

CHANGES: ARTICLE 9 MISCELLANEOUS PROVISIONS

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA NORCO UNIFIED SCHOOL DISTRICT
AND**

CORONA NORCO TEACHERS ASSOCIATION

THIS MEMORANDUM OF UNDERSTANDING IS AGREED UPON BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT AND CORONA-NORCO TEACHERS ASSOCIATION CONCERNING ARTICLE 9.19.

- 1) Immediately after the ratification of the CBA for 2014-15 and throughout the 2016-2017 and 2017-2018 school year, a committee of bargaining unit members, I.T. personnel, and District management will be convened for the purposes of:
 - a. Developing guidelines related to the utilization of the District adopted electronic gradebook.
 - b. Problem solving implementation issues related to the utilization of the District adopted electronic gradebook.
 - c. Communicating with stakeholders related to the utilization of the District adopted electronic gradebook.
 - d. Develop a timeline and structure to review implementation progress and issues related to the implementation of the District adopted electronic gradebook.
- 2) At the beginning of the 2015-16 school year, teachers will be required to utilize the District adopted electronic gradebook. Teachers will be required to update the grades at a minimum of every other week unless otherwise determined by the committee.
- 3) Should the District adopted electronic gradebook be changed or the technology of the District adopted electronic gradebook not work properly, teachers shall be held harmless for the inability to utilize the District adopted electronic gradebook and the required updating until appropriate training has taken place or the technology works appropriately.
- 4) During the 2016-2017 and 2017-2018 school year a grade book steering committee will continue to meet to discuss the use of the electronic grade book by unit members.

Except as expressly modified herein, the agreement between the parties shall be unchanged. This memorandum of understanding shall constitute the entire agreement of the parties as to this issue and may only be modified or amended in writing, signed by both parties.

This MOU shall be in effect from July 1, 2015 through June 30, 2018

CHANGES: ARTICLE 10 HOURS OF EMPLOYMENT

10.2 Unit Member Professional Day – The normal workday for each unit member shall begin ten (10) minutes before and ten (10) minutes after the instructional day unless required to be longer to complete all duties required by this Collective Bargaining Agreement (CBA or “Contract”). Such duties include, but are not limited to, duty before and after school, required parent teacher conferences/SST/IEP meetings, and ~~up to two (2) sixty (60) minute staff meetings per month, which may be used for staff development.~~

~~one (1) sixty (60) minute Staff meeting per month, with up to five (5) extra staff meetings per year but no more than two (2) staff meetings in each month. Unit members who are tracking on/off shall not be required to attend staff meetings during track on/off days. Unit members at Year Round Schools may be asked to attend a make-up meeting in order to keep transitioning unit members up to date.~~ The workday shall include a continuous uninterrupted duty-free lunch period of thirty (30) minutes minimum duration. In addition, elementary principals shall develop a site procedure which allows all unit members who are on lunch duty or recess duty to have the opportunity to go to the restroom. The classroom teacher workday for a traditional daily intermediate and high school schedule shall include a conference/preparation period of not less than forty-five (45) continuous minutes in duration. The Classroom teacher workday for block schedules at intermediate and high schools shall include a conference/preparation period of not less than ninety (90) continuous minutes over a two (2) day period. In exceptional situations including but not limited to state testing ~~and WASC, and block schedules~~, the window for calculating conference/preparation time may be extended ~~to 450 minutes~~ over 10 consecutive student days. In such situations, classroom teachers shall be provided with equitable preparation time ~~with a minimum of 450 minutes at the intermediate and 505 at the high school level. Regardless of schedule changes, the norm for prep time will continue where every member at the site receives the equivalent of one regular class period of prep per day.~~ Parent conferences will not be scheduled during conference/preparation period without prior approval of the affected teacher, unless the teacher is given forty-eight hours advance notice.

CHANGES: ARTICLE 10 HOURS OF EMPLOYMENT CONT.

