

Memorandum of Understanding

Early Childhood

During the course of negotiations leading to the 2007-2010 negotiated Agreement, extensive discussion was had on Early Childhood programs and funding. Both parties understand that due to the grant-funded nature of this program, it is difficult to set parameters on negotiated terms and conditions of employment regarding early childhood teachers. The parties did discuss topics related to parent/teacher conferences, teacher home visits, bus stipends and family activities. The parties agree that for the duration of this Agreement, teachers shall not be required to engage in after school family activities unless required by any grants. The parties also agree that there will be an effort to schedule 8 days for home visits on Early Childhood student non-attendance days. The parties further agree that subject to any grant requirements, there shall only be one parent/teacher conference required for each student.

During the course of negotiations leading to the 2018-2022 Agreement, extensive discussion was had concerning Early Childhood workload. Beginning with the 2019-2020 academic year, both parties understand that due to the nature of the program and the extensive assessment and data monitoring requirements of the program, teachers shall have three (3) full days of released time or hourly equivalent during the school year to be scheduled at a time mutually agreeable between the building principal and the teacher. The above referenced 'hourly equivalent' of three (3) days of released time shall be 18 hours to be paid at the applicable rate as identified in 10.47 Instructional Rate of Pay.

As of the 2018-2022 Agreement, the following items have been incorporated into the body of the contract:

- Parent/teacher conferences
- Home visits
- Bus stipends
- Family activities