

TENTATIVE AGREEMENT

Between the

Placentia-Yorba Linda Unified School District (PYLUSD)

and the

Association of Placentia-Linda Educators (APLE)

For the 2017-18 school year

1. Modify Article 1 to read as follows:

“This agreement is entered into this 17th day of January, 2018 by and between the Board of Education of the Placentia-Yorba Linda Unified School District, hereinafter referred to as “District” and the Association of Placentia-Linda Educators/California Teachers Association/National Education Association, hereinafter referred to as “Association”. This agreement shall supersede any rules, regulations or practices of the District which are contrary to or inconsistent with its terms. This Agreement shall remain in effect until June 30, 2020.

For the years 2018-19 and 2019-20 the Association and/or District may each reopen the article on wages and benefits and two other articles at the choice of the Association and two other articles at the choice of the District. For the year 2020-21 either party may open any article.

2. Modify Article 4, Section A to read as follows:

“The District and the Association shall meet to begin negotiations on a successor agreement thirty (30) days after the Association submits its initial proposal, ~~but not sooner than February 1, 2014.~~

3. Modify Article 5, Section A as follows:

“The District and the Association recognize the right of a unit member to form, join, and participate in employee organizations. ~~and the equal right of a unit member to refuse to form, join, or participate in employee organizations.”~~

4. Modify Article 5, Section B to read as follows:

“The District shall not illegally discriminate against any unit member on the basis of race, color, creed, national origin, sex, political affiliation, marital status, physical handicap,

gender identification, sexual orientation, membership in an employee organization or participation in the activities of an employee organization.”

5. Modify Article 6, Section B to read as follows:

“The Association shall have the right to post notices of reasonable activities and matters of Association concern on a bulletin board in each school in the District. The Association shall have reasonable use of the Intra-District mail service, District email and other electronic communication methods used by the District to communicate with unit members, and unit member’s mailboxes for communication to unit members. All communications shall be signed by an authorized representative of the Association.”

6. Modify Article 6, Section G to read as follows:

“Each bargaining unit member ~~shall be provided with one (1) copy of the contract~~ shall have electronic access to the bargaining agreement within forty-five (45) days after ratification by both parties. The District shall deliver five (5) hard copies of the contract to each school site and the Association shall be delivered 150 hard copies of the contract to the Association’s office. Hard copies will be provided to unit members who make a written request within ten (10) days of receiving the request.

7. Modify Article 10, Sections A 1 and 2 as follows:

“1. The unit member is responsible for notifying the District of absences due to illness or any other cause no later than 6:30 A.M. of the morning of absence by ~~calling the telephone number assigned to~~ contacting the District’s on-line substitute ~~calling~~ system. Unit members assigned to school sites that have instructional days which begin prior to 8:00 A.M. must notify the District of absences no later than 6:00 A.M.”

8. Modify Article 10, Section C(b) as follows:

“A unit member shall have the right to utilize sick leave provided for in this Agreement for absences necessitated by pregnancy, miscarriage, adoption, childbirth and recovery there from when a statement from the unit member’s physician indicates inability to perform assigned duties.”

9. Change Article 10, Section (D)(7) to read as follows:

“7. Parental Leave

1. The District will provide unit members with all parental, child bonding and maternity leave as provided in State and Federal law.
2. In addition to the leaves stated above, up to ten (10) days paid leave will be granted the unit member for parenthood or adoption of a minor. Such leave shall be deducted from accrued sick leave."

10. Modify Article 10, Section (D)(2)(e)(c) to read as follows:

"No later than the last teacher workday June 30 in the year prior to the leave of absence the unit member shall make a written request to the superintendent for recommendation to the Board of Education."

11. Modify Article 10, Section E to read as follows:

"Unit members on Board-approved leaves (paid or unpaid) which extend through the end of the school year must notify the District no later than ~~May 15~~ April 1 of their intent to return for the next school year."

12. Change Article 10, Section H to read as follows:

"Unit members shall be entitled to any military leave provided by law and shall return with all rights and privileges granted by law arising out of the exercise of military leave."

13. Add Article 10, Section I to read as follows:

"Abuse of the provisions of this article may result in disciplinary action."

