

April , 2010

LETTER OF UNDERSTANDING
AND
ADDENDUM TO THE NEGOTIATED AGREEMENT

This letter confirms and memorializes agreements between the Board and the Union resulting from meetings conducted between January 15, 2010 and April 6, 2010 and shall be included in the Negotiated Agreement between the Board and the Union dated July 1, 2008.

The following items are agreed:

1. The Union agrees to the Board's request to waive time on the grievance filed December 18, 2009 regarding the Board's proposal to implement an eight period instructional day at the high school for the 2010-2011 school year contingent upon the following:
 - a. The Union shall appoint 4 representatives annually to the high school scheduling committee to create a partnership in the implementation of an eight period day at the high school.
 - b. The scheduling committee shall develop the guidelines and parameters for the EOS period. Each small school will design a specific plan for the use of the EOS period that addresses the academic needs of its students. These plans must follow the established general guidelines and parameters set forth by the scheduling committee.
 - c. Some early release days, compacted schedule days, or other methods as agreed by the Board and Union may be used for EOS planning. Teachers are expected to exercise their professional judgment in determining when to use individual and/or collaborative planning to best meet the needs of their students.
 - d. The scheduling committee will convene in May, 2010 to design an effectiveness impact study of the eight period day. The committee will report its initial findings to the high school union stewards and principals at the end of the first grading period of the 2010-2011 school year, and subsequent findings at the conclusion of the first semester of the 2010-2011 school year. The committee will present its first semester report and any recommendations for schedule modifications of the high school schedule to the Board in February, 2011 so that if necessary, negotiations will ensue. Scheduling Committee meetings for the purposes as defined herein shall follow the same schedule in subsequent school years.
 - e. Small School TAP committees shall be formed and shall convene in accordance with the TAP Charter no later than April 30, 2010.
 - f. Should school-wide issues or concerns arise at the high school, the high school stewards and principals shall meet at the request of either the Board or the Union to address these issues.

- g. High school intervention specialists shall be scheduled to have five teaching assignments, a conference planning period, a lunch period, and a period assigned for case management responsibilities, co-teacher planning, and/or other duties related to servicing special needs students.
 - 2. The Union will withdraw the Unfair Labor Practice (ULP) regarding the implementation of the eight period day at the high school upon the recommendation by the high school stewards that there has been sufficient progress and the formation of a true partnership in the work of the scheduling committee, and upon agreement by the Board and the Union to the general guidelines and parameters referenced in Item 1. b, above. The Union will inform the Superintendent of its intentions regarding the status of the ULP prior to May 28, 2010.
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