MEMORANDUM OF UNDERSTANDING
TWIN RIVERS UNITED EDUCATORS
And
TWIN RIVERS UNIFIED SCHOOL DISTRICT
October 4, 2021

RE: Norwood Junior 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 Norwood Junior High 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.

Norwood Junior High School:

1. For the 2021-2022 school year the current CBA language will be modified as follows:
   a. Article 4 CBA:
      i. Current Contract Language Work Day Article 4.2.1:
         Beginning with the 2015-2016 school year the normal teaching assignment at Secondary Schools shall be the equivalent of five (5) teaching periods and one (1) period for preparation.
      ii. Modified Language and Schedule:
         1. Fourth period classes will be extended by 21 minutes on an early release Wednesday. The additional minutes will be added for the purpose of teaching character education lessons.
         2. Period 1 will be extended by 4 minutes on a regular day and 2 minutes on an early release Wednesday for announcements.

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 2021-2022 academic calendar year and will Sunset June 30, 2022. 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.

REBECCA LEDOUX
President Twin Rivers United Educators

GINA CARREÓN
Assistant Superintendent Human Resources

Date: 10/25/21

Date: 10/26/21