14. Add to Article 11, Section B as follows:

"Elementary

Elementary P.E. with accommodation given pursuant to section C(2)(a)

K=64, 1-3=96, 4-6=108"

15. Modify Article 11, Section A in part as follows:

"Transitional Kindergarten ~~32~~ 30"

16. Modify Article 11, Section A, first paragraph in part to read as follows:

“The “maximum” number recognizes that scheduling, facilities and growth patterns may affect class size. It is agreed upon by both parties that the mainstreaming of elementary special day class students increases the workload of the elementary general education teacher. With that understanding, the parties agree that elementary SDC teachers of elementary mainstreamed students will be responsible for the grading, curriculum development, parent contact, and behavior modification support of the mainstreamed students. In addition, any elementary general education teacher that goes over their assigned maximum number *TK (30), K-3 (32) or 4-6 (36)* on a daily basis due to mainstreaming and does not have either instructional aide support or additional teacher support during the period of time the students are mainstreamed shall be provided relief as per section XI (C).”

17. Modify Article 11, Section C in part to read as follows:

“If maximums are exceeded beyond any continuous ~~threetwo~~-week period, except for the first twelve school days, means shall be sought to provide relief by:”

18. Modify Article 11, Section F in part to read as follows:

“Special consideration will be given a unit member when a ~~severely handicapped special needs~~ student requires special ~~intensive~~ services unfamiliar to the regular education teacher.”

19. Change Article 11, Section G to read as follows:

“G. Combination Classes

1. Special consideration will be given to a unit member who is assigned an elementary combination class, or at the secondary level assigned to teach more than one course in the same period, exclusive of special programs. Such consideration will be dictated by the particular accommodation necessitated by the assigned class and may include those provisions as itemized in Section F of this article.
2. A unit member who is assigned an elementary combination class, exclusive of special programs, shall receive 10 full days or 20 half days of release time per year to be taken at a time mutually agreed to between the teacher and the site administrator for classroom preparation, assessment or individual and/or group instruction. The unit member may not take more than two (2) full consecutive days or more than three (3) full days in any one month. Unit

members will have the option of working at the school site or at the Professional Development Academy. In addition, a provision will be made for up to 60 minutes per week of protected time for single grade instruction, at the option of the unit member. The unit member has the option to receive the current substitute teacher pay rather than one day per month of release time.

3. Every effort shall be made to assign combination classes on an equitable basis within a school site."

20. Add to Article 11, Section G, 2nd paragraph to read as follows:

"The District shall provide on-going year-long classroom support for any 5/6 combo classes.

21. Add to Article 12, Section F to read as follows:

"6. When a unit member is reassigned or transferred to another classroom, the District shall, upon request, provide moving materials and move the unit member's boxes, materials and other items to the unit member's new classroom. Items purchased with \$1000 teacher grants remain at the school site where the teacher was assigned when purchased."

22. Article 14-Wages

Increase all salary schedules by 1%, retroactive to July 1, 2017. Effective July 1, 2018, apply .35% for the following:

- a. Compress the Salary schedules to 28 steps; and
- b. Increase Column 5, Step 28 by \$5,000

23. Modify Article 14, Section E(3) as follows:

Sixth Grade Camp ~~0.010~~ 0.004125 per night

24. Add to Article 15 to read as follows:

"M. The District shall create a District-Wide communication plan to communicate with all unit members during an emergency impacting the District (e.g. fire, lock-down etc). All unit members shall have the opportunity to provide a number to the District and the District shall provide regular communications to all unit members that registered their numbers during an emergency."

“N. Unit members shall not be required to stack tables or desks in their classroom.”

25. Modify Article 16, Section D to read as follows:

“Unit members shall, under the direction of their immediate supervisor, be required to render additional hours of service each school year for Back-to-School Night, Open House and Parent Conference Days. Unit members that teach TK or K may substitute an orientation day before the first student day of the year in lieu of participating in Back-to-School Night. The decision to have an orientation day shall be made mutually between the unit member and the site administrator and shall not last more than two hours.”