- 10.4 Unit members may be required to spend additional time at the work site for work-related tasks, subject to the following instructions:
- (a) Unit members may be required to attend a minimum of two (2) school-wide events such as open house/back-to-school nights/other **collaboratively designed events** per year. There shall be no staff meetings on open house/back-to-school nights. Attendance at all other parent-teacher organization meetings is voluntary. Attendance at the **High School graduation ceremony** is required **and will count as one of the two (2) required events per year.**
 - (b) Unit members may be required to attend extra-curricular activities (students' social/athletic events) only if after a reasonable attempt to solicit volunteers, sufficient volunteers are not available. Any such assignments shall be made on an equitable basis. For the purposes of this article, a volunteer is a unit member who requests to perform services at a specific function, and whose performance has prior authorization of the unit member's supervisor.
 - (c) When IEP meetings extend more than thirty (30) minutes past the conclusion of the teacher workday, classroom teachers may elect to be compensated at the curriculum development rate for additional time spent, in thirty (30) minute increments. The total expenditure under this section (and 26.9) shall not exceed \$100,000 District-wide. **Only one (1) IEP a day, morning or afternoon.**

Memorandum of Understanding (MOU)
Between
the Corona-Norco Unified School District
and the
Corona Norco Teachers Associations
Professional Collaboration Time (PCT)

A common interest for both District and CNTA is increasing opportunities for Professional Teacher Time (PTT) and/or Professional Learning Communities (PLC). These collaborative times shall jointly be called Professional Collaboration Time (PCT). At sites currently (as of school year 2011-12) participating in PTT time, the PTT model shall be the default model unless modified through a site waiver. At sites currently (as of school year 2011-12) utilizing PLC, the PLC model shall be the default model unless modified through a site waiver.

Beginning with the 2009/10 school year, in lieu of the minimum days outlined in Article 10.12 of the CBA, each elementary and intermediate/middle school shall have one shortened student day per week to allow for PCT. It is the intent that each PCT period created by the MOU will be approximately, but not longer than, 90 minutes in length. This loss of instructional minutes will be offset by the incorporation of current minimum days and by lengthening the instructional day on the other four days of the week (by extending the student instructional time). The total number of instructional minutes per week shall not exceed the number of instructional minutes in a typical week (i.e., one without minimum days) in the 2014/15 school year. After school duty shall be designed so that it does not overlap with any part of a PCT period. The PCT shall not extend into the teacher preparation period. Teachers will not be required to complete PCT work outside of the PCT period. **During the first year,** PCT on 3/4 of the shortened days shall be teacher directed/designed for grade-level, cross-grade level, cross track, departmental or intradepartmental planning and team collaboration. The utilization of the 1/4 administrator meeting will take place on the first Wednesday of each month, if needed. This

schedule allows flexibility for school sites to collaborate. Administrators may attend any PCT meeting. Administrators may require agendas, minutes, or other evidence of “product”. Site staff meetings shall not be scheduled on these days. Unit members are expected to work in appropriate educational settings with colleagues. The utilization of the PCT on the remaining days shall be collaboratively determined by ~~the site administration and~~ affected unit members at each site (collaborative decision making is when stakeholders identify common interests and create options to address those interests).

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT
AND
CORONA-NORCO TEACHERS ASSOCIATION

This Memorandum of Understanding is agreed between the Corona-Norco Unified School District and the Corona Norco Teachers Association concerning Article 10.4 c.

A common interest of both parties is to examine the cost, District-wide, when classroom teachers submit timecards as IEP meetings extend more than thirty (30) minutes past the conclusion of the teacher workday. Classroom teachers may submit time cards for up to ~~ten (10)~~ **twenty (20)** hours annually, in thirty (30) minute increments, for after school IEP meetings only (at late start schools meetings may be before school). Time begins thirty (30) minutes after the completion or before the start of the professional day.

This MOU will sunset on June 30, ~~2017~~ **2018** unless it is extended by both parties.

