

MEMORANDUM OF UNDERSTANDING
between the
PLEASANTON UNIFIED SCHOOL DISTRICT
and the
ASSOCIATION OF PLEASANTON TEACHERS
Pilot Program re Collaboration 2017/2018

The Pleasanton Unified School District ("District") and the Association of Pleasanton Teachers ("APT" or "Association") have entered into this Memorandum of Understanding ("MOU") to continue the pilot program for collaboration.

A. Provisions for a Common District-Wide Collaboration Time

1. Each Wednesday shall be a Late Start.
2. As needed, minutes shall be added at each site to ensure compliance with State-mandated instructional minutes.

B. Comprehensive High School

Of the Late Start Wednesdays, 24 shall be collaboration:

- 12 shall be Collaboration Council led.
- 12 shall be Admin led Collaboration with teacher input.

C. Middle School

Continue utilizing the existing contract language.

D. Elementary


A 6-week rotation

- 2 Admin led Collaboration with teacher input (principal has option to donate one or both to teachers as needed)
- 3 Collaboration Council led
- 1 K-5 Preparation

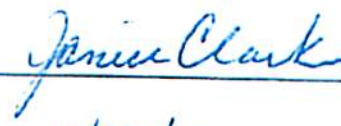
Note: 1) Order of rotation established by each site; 2) the Wednesday of the last week of the school year is designated as preparation time for teachers.

This MOU shall be null and void at close of business on June 30, 2018 unless extended by the parties.

FOR THE PLEASANTON UNIFIED
SCHOOL DISTRICT

By: 
Date: 8/24/17

FOR THE ASSOCIATION OF
PLEASANTON TEACHERS

By: 
Date: 8/24/17

SIDE LETTER
between the
PLEASANTON UNIFIED SCHOOL DISTRICT
and the
ASSOCIATION OF PLEASANTON TEACHERS
Class Size for 2017/2018

This Side Letter of Agreement is between the Pleasanton Unified School District ("District") and the Association of Pleasanton Teachers ("APT" or "Association").

Article 9 (Class Size) is to remain status quo except, for the term of the negotiated agreement (subject to the parties exercising discretionary reopeners under Article 24), the parties agree that Sections 9.2.2 and 9.2.3 shall be modified as set forth below, effective with the 2017-2018 school year, except for sections 9.2.3.3 through 9.2.3.3.2:

9.2: *Maximum Class Size*

9.2.1. When enrollment of an individual class surpasses the student maximums set forth below, the teacher and the principal shall meet within fifteen (15) working days to review the class situation.

Grades K-3	32
Grades 4-5	33
Grades 6-8	34
Grades 9-12	37

9.2.2: Class size in combination classes at grades K-12 is capped at the maximums set forth in paragraph 9.2.1.

a. For all other K-12 classes, the District shall, at its option, provide, unless waived by the teacher, that relief deemed appropriate by the District which will include, but is not limited to, one of the following:

- **Transfer or reassignment of students**
- **Instructional aide time (to be assigned no later than the second day of the additional student enrollment)**
- **Unless the District transfers/reassigns students or provides instructional aide time, a teacher with just one (1) classroom that is over the limit shall have the following choices:**
 - **Option A: One Hundred Dollars (\$100) of additional District funding provided for classroom instructional materials,**

Or

- Option B: One (1) full sub release day provided by the District (to be scheduled with site administration as either one (1) full day or two (2) half days during the school year).
- Unless the District transfers/reassigns students or provides instructional aide time, a teacher with more than one (1) classroom that is over the limit shall have the following choices:
 - Options A: One Hundred Dollars (\$100) of additional District funding provided for classroom instructional materials per classroom over the contractual limit,

Or

- Option B: Up to one (1) full sub release day provided by the District (to be scheduled with site administration as either one (1) full day or two (2) half days during the school year) and One Hundred Dollars (\$100) for each remaining classroom above the contractual limit.

Example: A middle school teacher with two (2) classrooms at thirty-five (35) plus could elect to receive either:

- Option A: Two Hundred Dollars (\$200) of additional District funding provided for materials,

Or

- Option B: One (1) sub release day, plus One Hundred Dollars (\$100) of District funding for classroom materials.

Notes:

1. *There is no option to take more than one (1) total sub release day.*
2. *Sub release time is to be used for teacher preparation at the school site during the school day.*
3. *In addition to the choices set forth above, should a class exceed the class size cap by more than two (2) students, the teacher shall receive Two Dollars (\$2.00) per day for each student over the cap plus two (2).*

9.2.3: The above class maximums do not apply to:

9.2.3.1 Traditionally large classes. These include, but are not limited to: band, chorus and physical education.

9.2.3.1.1 In grades six (6) through eight (8), however:

- a physical education class shall not exceed fifty-five (55) students without the consent of the teacher, after consultation with the APT President (or designee);
- band and chorus shall not exceed fifty-nine (59) students without the consent of the teacher, after consultation with the APT President (or designee); and
- The Two Dollars (\$2.00) per day for each student over the cap plus two (2) does not apply to band and chorus.