26. Modify Article 16, Section G(1) as follows:

“1. In addition to Article XVI, Sections A through E, full-time unit members shall be responsible for not more than fifteen (15) hours per year of adjunct duties as specifically assigned on a necessary and equitable basis. A unit member may agree to be paid for adjunct duty responsibilities in excess of the fifteen (15) hours per year. With prior approval by the site administrator, all unit members that work in excess of fifteen (15) adjunct duty hours shall be paid at the \$25/hr compensation rate as stated in Article 14, Section B for each hour worked.”

27. Modify Article 16, Section I(3) to read as follows:

“~~Within three (3) weeks after the beginning of school,~~ Beginning the second week of school, unit members assigned to a regular elementary (grades 1-6) school class shall have 240 minutes every two weeks for preparation; ~~the District shall have five (5) working days after written notice is given to the immediate supervisor and the District Office to correct any failure to provide such released time. Any failure to provide preparation time to a unit member shall result in the missed preparation time be added to the required 240 minutes in the following two week period.~~

28. Modify Article 16, Section I(4) to read as follows:

“All SDC teachers teaching grades 1-6 at an elementary site, elementary RSP teachers, SLP teachers, pre-school and Kindergarten SDC teachers with full programs each school day and unit members providing DIS services (Orientation and Mobility, Deaf/Hard of Hearing, Visually Impaired, Adapted P.E.) shall have ~~one full day of release time or two half days of release time per month~~ 10 full days or 20 half days of release time per year to be taken at a time mutually agreed to between the teacher and the site administrator. ~~The unit member may not take more than two (2) full consecutive days or more than three (3) full days in any one month.~~”

29. Modify Article 16, Section O to read as follows:

“Unit members who need assistance with translation (i.e. report cards) into languages other than English shall inform the site administrator in writing. It shall then be the responsibility of the District to provide translation in a timely manner. All translations of report cards must be returned to the teacher before parent conference period begins. Report cards must be provided to the translator within a reasonable amount of time to be translated. For Special Education translations, the unit member will forward the request and supporting document(s) to the Special Education office.”

30. Add Article 16, Section Q(4) to read as follows:

“4. Unit members at the secondary levels shall be required to provide comments on the progress report only for students who are in danger of failing.”

31. Add Article 16, Section T to read as follows:

“T. Teachers On Special Assignment (TOSA)

1. TOSA assignments shall be voluntary and a TOSA can return to a regular teaching position the following school year with notification to Human Resources Assistant Superintendent by May 1 of their intent to return for the next school year.
2. The work day for a TOSA shall be 7 hours, exclusive of the lunch period.
3. TOSA shall be paid the hourly rate for in-service teaching for each hour a TOSA works on their daily assignment past the TOSA work day.
4. The TOSA work year is equal to a certificated employee work year as provided in this Agreement. A TOSA may be asked to voluntarily work a longer year in their primary assignment as defined in section 7 below. All days worked in excess of their primary assignment shall be paid their per diem rate of pay for each day worked in excess of the certificated work year.
5. Prior to the first working day of each school year, each TOSA and the District shall agree, in writing, on their working calendar for the following year. Upon mutual written agreement between the TOSA and the District, the TOSA's calendar may be flexed for up to 15 days per year.
6. All TOSA shall not be considered part of school site staff, whether or not a TOSA is assigned primarily to one school site. As such, TOSA may not be assigned adjunct or other duties or assignments by the site administrator.
7. TOSA shall receive their assignments and report to a designated administrator in the District Office. A job description of the TOSA duties shall be given to the TOSA prior to acceptance of the position, and nothing else may be added

to that job description without the prior written consent of the TOSA and the District.

8. A unit member who serves as a TOSA has the right to return to the school site and position held prior to becoming a TOSA for up to two (2) years. In the event this causes a surplus of teachers, normal contract provisions shall apply to determine the transfer of a teacher from that school.
9. An APLE selected representative will be invited to be part of TOSA interview panels.

32. Add Article 16, Section U to read as follows:

“Unit members shall not be required to change diapers.”