~~MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT
AND
CORONA-NORCO TEACHERS ASSOCIATION~~

~~The parties agree that a joint District-Association Part Time Teacher Exploratory Committee will meet no less than four (4) times during the 2016-17 school year. The committee will be composed of 4 CNTA unit members and 4 members of CNUSD management. The purpose of the exploratory committee will be to:————~~

- ~~(a) discuss the possibility of hiring part time teachers~~
- ~~(b) research information on districts that currently offer part time teaching contracts~~
- ~~(c) explore the fiscal impact to the district of part time teaching contracts~~
- ~~(d) explore other impacts of offering part time teaching contracts such as but not limited to collaborative culture, team structures, seniority, advancement on the salary schedule, and status as part time.~~

~~The intent is to have the findings of this committee presented to the negotiation team at the beginning of the next bargaining cycle.~~

CHANGES IN ARTICLE 11 UNIT MEMBER SAFETY

- 11.5 Assault, battery, physical abuse, or repeated verbal abuse, including harassment by means of an electronic device, upon a unit member at any time or place shall constitute good cause for suspension or expulsion of the student from school in accordance with legal requirements and appropriate District policies. Should a unit member be attacked, assaulted, or menaced by any person, including harassment by means of an electronic device in the course of employment, the unit member shall report the incident orally and in writing to the immediate supervisor who shall report the incident to the police. The district shall comply with any reasonable request from the unit member for information in its possession relating to the incident or the persons involved when legally permissible.

CHANGES IN ARTICLE 12 CLASS SIZE

ADDENDUM TO THE MEMORANDUM OF UNDERSTANDING (MOU) dated April 2014

**between the Corona-Norco Unified School District (CNUSD) and the Corona-Norco
Teachers Association (CNTA)**

May 22, 2017

Grade Span Adjustment Average and Class Size Reduction

This Addendum is entered into by and between the Corona-Norco Unified School District and the Corona-Norco Teachers Association concerning the mutual agreement to lower class size and balance grade levels/tracks at school sites throughout TK-12 grade. This mutual agreement will be referred to as Grade Span Adjustment (GSAA). The Class Size MOU dated April 2014, notwithstanding, this Addendum reflects the intent of both parties going forward.

1. School Year (SY) 2014-15 will be the Base Year 1 (BY1). Periodically, new Base Years may be negotiated. District average class size will not exceed previous year.
2. Changes to site and grade level/caseload averages shall be predicated on space available.
3. Should COLA be deficated in any particular year or should COLA funding be insufficient to cover the 1% dedicated to Salary Schedule Step and Column increases, Base Year 1 averages/caps will be applied as long as there is a COLA deficit/insufficiency.
4. Beginning in SY **2017-2018**, GSAA will be implemented with the following exceptions:
 1. Unit members in TK will have a hard cap of 25 students.
 2. Kindergarten will have a GSAA/target of **28-27** students per class. Affected individual unit members with over **28-27** students will receive a stipend of \$500 per semester, up to \$1,000 for the year.
 3. Grades **1-3** will have a GSAA/target of **29-28** students per class. Affected individual unit members with over **30-28** students will receive a stipend of \$500 per semester, up to \$1,000 for the year. Reducing class size grades K-3 is a priority of the District and CNTA.
 4. Grades **12-3** will have a GSAA/target of 29 students per class. Affected individual unit members with over **30-29** students will receive a stipend of \$500 per semester, up to \$1,000 for the year. Reducing class size grades K-3 is a priority of the District and CNTA.
 5. Grades 4-6 will have a GSAA/target of 31 students per class. Affected individual unit members with over **32-31** students will receive a stipend of \$500 per semester, up to \$1,000 for the year.

CHANGES IN ARTICLE 12 CLASS SIZE CONT.

