

MEMORANDUM OF UNDERSTANDING BETWEEN TACOMA SCHOOL DISTRICT NO. 10 AND TACOMA EDUCATION ASSOCIATION

PARTNER SCHOOL AGREEMENTS

Article II, Section 17(B)(4) of the Collective Bargaining Agreement provides for an annual process for agreeing-upon waivers from CBA terms. The Partner Schools (Tacoma School of the Arts, Science and Math Institute and School of Industrial Design, Engineering and Art) are innovative schools governed under Board Policy 2015 and 2015R as well as CBA Article VIII, Section 52.

The following waivers are agreed-upon between the Tacoma Education Association and Tacoma Public Schools for the Partner Schools:

1. Section 44(A)(3): A Professional Learning Community (PLC). Partner Schools start with students at 8:00 a.m. Monday, Tuesday, Thursday, and Friday and start at 10:30 a.m. on Wednesdays, PLC Time for Partner Schools will be on Wednesdays between 8 AM and 10 AM.
2. Section 44(C): Partner Schools' calendar provides for two (2) hours of PLC time during each late start. The Partner Schools PLC calendar provides for 1 hour of PD and 1 hour of PLC. Individual Partner Schools may divide the two (2) hours differently depending on school needs.
3. Section 45(A): Partner Schools establish a calendar for SOTA, SAMI and IDEA students and staff. The Partner Schools obtain approval every three (3) years from the Office of Superintendent of Public Instruction for the one-hundred sixty-five (165) day calendar. The Partner Schools work with SCDM to coordinate the annual Partner Schools' calendar, which is then approved by the District. A copy of the OSPI application and the annual calendar will be provided to the Association and to Partner Schools staff upon request.
 - a. Because the Partner Schools hold an all-school retreat before Labor Day, staff will work during these two days and staff who spend the night at the retreat shall receive a \$500 stipend.
 - b. The first day of school at Partner Schools is the same day as the rest of the District and the last day of school being the same or before the rest of the District.
 - c. Partner Schools provide a full week break at Thanksgiving and a two-week Spring Break inclusive of four (4) weekends.

- d. All other school days will occur on days the rest of the district is in session.
4. Section 45(F): The Partner School Calendar establishes conference days and five (5) days of early release for conferencing with each mentor group student.
5. Section 47(A): The workday shall be eight and one-quarter hours (8.25) inclusive of not less than a thirty (30) minute duty-free lunch period, exclusive of passing time. Partner Schools start at 8:00 a.m. and end at 3:30 p.m. The total annual teacher contract time for Partner School teachers will stay within the CBA guidelines for total contracted hours per year.
6. Section 48(A)(1): The Partner Schools provide for the following planning periods:
 - a. Two thirty (30) minute planning periods on Wednesdays;
 - b. One ninety (90) minute period per day on Monday, Tuesday, Thursday, and Friday.
7. Section 51(B)(5): Co-Teaching. Class size limits will not exceed one (1) FTE for every thirty (30) students.
8. Section 67: Caseloads will be one-hundred fifty (150) students for core classes and one-hundred seventy-five (175) including mentor groups per semester. Staff with caseloads exceeding these caps will be compensated for overages in accordance with Article IX, Section 69 of the CBA. Students in Workshop, Applications and Adventures (A&A), Micro-term and Mini-term courses will not be counted toward the total teacher caseload, but individual class maximum and co-teaching class limits apply.
9. Section 83(H): The Partner Schools will make every effort to limit preparations to three (3) content classes, one (1) mentor groups and one (1) project class (A&A).
10. The administrators of the Partner Schools will meet annually with the Association beginning in January 2024 to evaluate success according to Article VIII, Section 52(J) of the CBA.

11.If program changes are proposed at the Partner Schools, the Association and the District will meet and discuss prior to implementation.

IN WITNESS WHEREOF, the parties shall be deemed to have executed this Agreement on the 11th day of September, 2023.

For the Association:



Penny Cramer
President
Tacoma Education Association

For the District:



Renee Trueblood
Assistant Superintendent Human Resources
Tacoma School District No. 10