2019-2020 Teacher Calendar

July-19
4 - July 4th Holiday

July-19						
Su	Mo	Tu	W	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January-20						
Su	Mo	Tu	W	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January-20
1-3 Winter Break
20th - Dr. Martin Luther King Jr. Day Holiday

19 Work Days

August-19
22, 23, 26 - Prep
27 - 1st Day
30 - Non Student/Non Teacher

August-19						
Su	Mo	Tu	W	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February-20						
Su	Mo	Tu	W	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

February-20
10th - Lincoln Day Holiday
17th - Washington Day Holiday

18 Work Days

September-19
2 - Labor Day

September-19						
Su	Mo	Tu	W	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

March-20						
Su	Mo	Tu	W	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March-20

22 Work Days

October-19

October-19						
Su	Mo	Tu	W	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April-20						
Su	Mo	Tu	W	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

April-20
6-10 Spring Break

17 Work Days

November-19
11th - Veterans Day Holiday
25th - 29th - Thanksgiving Break

November-19						
Su	Mo	Tu	W	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May-20						
Su	Mo	Tu	W	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May-20
25th - Memorial Day Holiday

20 Work Days

December-19
23-31 Winter Break

December-19						
Su	Mo	Tu	W	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June-20						
Su	Mo	Tu	W	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

June-20
11th - Last Day Students
12th - Last Day Teachers

10 Work Days

MEMORANDUM OF UNDERSTANDING
BETWEEN THE PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
AND
ASSOCIATION OF PLACENTIA-LINDA EDUCATORS

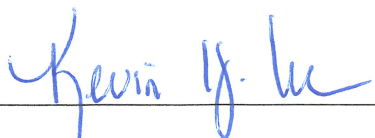
This MOU is agreed upon between the Placentia-Yorba Linda Unified School District and the Association of Placentia-Linda Educators regarding Article XI(A), *Class Size*.

It is understood by both parties that during the 2018-19, 2019-20 and 2020-21 school years, The Class Size Maximums stated below affirm the parties' specific agreement as it pertains to Article XI of the Collective Bargaining Agreement covering the period of the July 1, 2017-June 20, 2020. The parties hereby agree that this agreement constitutes a "collectively bargained alternative average class enrollment for each school site" in grades TK through 3 in accordance with California Education Code section 42238.02 (d) (3) (D).

<u>Elementary</u>	<u>Maximum</u>
Transitional Kindergarten	30
Kindergarten	32
Grades 1-3	32

Except as expressly modified herein, the Agreement between the parties shall be unchanged.

This Memorandum of Understanding shall constitute the entire agreement of the parties as to this issue and may only be modified or amended in writing, signed by both parties.

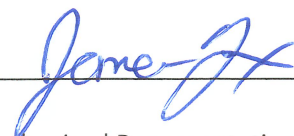


Authorized Representative

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT




Date



Authorized Representative

ASSOCIATION OF PLACENTIA-LINDA EDUCATORS



Date

MEMORANDUM OF UNDERSTANDING
BETWEEN THE PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
AND
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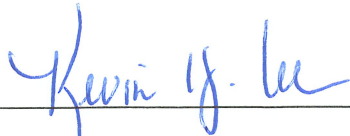
This MOU is agreed upon between the Placentia-Yorba Linda Unified School District and the Association of Placentia-Linda Educators regarding Article XVI (P) – Professional Day.

It is agreed upon by both parties that a study will be conducted during the 2017-18 and 2018-19 school years regarding the use of ink in classroom printers, access to centralized copiers/printers, copy allowances, and the use of the district print shop to allow each unit member to be prepared for their instructional days.

Except as modified herein, the Agreement between the parties shall be unchanged.

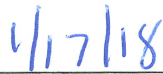
This Memorandum of Understanding shall constitute the entire agreement of the parties as to this issue and may only be modified or amended in writing, signed by both parties.

This Memorandum of Understanding shall be in place for the 2017-18 and 2018-19 school years and used for negotiating purposes for the 2019-20 contract. The discussion of this item will not be considered a re-opener in respect to Article I.