GRADE SPAN	PROGRAM	SOFTCAP	STIPEND per semester
TK	General Ed	25 hard cap	
K	General Ed	27	(28) \$500
1	General Ed	28	(29) \$500
2-3	General Ed	29	(30) \$500
4-6	General Ed	31	(32) \$500

6. Grades 7-8 will have a GSAA/target of 38 students per class. Affected unit members with over 228 class contacts per six (6) periods will receive a paid stipend: 229-234 contacts will receive \$600 each semester; over 234 will receive \$1000 each semester. Unit members with over 195 class contacts per five (5) periods will receive a paid stipend: 196-200 contacts will receive \$600 per semester; 201-210 class contacts will receive \$1000 each semester. The above formula excludes PE, music, band, drama, and special programs. Student assistants (TAs) are not factored in the formula. This excludes teachers selling preps.
7. Grades 9-12 will have a GSAA/target of 39 students per class. Affected individual unit members with over 195 class contacts per 5 periods will receive a paid stipend: 196-200 contacts will receive \$600 each semester; 201-210 class contacts will receive \$1,000 each semester. The above formula excludes athletics/PE, music, band, drama, and special programs. Student assistants (TAs) are not factored in the formula. This excludes teachers selling preps.
8. Physical Education grades 6-12 will have a GSAA/target at 52 per class. If the total daily average of 52 is exceeded, then the affected unit member will receive a stipend of \$600 per semester. If the total daily average of 53 is exceeded, then the affected unit member will receive a stipend of \$1,000 per semester.

CHANGES IN ARTICLE 12 CLASS SIZE CONT.

9. Affected unit members in Special Education Day Classes will have a caseload GSAA/ target of the following self-contained classrooms:

GRADE SPAN	PROGRAM	SOFTCAP	STIPEND per semester
Pre - K	PALS	10	(11) \$500
Pre - K	Rocket – 5 Day	15	(16) \$500
Pre – K	Rocket – 4 Day	30	(31) \$500 (32) \$500
TK /K	SDC	15	(16) \$500
K 1– 6	NSH	15	(16) \$500
K 1 – 6	SH	12	(13) \$500
K – 6	PALS	10	(11) \$500
7 – 8	NSH	15	(16) \$500
7 – 8	SH	15	(16) \$500
7 – 8	PALS	12	(13) \$500
9 – 12	SH (Life Skills)	15	(16) \$500
Elem/Int/HS	II	12	(13) \$500

Affected individual unit members with caseload over the target will receive a stipend of \$500 per semester, up to \$1,000 for the year.

5. ~~10.~~ A semester is equivalent to 90 days. Additional students over the amount described in section 4 must be enrolled at least 32 days in order for the teacher to receive the stipend.
6. For the 2015-16 school year the Association will dedicate .5% to GSAA, and the District will match percentage. Any unused portion of the Association’s .5% will be redistributed to members employed in 2015-2016 by August 31, 2016.
7. For the 2016-17 school year the Association will dedicate the remaining available balance of the .5% in the GSAA account, and the District will continue to match this percentage. Any unused remaining available balance of the Association’s .5% will be redistributed to members employed in 2016-2017 by August 31, 2017.
8. Each year the Association and the District will “Meet and Confer” regarding the amount of new dedicated money to be utilized for GSAA staffing.
9. At high schools, academic guidance counselors and intermediate student advisors will receive a \$500 stipend per year due to additional hours for GSAA.
10. The intent of this Addendum is to reduce class sizes each year.
11. This Addendum will expire at the end of each school year unless it is renewed, or modified and renewed, by both parties.

