

MEMORANDUM OF UNDERSTANDING
BETWEEN THE ETIWANDA SCHOOL DISTRICT
AND THE ETIWANDA TEACHERS ASSOCIATION
REGARDING PREPARATION TIME FOR
TEACHERS IN GRADES 1-3

WHEREAS, the Etiwanda School District and the Etiwanda Teachers Association (ETA) are parties to a Collective Bargaining Agreement (CBA), and reached a Tentative Agreement for a successor CBA on or about March 28, 2014; and

WHEREAS, Article IX, Unit Member Work Hours and Responsibilities, paragraph H(3) of the successor CBA, provides that each school year, teachers in grades 4 and 5 receive up to 30 preparation periods of 40 minutes each during the instructional day, for the purposes specified in Article IX, paragraph B; this preparation time is created by expanding physical education to these grade levels; and

WHEREAS, for purposes of instructional planning related to implementation of the Common Core State Standards Initiative, the District seeks to provide additional preparation time for teachers in grades 1, 2, and 3; and

WHEREAS, the Parties' Tentative Agreement provides for this Memorandum of Understanding (MOU) to allow preparation periods for unit members in grades 1-3 for a limited duration.


NOW THEREFORE, THE PARTIES AGREE:

1. Notwithstanding the provisions of Article IX, the District will provide up to 30 preparation periods each school year for unit members assigned to teach in grades 1-3.
 - (A) These preparation periods will be 40 minutes in duration during the instructional day.
 - (B) The preparation periods shall be utilized by the unit members for the purposes discussed in section B of Article IX.
 - (C) The site administrator may reserve no more than 10 of these preparation periods for required staff meetings, grade level meetings, trainings, or in-service.
2. The preparation periods described in paragraph 1 above shall commence with the 2014-2015 school year and shall continue through the 2015-2016 school year only. At the end of the 2015-2016 school year, unit members assigned to grades 1-3 shall no longer be entitled to a preparation period unless a new MOU or extension of this MOU is negotiated by the Parties.
3. Except as expressly provided in this MOU, all terms and conditions of Article IX and the CBA shall continue in full force and effect as to all unit members.

4. The Parties agree that this MOU is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this MOU waives, modifies, or amends any provision of the CBA except as provided herein.

Dated April 22, 2014

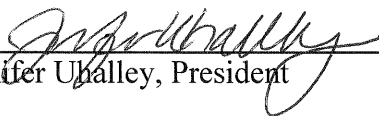
ETIWANDA SCHOOL DISTRICT



Terry Embleton, Assistant Superintendent of Personnel

Dated April 22, 2014

ETIWANDA TEACHERS ASSOCIATION



Jennifer Uhalley, President