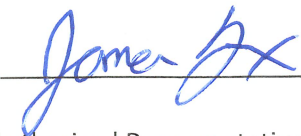


Authorized Representative

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT



Date



Authorized Representative

ASSOCIATION OF PLACENTIA-LINDA EDUCATORS



Date

MEMORANDUM OF UNDERSTANDING
BETWEEN THE PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
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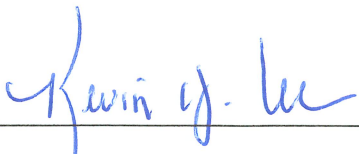
This MOU is agreed upon between the Placentia-Yorba Linda Unified School District and the Association of Placentia-Linda Educators regarding Article XV, Safety.

It is agreed upon by both parties that elementary P.E. teachers, music teachers, and site administration shall develop a yearly plan prior to the end of the first month of school, to use school site spaces on any day that P.E. cannot be held outdoors.

Except as modified herein, the Agreement between the parties shall be unchanged.

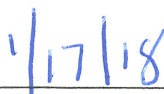
This Memorandum of Understanding shall constitute the entire agreement of the parties as to this issue and may only be modified or amended in writing, signed by both parties.

This Memorandum of Understanding shall be in place for the 2018-19 school year.

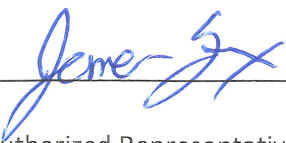


Authorized Representative

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT

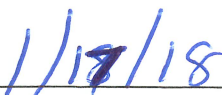


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MEMORANDUM OF UNDERSTANDING
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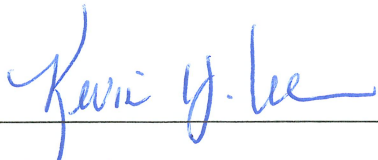
This MOU is agreed upon between the Placentia-Yorba Linda Unified School District and the Association of Placentia-Linda Educators regarding Article XI -- Class Size.

It is agreed upon by both parties that during the 2017-18 and 2018-19 school years, the District will take all necessary steps to cover P.E. instructional aide assignments. The District will add the P.E. instructional aides to the District's sub-calling system. The District will allow substitute teachers to cover for a P.E. instructional aide when an aide cannot be secured. The District will allow on-site teachers to be used to cover for a P.E. instructional aide during their prep and be compensated at the current summer school rate for coverage. The District will track each time coverage is not provided during the period of this MOU.

Except as modified herein, the Agreement between the parties shall be unchanged.

This Memorandum of Understanding shall constitute the entire agreement of the parties as to this issue and may only be modified or amended in writing, signed by both parties.

This Memorandum of Understanding shall be in place for the 2017-18 and 2018-19 school year and used for negotiating purposes for the 2019-20 contract. The discussion of this item will not be considered a re-opener in respect to Article I.

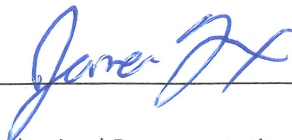


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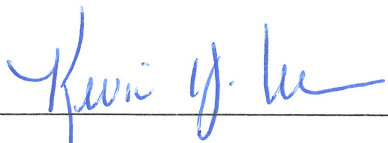
MEMORANDUM OF UNDERSTANDING
BETWEEN THE PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
AND
ASSOCIATION OF PLACENTIA-LINDA EDUCATORS

This MOU is agreed upon between the Placentia-Yorba Linda Unified School District and the Association of Placentia-Linda Educators regarding Article XI (B) – Maximum Class Size.

It is agreed upon by both parties that Education Code 56363.3 reads, "The average caseload for language, speech, and hearing specialists in special education local plan areas shall not exceed 55 cases, unless the local plan specifies a higher average caseload and the reasons for the greater average caseload." The District will seek to recruit additional Speech and Language Specialists in order to make progress towards the average caseload of 55 and will study the caseload and workload of Speech and Language Specialists in the PYLUSD in order to determine if there are reasons such as consult and/or monitor for "a greater average caseload" as specified in the Education Code.


Except as modified herein, the Agreement between the parties shall be unchanged.

This Memorandum of Understanding shall constitute the entire agreement of the parties as to this issue and may only be modified or amended in writing, signed by both parties.



