such as student performance data and parent/student/staff surveys and a fiscal analysis from Twin Rivers Unified School District to determine the effectiveness of the program.

The following applies to all Middle School Sites impacted by this Memorandum of Understanding.

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 in effect for the 2019-2020 academic calendar year and will Sunset June 30, 2019. It may be renegotiated at the request of either party.

3. By signing this Memorandum of Understanding the parties agree to be bound by the obligations and expectations set forth herein.

Janet Edwards
President Twin Rivers United Educators

Date: 4/25/19

Gina Carreón
Assistant Superintendent Human Resources

Date: 5/2/19