

**MEMORANDUM OF UNDERSTANDING
San Bernardino City Unified School District
And San Bernardino Teacher's Association
Modified Day Staff Development Program**

This Memorandum of Understanding is made and entered into this 16th day of May 2008, between the San Bernardino City Unified School District (hereinafter referred to as "District") and the San Bernardino Teachers Association, CTA/NEA (hereinafter referred to as "Associations").

IT IS HEREBY AGREED as follows:

- A. All District schools shall participate in a Modified Day Staff Development Program.

A Professional Development Modified Day shall not be scheduled during those weeks when a District minimum day is scheduled.

During the modified day the certificated staff shall participate in professional development which may include teacher planning, collaboration, and preparation in order to accomplish any and/or all of the following objectives:

1. Facilitate the Instructional Improvement Plan/Corrective Action Plan and/or Single Plan for Student Achievement,
2. Participate in school site professional development/staff development,
3. Integration of the professional development concepts into the instructional program or school program.

This time shall not be used as individual conference/prep time and the time shall not exceed one hundred-five (105) minutes for elementary level and ninety (90) minutes for secondary level. The contractual minutes per week shall not exceed the number of contractual minutes worked in a regular work week. This excludes any adjunctive duties assigned to staff. Staff assigned to a.m. and/or p.m. duty shall report twenty (20) minutes prior to the beginning of the regular first class or period, and/or shall remain at their work site fifteen (15) minutes following the end of the regular last class or period for p.m. duty.

- B. The District will agree to require no more than one (1) mandatory after school (floating) meeting per month after the regular work day.
- C. Each school shall develop a Professional Development Team, (PDT) for the purpose of collaboratively planning the professional development activities for the Modified Day Staff Development Program. The Association and the District agree to provide joint training for the Professional Development Teams throughout the year.
- D. All certificated staff will be invited to participate on the Professional Development Team. The PDT shall not exceed fifteen (15) unit members for elementary and middle school and twenty-five (25) for the high schools and shall include the principal or his/her administrative designee, at least one (1) member of the Leadership Team, and at least one (1) SBTA site representative. The site administrator(s) shall not be included in the maximum count.
- E. The PDT shall develop a year long professional development plan and is understood to be a work in progress. Modifications to the professional development plan will be made by the PDT as needed through the year.
- F. The District and the Association shall develop and implement a yearly feedback mechanism to allow staff to evaluate the Modified Day Staff Development Program at their sites. The District

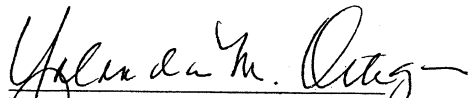
and Association shall work collaboratively with school sites to address issues and/or needs identified in the feedback provided.

- G. The professional development plan shall be submitted to SBTA upon request.
- H. Participation in the PDT is voluntary and time spent planning outside of the workday is non-compensable time.
- I. Half-day and/or full-day Kindergarten teachers may participate in the modified day schedule based on principal recommendation and consultation with the Association President or designee.
- J. This Memorandum of Understanding shall remain in effect for three (3) school years effective July 1, 2008. Should a problem or conflict arise as a result of this language the parties shall meet to resolve the issues.

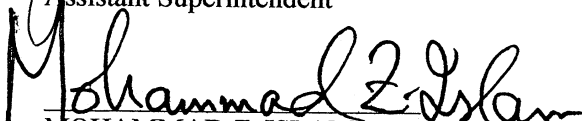
Dated this 16th day of May 2008 at San Bernardino, California.

SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT

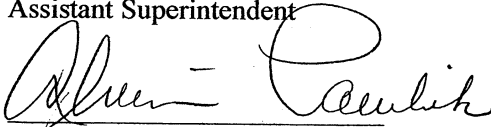
SAN BERNARDINO
TEACHERS ASSOCIATION

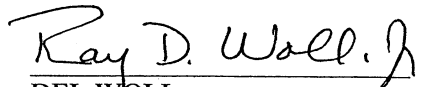

YOLANDA M. ORTEGA
Assistant Superintendent


CONRAD OHLSON
Executive Director

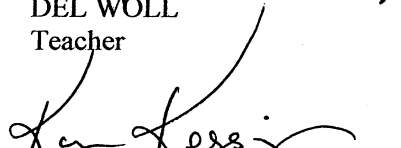

MOHAMMAD Z. ISLAM
Assistant Superintendent

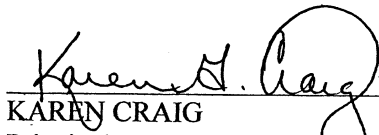

PEG TRACEY
Executive Director


ALVINA PAWLK
Principal


DEL WOLL
Teacher

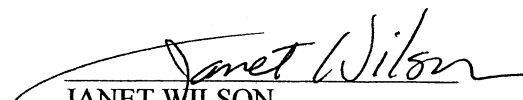

STEPHANIE CERECERES
Principal


KAREN KESSINGER
Teacher


KAREN CRAIG
Principal


MICHAEL PETERSON
Teacher


FELIPA TELLO
Counselor


JANET WILSON
Teacher

**NEGOTIATIONS SUPPLEMENT
MODIFIED DAY MEMORANDUM OF UNDERSTANDING**

**100% PARTICIPATION DISTRICTWIDE
THURSDAY
\$2.1 MILLION SAVINGS**

ELEMENTARY

Teacher Work Day

Student Day

Regular Day 8:40 - 3:45
 Lunch
 Recess

8:50 -- 3:30
 45 minutes
 20 minutes (10 + 10)

Minimum Day/
Track Change 8:40 - 1:15
 Lunch
 Recess

8:50 – 1:00
 30 minutes
 10 minutes (AM)

MOU Day 8:40 - 3:45
 Lunch
 Recess
 Staff Development = 105 minutes/
 One hour and 45 minutes

8:50 - 1:00
 30 minutes
 10 minutes (AM)

Staff assigned to A.M. and/or P.M. duty shall report twenty (20) minutes prior to the beginning of the regular first class or period, and/or shall remain at their work site fifteen (15) minutes following the end of the regular last class or period.

**NEGOTIATIONS SUPPLEMENT
MODIFIED DAY MEMORANDUM OF UNDERSTANDING**

**100% PARTICIPATION DISTRICTWIDE
THURSDAY
\$2.1 MILLION SAVINGS**

MIDDLE SCHOOL : TRADITIONAL

| Teacher Work Day | | Student Day |
|--|---------------|--------------------|
| Regular Day | 7:30 - 2:20 | 7:40 – 2:11 |
| Lunch | | 30 minutes |
| Minimum Day | 7:35 -- 12:15 | 7:40 – 12:10 |
| Lunch | | 30 minutes |
| MOU Day | 7:50 - 2:40 | 9:45 -- 2:35 |
| Lunch | | 30 minutes |
| Staff Development = 90 minutes/ One hour and 30 minutes | | |

Staff assigned to A.M. and/or P.M. duty shall report twenty (20) minutes prior to the beginning of the regular first class or period, and/or shall remain at their work site fifteen (15) minutes following the end of the regular last class or period.

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MODIFIED DAY MEMORANDUM OF UNDERSTANDING**

**100% PARTICIPATION DISTRICTWIDE
THURSDAY
\$2.1 MILLION SAVINGS**

MIDDLE SCHOOL: D TRACK

| Teacher Work Day | | Student Day |
|--|--------------|--------------------|
| Regular Day | 7:30 - 2:20 | 7:40 -- 2:11 |
| Lunch | | 30 minutes |
| Track Change | 7:35 - 12:15 | 7:40 - 12:00 |
| Lunch | | 30 minutes |
| MOU Day | 7:50 - 2:40 | 9:45 - 2:35 |
| Lunch | | 30 minutes |
| Staff Development = 90 minutes/ One hour and 30 minutes | | |

Staff assigned to A.M. and/or P.M. duty shall report twenty (20) minutes prior to the beginning of the regular first class or period, and/or shall remain at their work site fifteen (15) minutes following the end of the regular last class or period.

**NEGOTIATIONS SUPPLEMENT
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**100% PARTICIPATION DISTRICTWIDE
THURSDAY
\$2.1 MILLION SAVINGS**

HIGH SCHOOL : TRADITIONAL
(Not AVHS, San Andreas and Sierra)

| Teacher Work Day | | Student Day |
|-------------------------|--|--------------------|
| Regular Day | 7:25 - 2:40 | 7:30 – 2:33 |
| Lunch | | 35 minutes |
| Minimum Day | 7:25 -- 12:50 | 7:30 – 12:35 |
| Lunch | | 35 minutes |
| MOU Day | 7:40 - 3:00 | 9:45 -- 2:50 |
| Lunch | | 35 minutes |
| Staff Development = | 90 minutes/ One hour and 30 minutes | |
| Exam Day | 7:25 – 12:30 | 7:30 – 12:15 |
| Lunch | | 35 minutes |

Staff assigned to A.M. and/or P.M. duty shall report twenty (20) minutes prior to the beginning of the regular first class or period, and/or shall remain at their work site fifteen (15) minutes following the end of the regular last class or period.