

**Memorandum of Understanding
Between the East Whittier City School District
And the East Whittier Education Association**

The East Whittier City School District and the East Whittier Education Association agree to the following:

1. Beginning with the 2007-2008 school year, a staggered duty-free preparation period within the student contact day will be provided to middle school teachers.
2. This preparation period shall be considered an integral part of the teaching day, and teachers will be at school actively participating in instructional responsibilities. Some of the uses of the preparation period shall include such activities as preparing lessons, grading papers, calling and/or meeting with parents, collaborating with other teachers/specialists, IEP meetings, and other related activities.
3. Any middle school teacher who volunteers and is selected to teach an additional period in lieu of his/her preparation period for at least one trimester shall be compensated by having his/her salary increased by 18% for the duration of the additional assignment. It is understood by both parties that a teacher is making a commitment to teach the additional period in lieu of his/her preparation period for the full length of the course. (Some courses may be for only one trimester while others would be for the full length of the school year.) In order to be considered for this additional period, volunteers must meet the credential requirement(s) for the assignment. If more than one teacher volunteers for the position, the assignment will be made on a rotating basis of qualified volunteers. For a teacher who volunteers to substitute during his/her preparation period for another teacher who is absent, the teacher will be compensated for one hour at his/her hourly rate of pay.
4. It is understood that for teachers of Special Education classes no additional preparation period will be provided other than the one period designated for testing, IEPs, lesson planning, etc. It is further understood that teachers assigned to the Alternative Learning Center (ALC) would not be provided with a preparation period other than not being assigned students during the "Homeroom" period.
5. Beginning with the 2007-2008 school year, the 7½-hour workday for certificated employees shall begin 30 minutes prior to the start of the student instructional day.
6. Beginning with the 2007-2008 school year, all schools will have approximately one hour of collaboration time per week.
7. Effective May 1^{Nurses} 2007 and following ratification by both parties and approval by the Los Angeles County Office of Education, a new salary schedule shall be in effect for Speech Therapists, and teachers (including credentialed teachers of the Infant Program) who have State approved authorization to instruct English Language Learners. The salary schedule shall be as attached, which includes a 2% increase in columns I, II, and III and a 3.7% increase in column IV. Certificated employees whose assignment does not require EL authorization or who do not possess permanent EL authorization shall remain on the current salary schedule. Teachers remaining on the current salary schedule, because they have yet to obtain the required

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authorization, shall be placed on this new schedule no later than one month after presenting verification to the Personnel Office that they have been authorized by the State to instruct EL students. In addition, there shall be two salary schedules for the position of Program Developer/Teacher Trainer – the existing schedule and one with a 3.7% increase for Teacher Trainers who possess permanent EL authorization.

8. With the establishment of this new salary schedule outlined in the previous section, it is understood that the bilingual stipends for teachers shall discontinue beginning with the 2007-08 school year. Due to the discontinuation of the bilingual stipends, it is further understood that a teacher's combined compensation of his/her salary on October 4, 2006 and his/her bilingual stipend for that school year shall be "grandfathered" and maintained until the step and column of the employee reaches that amount or greater. Any deficiency in the amount of compensation between an employee's placement on the salary schedule and the combination of his/her salary and bilingual stipend as of October 4, 2006 will be provided to the teacher in the form of a stipend by February 1 of each applicable school year.

9. The following certificated positions shall have the corresponding number of days added to their work year at their per diem rate of pay beginning with the 2007-2008 school year:

	<u>Additional Days</u>	<u>Total # of Days in Work Year</u>
Program Dev./Tchr Trainers	8	194
Psychologists	7	190
Counselors/Social Workers	3	186
School Nurses	5 staggered during the weeks of Summer School	191

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10. Effective September 1, 2007, all certificated salary schedules for the 2007-2008 school year shall be increased by 1%. As long as the funding for the revenue limit formula pursuant to Education Code 42241.2 continues at the current level, this 1% increase shall be ongoing. Parties understand that this increase is not a part of the 2007-2008 salary negotiations.

11. It is understood by the parties that the salary increases noted in this agreement do not apply to extra pay assignments.

The EWEA and the EWCSN Negotiating Teams agree to recommend this Memorandum of Understanding to the certificated employees and to the School Board respectively.

Larry Bobst
Larry Bobst
Assistant Superintendent, Personnel

3-22-07
Date

Madeline Shapiro
Madeline Shapiro
President, EWEA

3/22/07
Date