9.2.3.1.2. In grades nine (9) through twelve (12), however:

- a physical education class shall not exceed fifty-nine (59) students without the consent of the teacher, after consultation with the APT President (or designee);
- band and chorus shall not exceed sixty-nine (69) students without the consent of the teacher, after consultation with the APT President (or designee); and
- The Two Dollars (\$2.00) per day for each student over the cap plus two (2) does not apply to band and chorus.

9.2.3.2 Preparation period specialists for class size reduction grade levels. These classes shall not exceed forty (40) students. If enrollment exceeds forty (40), the provisions of paragraph 9.2.2 shall apply (except the required meeting shall occur within ten (10) working days). The Association shall be notified so that assistance may be provided to the affected teacher.

9.2.3.3 Notwithstanding section 9.2.3.2 above, the District will schedule P.E. and Music Specialists on a 1:1 basis subject to the following conditions:

9.2.3.3.1 Section 9.2.3.3 shall be implemented only upon voter approval of extension of Proposition 30 revenue for school Districts via passage of Proposition 55 in the November, 2016 election and actual receipt of such funds by the District. If Proposition 55 does not pass, and/or if for any reason the District does not receive the funds anticipated, section 9.2.3.3 and all subsections shall automatically be null and void, in which case section 9.2.3.2 shall apply.

9.2.3.3.2 Section 9.2.3.3 shall be implemented beginning with the 2017-2018 school year and continue for the term of the negotiated Agreement through the 2018-2019 school year. Upon expiration of the Agreement on June 30, 2019, section 9.2.3.3 and all subsections shall automatically be null and void and the status quo shall revert to the provisions of section 9.2.3.2 of the Agreement unless the parties negotiate a written agreement to the contrary.

Except for sections 9.2.3.3 through 9.2.3.3.2, which are effective beginning with the 2017-2018 school year for the term of the negotiated Agreement through June 30, 2019, this Side Letter shall be effective for the 2017/2018 school year only. It shall be null and void and of no further effect at close of business on June 30, 2018 unless the parties enter into a written agreement to extend or renew its terms prior to June 30, 2018.

FOR THE PLEASANTON UNIFIED
SCHOOL DISTRICT

By: _____

Date: _____

Michael A. Portog
8/24/17

FOR THE ASSOCIATION OF
PLEASANTON TEACHERS

By: _____

Date: _____

Janice Clark
8/24/17

SIDE LETTER OF AGREEMENT
Between the
PLEASANTON UNIFIED SCHOOL DISTRICT
And the
ASSOCIATION OF PLEASANTON TEACHERS
Workload for 2017/2018

The Pleasanton Unified School District ("District") and the Association of Pleasanton Teachers ("APT" or "Association") have reached the following agreements concerning workload issues for the 2017/2018 school year.

1. SST / 504 / IEP / SIP (Student Improvement Plan) Meetings: The District will collaborate with APT to develop a process by which participants in these meetings can utilize Best Practices to ensure that the meetings comply with the law while also minimizing time spent in the meetings by unit members.
 - a. Unit members who are required to participate in IEP or 504 meetings after 5:00 pm shall receive compensation at his or her hourly rate of pay.
 - b. The unit member will receive a minimum thirty (30) minutes of pay. Thereafter, pay shall be allotted in fifteen (15) minute increments.
2. SIP / SST / IEP / 504 Meetings: The District will provide up to five (5) substitute release days per site for scheduling.
3. Unit members will track the following data during the 2017/2018 school year: 1) the number of SIP, SST, 504 and IEPs meetings that he/she attends (verified by his/her supervisor); and 2) the total time he/she spent in each of those meetings. Unit members will enter the foregoing meeting data within two (2) working days following the meeting(s). The District will compile the data in order for the parties to meet and discuss the data no later than March 2018. *18 m.m. 90*
4. Elementary Report Card: The District and APT will jointly conduct a survey concerning the Elementary Report Card in November of 2017 to gather input for possible modifications.
5. Instructional Rounds: Delay scheduling and conducting instructional rounds sessions for one (1) year unless currently written into the school's WASC plan.

The terms of this Side Letter shall be null and void at close of business on June 30, 2018.

FOR THE PLEASANTON UNIFIED
SCHOOL DISTRICT

By: *Michael A. Proctor*

Date: *8/24/17*

FOR THE ASSOCIATION OF
PLEASANTON TEACHERS

By: *Quince Clark*

Date: *8/24/17*