

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
AND
SAN RAMON VALLEY EDUCATION ASSOCIATION**

**Next Education Workforce
2024-25**

The San Ramon Valley Unified School District (“District”) and the San Ramon Valley Education Association (“Association”), collectively referred to herein as “the parties,” mutually agree, team teaching models provide students with opportunities for deeper and more personalized learning experiences with educators who work collectively to meet the needs of all learners. The parties further agree, the team teaching model is associated with higher job satisfaction for educators.

Elementary: Teachers at the following elementary schools have volunteered to pilot team teaching models under the following conditions:

- All students will be co-rostered to all of the teachers on the team, including special education teachers as appropriate. .
- All teachers participating in the team teaching pilot will be provided with “Workforce Time’ to collaborate regarding students’ needs, lesson plans, progress monitoring of student data, adjust groupings, and other areas as needed to implement the program.
 - ‘Workforce’ time will also be utilized to create materials systems and protocols that can be used for future teaming models across other grade levels and sites.
 - ‘Workforce’ time will occur at each site based upon the teams’ individual schedules and needs.
 - ‘Workforce’ time will be in addition to teacher preparation time and Wednesday collaboration time.
- The pilot will be implemented for the entire 2024-25 school year. Site principals and ‘Workforce’ teachers, in consultation with the Executive Director of Elementary, will evaluate the program(s) effectiveness and make a determination whether to continue the Workforce program during the 2025-26 school year, no later than February 2025.
- In the event that additional students are assigned, above the class size maximum, in order to determine which teacher will be assigned the overage(s), the following process will be used:
 - The principal/designee will ask for volunteers from the academic team, on an equitable rotational basis.
 - If no volunteers, the principal/designee will assign a teacher from the student’s academic team on an equitable, rotational basis.
 - An assigned teacher may request that an alternate teacher be assigned for the new semester and return the teacher to the rotation. The Principal may approve or deny the request based upon staffing/student need(s).

Vista Grande Elementary: 4th Grade and Resource

Additional supports for teachers include the following:

- Two (2) summer release days will be provided to teachers for planning and collaboration.
- Teachers will be provided one (1) hour of extra pay at the instructional hourly rate for afterschool team planning time per week.
- One (1) additional specialist section to provide ‘Workforce Time’ for all teaming classes

- One (1) release day per quarter for teachers for the purpose of planning and collaboration.

Bollinger Canyon Elementary: 1st Grade and Resource

Additional support for teachers include the following:

- Additional .5 FTE will be provided to the site to support 'Workforce' time and instruction.
- The teacher assigned to support the 1st Grade team for 'Workforce Time' (.5 FTE) will not be included on the roster of students.

Secondary: Teachers at Dougherty Valley High School will pilot an Interdisciplinary Freshman Cohort for the entire 2024-25 school year.

- All teachers participating in the team teaching pilot will be provided with "Workforce Time' equivalent to .2 FTE to collaborate regarding interdisciplinary planning, addressing student needs, monitoring student data, and any other duty that will support the successful implementation of this pilot as agreed upon between staff and the District.
 - 'Workforce' time will also be utilized to create materials, systems and protocols that can be used for future teaming models across other grade levels and sites.
 - 'Workforce' time will be in addition to teacher preparation time and Wednesday collaboration time.

Expectations for Staff Participating in the Pilot

Student Monitoring and Support:

- Review student data and develop intervention, enrichment and remediation strategies for personalized support as appropriate.

Professional Development:

- Engage with district coordinators, site administrators, community and industry partners as no other faculty within SRVUSD to enhance professional skills.
- Collaborate and meet with district and site admin and Thrive coaches during Workforce Time for the purpose of supporting the model. Any additional after hours time to meet will be compensated at the instructional rate.

Interdisciplinary and Solutions-Oriented Approaches:

- Develop skills in interdisciplinary teaching strategies that integrate multiple subject areas and focus on solutions-oriented learning to better prepare students for real-world challenges.

Sharing Best Practices:

- Share and discuss best practices and insights gained from classroom experiences to continuously improve teaching effectiveness and student outcomes.
- Demonstrate willingness to share materials with other educators and staff.


Reflection and Improvement:

- Reflect on effectiveness of teaching practices and curricular approaches.
- Analyze feedback from students and parents to make informed adjustments to teaching strategies and cohort activities.
- Encourage open communication and mutual support among the cohort teachers.

- Open doors to the classroom for classroom walk-throughs and observations for the purpose of sharing team teaching models in action, providing opportunities for others to learn from pilot teachers and sharing best practices of effective systems models and structures.
 - These walkthroughs and observations are not for evaluative purposes.

The parties agree that the provisions outlined herein will become effective as soon as possible following the execution of this MOU, will be considered non-precedent-setting, and will sunset on June 30, 2025, unless extended and/or modified by mutual agreement. All provisions of this MOU are subject to the negotiated grievance procedure, including binding arbitration. The signatures below acknowledge full understanding of and agreement with the terms above.

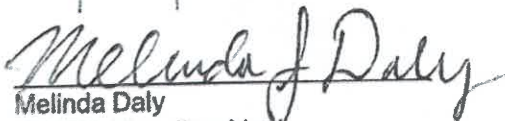
For the Association:



 Laura Finco
 SRVEA President

6/24/2024

 Date



 Melinda Daly
 SRVEA Vice- President

6-24-2024

 Date



 Dee Dee Judice
 Bargaining Chair

6-24-24

 Date

For the District:



 Melanie Jones
 Assistant Superintendent, HR

6/24/2024


 Date



 Jon Campopiano
 Executive Director, Secondary Ed.

6/24/2024


 Date



 Katie Witt
 Executive Director, Elementary Ed.

6/24/24

 Date



 Amy Capurro
 Director, Special Education

6/24/24

 Date