



## Tentative Agreement between Jurupa Unified School District and NEA-Jurupa

May 23, 2017

## **Article IV-Association Rights**

In the interest of open communication and increased collaboration, the Parties agree to establish a standing agenda item during monthly NEA-Jurupa contract management meetings. During the 2017-2018 school year, an administrator from Education Services will be present for the first thirty (30) minutes of each contract management meeting to review current issues under the purview of Education Services. This will provide NEA-Jurupa with the opportunity to provide input and feedback. In some cases, these decisions will be finalized prior to the meeting described in Article IV, Section 15 of the NEA-Jurupa Collective Bargaining Agreement. The District retains its rights as described in Article III, Section 2.

## VI - Safety

The District will continue to install push gates and/or gate locks that can be opened with a classroom key.

#### VIII-Class Size

The Parties agree to the establishment of a side committee to explore restructuring the current discipline model at the comprehensive high schools to allow Guidance Coordinators more time to counsel students on career/college opportunities. The District and the Association will each select 50% of the committee's membership.

## XII-Transfer and Reassignment

The Parties agree that Section 8, Part B be changed as follows: When a transfer is made during the school year, the unit member shall receive a minimum of three days release time to relocate the classroom.

#### XIV-Basic Compensation

The Parties agree to a 1% increase to the basic salary schedule.





### **XV-Extra Compensation**

The Parties agree that the Reflective Coach stipend will be changed to a per candidate amount equal to half the current stipend.

The Parties agree that the language on summer school selection will be revised for the 2017-2018 school year. The Parties agree to discontinue the point given for an applicant whose current assignment (9-12) is in the same department as the summer school course that is being offered.

The Parties agree that the Memorandum of Understanding on combination class stipends will be placed in the Collective Bargaining Agreement as Article XV, Section 13(B) as follows:

- 1. A teacher assigned a combination class may notify the site principal that he/she would like to explore the option of having the students at one of the two grade levels assigned to another teacher(s). This alternative may not be feasible if the combination class has approximately the same number of students in each grade level or if the other classes at the pertinent grade level cannot absorb the students to be assigned. The site principal will make the determination on the feasibility of the request.
- 2. If the site principal determines that it is possible for the students in one grade level to be assigned to another teacher(s), the principal will, in collaboration with the affected teacher(s), contact the potential receiving teacher(s) to see if they are willing to take the additional students.
- 3. If the receiving teacher(s) decline to take the additional students, the students in the original combination class will remain as assigned and the other teacher of the combination class will receive the stipend as outlined in the NEA-Jurupa Collective Bargaining Agreement.
- 4. If the receiving teacher(s) are willing to take the additional students, a stipend of \$1,000 will be given to the teacher(s) who take the additional students as long as the additional students cause the receiving teacher's class size to go over the contractual class size maximums.

The Parties agree that the Golf Coach stipend will be increased to a ratio of 8.0.

#### XVII-Health and Welfare

The Parties agree to add a one-time contribution of \$722 per full time FTE to the NEA-Jurupa health and welfare pool. The District's ongoing contribution will continue to be \$9,500 per full time FTE. Next year, the District and NEA-Jurupa will form a committee to discuss restructuring of the certificated health and welfare pool.

For the District

For NEA-Jurupa

Data

11/44 23, 2017 123/17

Date





# Memorandum of Understanding Between Jurupa Unified School District And NEA-Jurupa

The Parties agreed on April 28, 2016, that there was a need to provide more inclusive programs for our special education students. To that end, a joint committee was formed to explore implementation of more inclusive special education models. The Inclusion Committee is made up of general education teachers, special education teachers, NEA-Jurupa representatives, and administrators.

The committee gained knowledge through training and site visitations and collaboratively established the following goals for the 2016-2017 school year:

- Troth Street Elementary school piloted an inclusion model with school-wide implementation. Staff at Troth Street Elementary were provided training to implement more collaborative models and increase inclusion.
- At the remaining elementary schools, the principals worked collaboratively with teachers to move toward more inclusive special education models. At a minimum, elementary schools were asked to have one general education teacher team with one special education teacher and teach one strand of ELA collaboratively.
- Secondary school sites were at varying stages of implementing inclusive practices. Each principal at the secondary school sites worked collaboratively with teachers to design and implement a plan to ensure forward movement toward more inclusive programs in the 2016-2017 school year.

Increasing inclusive practices for all students is an ongoing goal for the 2017-2018 school year. Each school will again make progress toward increasing inclusive practices. Each principal will work collaboratively with teachers to design and implement a plan to ensure forward movement toward more inclusive programs. To begin steps toward aligning contract language with more inclusive practices, the Parties worked together on the following definitions:

- 1. The term "special students" will be replaced with "students on an IEP."
- 2. A special education student is defined as any student who qualifies for special education supports and services.



- 3. A special education teacher is defined as an Education Specialist unit member who is responsible for and engaged in IEP case management as well as providing supports, services, and instruction to students on an IEP.
- 4. A collaborative class is defined as a situation in which a Special Education teacher and/or staff member and a general education teacher work together for the entirety of each collaborative class session to provide all students access to content standards and support their academic success in the general education environment.
- 5. Push-in support and various co-teaching models are some of the possible strategies and services that may be provided in collaborative classes.
- 6. Inclusion is defined as an approach to teaching that recognizes the diverse abilities and needs of students and seeks to provide multiple means for all students to access course content, fully participate in learning activities, and demonstrate their knowledge and strengths in a variety of ways.

To support teachers and all staff as we move toward full implementation of inclusive models, the Parties agree to the following:

- Effort will be made to schedule a common preparation period for the general education teacher and the special education teacher who are co-teaching or engaged in other inclusive practices. If a common preparation period is not possible, principals will provide additional release time for collaboration between the teachers.
- The District will provide training to Special Education teachers regarding how to be in compliance with state and federal guidelines. The first training will be scheduled before the 20<sup>th</sup> day of instruction.
- The District will provide training to both general education teachers and special education teachers on inclusive practices and Multi-Tier System of Supports (MTSS). The first training will be scheduled before the 20<sup>th</sup> day of instruction.
- Effort will be made to reduce the need to pull teachers from their preparatory period to serve as the administrative designee in IEP meetings.

The joint JUSD and NEA-Jurupa Inclusion Committee will continue to meet next year to monitor the continued implementation of inclusion and problem-solve any challenges together. The Parties agree to meet in May of 2018 to review this MOU and update as needed.

NEA-Jurupa

Date