



**West Contra Costa Unified School District & United Teachers of Richmond CTA/NEA
Memorandum of Understanding**

Stege Strengthening and Stabilizing

The above mentioned parties agree to the following guidelines in regards to the operation of Stege Elementary School for the 2019-2020 school year (and beyond where cited). These changes are necessitated as the operation of the below items fall outside of the bargaining unit agreement between the two parties.

- 1) There will be a salary schedule which reflects a 196 day work year which will be at the teacher daily per diem for each step and column on the salary schedule. (See attached Salary Schedule)
- 2) The additional 10 non-student days will be distributed in the following manner
 - 5 prior to the start of the school; August 7, 8, 9, 12, & 13.
 - 5 days distributed in the following months September 27, 2019, October 14, 2019, January 17, 2020, March 9, 2020, May 15, 2020. (see attached calendar)
 - Last student day is June 12, 2020
- 3) There will be structured collaboration time in grades kindergarten through grade 6 each week under the following guidelines:
 - There will be two days of individual prep each week
 - Structured collaboration time 3 days per full 5 day weeks grades K through 6 (it is understood that weeks that are not full 5 day weeks the collaboration days will be reduced accordingly, there must be two full days of prep each week. For example, during a 4 day work week, two days will be prep, 2 days will be collaboration time)
 - Collaboration and preparation time will be 50 minutes per day.
 - Two Full-Time Equivalent (FTE) will be added to the Stege master schedule to provide any combination of the following services: Physical Education, Art, Music, or Technology. This can be a combination throughout the week. These teachers will receive weekly prep, they are not part of the collaboration schedule
 - Note: There is no collaboration minimum day Wednesdays as all collaboration is covered in the schedule. This will be a regular school day.



4) Priority for filling vacancies will be given to National Board Certified teachers and members holding a Clear Multiple Subject Teaching Credential.

- The district will pay a \$140.00 fee a year for two years, for teachers who do not possess the National Board Certification and commit to obtaining the Certification

-Priority for vacant positions will also be given to teachers with experience working in high poverty urban settings, trained in culturally responsive teaching strategies, and/or trained in PBIS and/or Restorative Justice Practices.

5) A house sub will be assigned to Stege for the 2019-2020 School year for the \$175.00 per day rate.

6) Staff members will receive a \$10,000 dollar stipend to be paid in two installments, a \$4000.00 installment on November 30, 2019, and a \$6000.00 installment on June 30, 2020, if possible in a warrant separate from the monthly warrant.

This is a non-precedent setting agreement between the parties. Further, this agreement is for the 2019-2020 school year only, the agreement will be revisited in May of 2020 to determine if the agreement will be extended for future years. Prior to June 1st, 2020 the principal of the school, the site UTR representatives, the UTR President, the Executive Director, the Assistant Superintendent of Human Resources, and Superintendent of schools will meet to discuss the future of the MOU and review data on positives and negatives of the 2019-2020 MOU.

Signed on 6/3, 2019

A handwritten signature in black ink, appearing to read "Demetrio Gonzalez", written over a horizontal line.

Demetrio Gonzalez, President United Teachers of Richmond

A handwritten signature in blue ink, appearing to read "Ken Whittemore", written over a horizontal line.

Ken Whittemore, West Contra Costa Unified School District