Authorized Representative

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT

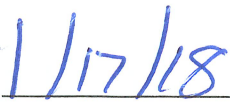


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MEMORANDUM OF UNDERSTANDING
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This MOU is agreed upon between the Placentia-Yorba Linda Unified School District and the Association of Placentia-Linda Educators regarding Article XIII – Evaluation Procedures.

Modify Article 13, Section F as follows:

“a. Prior to October 1 of each school year, each unit member shall submit to the evaluator a minimum of one (1) and a maximum of two (2) annual objectives, at the sole discretion of the unit member, on Form A in writing or via electronic means. The unit member shall submit objectives designed to provide personal professional growth of the unit member as a teacher by receiving time and resources to focus on the area(s) of improvement identified by the unit member. The chosen area(s) of growth shall have a connection to a district, school, department or grade level goals and/or methods described in Article XIII D(1) as defined in the certificated evaluation form in the contract. The annual objective chosen by the unit member shall be approved by the District if the objective has a connection to a district, school, department or grade level goals and/or methods described in Article XIII D(1) as defined in the certificated evaluation form in the contract. If there is a dispute in determining if a connection exists, the unit member, site administrator, a manager from Human Resources and the APLE President or designee shall come together to determine the proper area of growth. Identified areas of personal professional growth shall not be used in a unit member’s evaluation.

b. By November 1 of each school year, the evaluator and the unit member shall meet to mutually agree on the unit member’s annual objectives. The unit member and the site administrator shall collaborate to support the unit member’s goal(s) by recommending workshops, training(s), resources, and assistance to support the unit member in meeting the annual objectives.

Letters D-F will remain the same

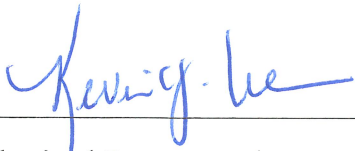
A modified Form A will be used during the pilot year.

The pilot form and procedures will be used at a minimum of 1 comprehensive high school, one middle school, one alternative school, and one elementary school jointly selected by APLE and the District. Other volunteer schools may be sought.

Except as modified herein, the Agreement between the parties shall be unchanged.

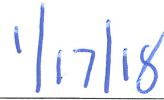
This Memorandum of Understanding shall constitute the entire agreement of the parties as to this issue and may only be modified or amended in writing, signed by both parties.

This Memorandum of Understanding shall be in place for the 2018-19 school year and information obtained from this pilot will be used for negotiating purposes for the 2019-20 contract. The discussion of this item will not be considered a re-opener in respect to Article I.

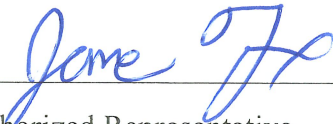


Authorized Representative

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT

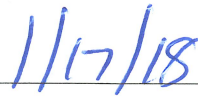


Date



Authorized Representative

ASSOCIATION OF PLACENTIA-LINDA EDUCATORS



Date

PLACENTIA –YORBA LINDA UNIFIED SCHOOL DISTRICT Teacher Annual Objective (Form A)		School Year:
Teacher:	Teaching Assignment:	
Evaluator:	School Site/Department:	
Professional Growth Goal		
Actions		
Connection to district or school, dept, or grade level goals and/or methods described in Article XIII D(1)		
Teacher Reflections		
Principal Reflections		
Mutually Agreed by November 1		Reflection Conference by End of Year
Teacher Signature: _____	Date: _____	Teacher Signature: _____ Date: _____
Principal Signature: _____	Date: _____	Principal Signature: _____ Date: _____

Memorandum of Understanding
Clarification of PLC Procedures
and Protocols
March 2018

Professional Learning Communities (PLC) have been an integral part of the teaching and learning environment in the PYLUSD for the past 10 years. Teachers work collaboratively during early release/late start days to create common assessments, analyze results, and adjust instructional practices. In the 2007-2008 school year, the APLE and the District jointly agreed on the importance and structure of PLCs. As a result, District-wide professional development will be provided to support newly developed PLC teams with a focus on collaboration and the five essential questions.

The purpose of this memo is to further clarify the goals and vision of our Professional Learning Communities. The critical question in a PLC is not *do we collaborate?* But rather, *What do we collaborate about?* A true PLC is designed to answer the following questions:

1. What is it we want all students to learn?
2. How will we know when they know it?
3. How will we respond when they do not learn?
4. How will we respond when they already know it?
5. How do we engage in relevant pedagogy and professional development to ensure that we are collectively answering these questions?

The District and APLE believe in the power of teacher collaboration. To that end, time has been established for teachers to work together. As a result, we agree with the following beliefs and practices related to teacher collaboration:

- PLC weekly meeting schedules will be collaboratively designed. Teachers will meet by department/grade level to discuss preferences, after which the leadership team in collaboration with site administrators will meet to develop a tentative PLC weekly meeting schedule based on input from all departments/grade levels. (If an APLE Rep. is not a member of the leadership team, one Rep. should be invited to participate in the development of the rotation schedule.) The PLC weekly meeting schedule will be presented to the staff for final review prior to the start of each school year. Note: Presentation of the PLC weekly meeting schedule is not for the purpose of a vote, but rather to reach consensus with the staff.
- PLC weekly meetings shall include: staff meetings; staff development; horizontal team meetings; and vertical team meetings. Off site (cross-school/content area collaboration attendance, Preppy K, music, elementary PE, stand-alone elective teachers, etc.) must be pre-approved by site administrators.
- All PLC meetings will be 60 minutes in duration. All staff members will need to be present for the full 60 minutes. As a result, at all early release sites, teachers will be required to report to school at least 25 minutes prior to the start of each school day instead of 30 minutes as indicated in Article XVI (A).
- Four early release or late start days will be set aside for teacher planning per year (quarterly planning, lesson planning, report card preparation, grading, etc.). These

days will be designated by the site administrator and leadership team prior to the start of school. No agenda will be requested on these days, however teachers shall remain on campus during the 60 minute planning period.

- All collaboration time will focus on the five essential questions and be documented through team agendas. Agendas will be created by grade level/subject area or other teams and submitted to designated site administrators no less than two days prior to the PLC meeting.
- Sign-in sheets will be submitted, by the end of the week, to the principal or designee after each meeting with identified agenda items for the next session (meeting minutes are not required).
- Schools with weekly early release or late start may have additional staff meetings for extenuating circumstances (these might include natural disasters, an accident involving student or staff member, dissemination of time-sensitive information, staffing changes, etc.)
- Teachers should not be called away from collaboration time for other purposes, except in extenuating circumstances. PLC meeting norms shall be established by each team and reviewed annually.
- Site administrators and counselors are encouraged to participate as partners in collaboration, whenever possible.
- The Association Faculty Representative shall notify site leadership of the need to be granted a minimum of five minutes during the early release/late start staff meeting days to announce the agenda for upcoming Association business. The Association Representative will notify site leaders a minimum of one week prior to the meeting of the need for this time. This time will be granted at the end of the 60 minute period of time.

Kevig. Lee 1/17/18

Assistant Superintendent, Human Resources Date

James JH 1/17/18

Authorized APLE Rep.

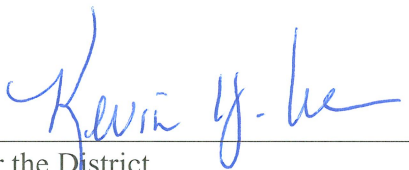
Date

TENTATIVE AGREEMENT


Signature Page

The following represents the entire Tentative Agreement between the District and the Association for the 2017-18 school year:


- | | |
|--|-------------|
| 1. Contract language changes (items 1 through 32) | pages 1-8 |
| 2. Certificated calendar for 2019-20 school year | page 9 |
| 3. MOU on class size | page 10 |
| 4. MOU on ink and printing | page 11 |
| 5. MOU on PE and music use of facilities on rainy days | page 12 |
| 6. MOU on subs for PE aides | page 13 |
| 7. MOU on speech caseload | page 14 |
| 8. MOU on pilot program for goals and objectives | pages 15-16 |
| 9. Form A to #8 above | page 17 |
| 10. MOU on PLC | pages 18-19 |
| 11. Signature page | page 20 |




For the District



Date



For the Association



Date