CHANGES IN ARTICLE 13 LEAVES

4. Bereavement Leave

When death occurs in the immediate family of any certified unit member on regular contract, the unit member shall be entitled to five (5) days paid leave of absence for bereavement. The Superintendent may authorize a longer period of bereavement leave with full salary compensation, not to exceed five (5) additional days. Members of the immediate family as used in this section means the spouse, registered domestic partner and their equivalent family members, son, daughter, son-in-law, daughter-in-law, mother, father, **mother-in-law, father-in-law**, grandmother, grandfather, grandchild, brother, sister, brother-in-law, sister-in-law of the unit member or of the spouse or of the children of the unit member, or any other family member or established member of the immediate household of the unit member as determined by the **Deputy Assistant** Superintendent, Human Resources. When a verified pregnancy results in miscarriage that results in a memorial service, the employee experiencing a miscarriage shall be entitled to no more than five (5) days of bereavement leave. A “child” means a biological, foster, or adopted child, stepchild, a legal ward, or a child of a person standing in loco parentis. A “parent” means a biological, foster, or adoptive parent, a step parent, or a legal guardian.

Article 13 Section (C) #5

- (5) Following initial enrollment, bargaining unit members may join the Sick Leave Bank during the annual open enrollment periods **(May-June)(October – November)** only. All eligible unit members may join the Catastrophic Leave Bank during the annual open enrollment period of **May 1 through June 30 October 1 through November 30** by contributing the first two (2) days of their accruable annual personal sick leave from the next school year.

CHANGES ARTICLE 15 CERTIFICATED UNIT MEMBER EVALUATION PROCEDURES

Memorandum of Understanding (MOU) between the Corona-Noreo Unified School District (CNUSD) and the Corona-Noreo Teachers Association (CNTA)

April 18, 2014

Evaluation Pilot Program

This MOU is entered into by and between the Corona-Noreo Unified School District and the Corona-Noreo Teachers Association concerning Article 15-Certificated Unit Member Evaluation Procedures. A common interest for both CNUSD and CNTA is to study and develop a pilot program for the purpose of: 1) improving instruction, 2) student achievement, 3) professional practice across the District via the use of multiple measures in the evaluation of teachers, and 4) a stipend for highly-qualified teachers (i.e. National Board-Certified, RCOE Teacher Leader Program, or other participating teacher from the District). This pilot program is strictly voluntary.

Additionally, the selection and involvement of National Board-certified teachers, or teachers with similar equivalency training (to be determined by committee), is one of the major goals of the program. The intent of the voluntary pilot program is strictly to improve practice and it is expected that the program will commence when the committee establishes a framework.

The goals of both CNUSD and CNTA includes the development of a Pilot Evaluation Committee comprised of an even number of Management and CNTA personnel. The objectives of the committee include:

- ~~_____ (a) _____ Selection of a pilot school(s).~~
- ~~_____ (b) _____ Providing a stipend at the end of the school year for those teachers in the program whose student's assessment scores indicate significant growth (TBD _____ by Pilot Committee); thereby, teachers meeting professional goals.~~
- ~~_____ (c) _____ 50% of evaluation Standards will include the California Standards for the _____ Teaching Profession (CSTPs) and/or a mutually agreed upon criteria.~~
- ~~_____ (d) _____ 25% comprised of teacher generated professional goals which are specific, _____ measurable, achievable, relevant, and time bound (SMART goals); this _____ includes utilizing the 35-day-conference guidelines;~~
- ~~_____ (e) _____ The remaining 25% of the measures used in the pilot evaluation process will _____ be developed by the committee; and~~
- ~~_____ (f) _____ Participating teachers in Pilot program will receive a stipend (decided by Pilot _____ Committee).~~

CHANGES ARTICLE 17 UNIT MEMBER BENEFITS

23 The District shall continue to allow retired unit members to participate in the fringe benefit program to the extent allowed by the contracting providers, at their own cost. The District will contribute \$6,150 toward one (1) or two (2)-party medical, **and** dental, **and/or vision** insurance coverage for unit members who retire after September 30, 1990. One hundred dollars (\$100) of this \$6,150 may be used for the purchase of a District offered life insurance policy. Retirees must meet the following criteria:

CHANGES ARTICLE 26 SPECIAL EDUCATION

- 26.8 (a) When mainstreaming Special Day Class students in Grades K-6, students will be assigned equitably amongst all classes, across tracks, at the appropriate grade level.
- (b) Regular Education teachers shall be invited to the IEP Team meeting when mainstreaming into their class will be considered. Where existing IEPs identifying mainstreaming are to be implemented, pre-planning and consultation between the teachers and/or administrative staff will occur.
- (c) When mainstreaming Special Day Class students, options to mitigate the impact on class size will include, but not be limited to:
- (1) Providing mainstreaming when other students are pulled out of the class for other services or other activities;
 - (2) Sharing Instructional Aides;
 - (3) Providing mainstreaming when at-risk students are being served by other staff;
 - (4) Other mutually agreed options developed at the site that do not violate the Collective Bargaining Agreement.
- (d) Placement of mainstreamed students, **and/or peer models** will not exceed the stated contractual class size maximums.

CHANGES ARTICLE 26 SPECIAL EDUCATION CONT.

THE MEMORANDUM OF UNDERSTANDING (MOU)

between the

Corona-Norco Unified School District (CNUSD)

and the

Corona-Norco Teachers Association (CNTA)

The parties agree that Resource Specialist Program (RSP) teachers and Special Day Class (SDC) teachers may submit time cards for up to twenty hours (20) annually, in thirty (30) minute increments, for before and after school IEP meetings only. Time begins thirty (30) minutes after the completion or before the start of the professional day. Teachers may not be required to attend before and after school IEP meetings on the same day. The total expenditure shall not exceed \$100,000 district-wide. Once the annual maximum hours have been reached, a unit member may request extra sub days for IEPs.

This MOU shall be in effect from July 1, 2017 through June 30, 2018

THE MEMORANDUM OF UNDERSTANDING (MOU)

between the

Corona-Norco Unified School District (CNUSD)

and the

Corona-Norco Teachers Association (CNTA)

The parties agree that upon mutual agreement between site administration and a special education teacher (NSH/SH/SDC unit member), may remain to provide behavior support/supervision until a bus or parent arrives to pick up a student. A teacher who chooses to remain beyond a regularly scheduled duty to provide support may be compensated in 15 minute increments at per diem rate. Compensation will be drawn from funds in article 10.4c.

This MOU shall be in effect from July 1, 2017 through June 30, 2018.

CHANGES ARTICLE 26 SPECIAL EDUCATION CONT.

THE MEMORANDUM OF UNDERSTANDING (MOU)

between the

Corona-Norco Unified School District (CNUSD)

and the

Corona-Norco Teachers Association (CNTA)

The parties agree that Elementary Resource teachers (RSP) may request a substitute after two (2) consecutive work days of absence.

This MOU shall be in effect from July 1, 2017 through June 30, 2018

**ADDENDUM TO THE MEMORANDUM OF UNDERSTANDING RESOLVING GRIEVANCE
REGARDING SPEECH LANGUAGE PATHOLOGY ASSIGNMENTS DATED JULY 2, 2008**

The July 2, 2008 SLP Memorandum of Understanding (MOU) shall remain in full force with the exception of the following added language:

The Special Education Division shall rotate the opportunities for additional work equally among the existing SLPs within the District through the use of a rotating list based on seniority (as defined by EC 44845). This rotational offer of additional work shall be used during the following occasions:

- 1) As a result of a vacancy or approved leave of absence, prior to any SLP services rendered by a non-district contracted employee, the district shall offer available days and/or hours to existing staff to the degree necessary to bring caseload average into compliance during the first 30 days.
- 2) After the review and calculation of district caseload on October 1st and April 1st of each year as described in the July 2, 2008 MOU.

When any SLP works additional days and/or hours or elects to decline the offered work, he or she shall be placed at the bottom of the rotation list.

The work schedule, number of hours and/or days, and the work location shall be determined by the district.

Prior to outsourcing SLP work, the district shall notify CNTA whenever a position is being outsourced and provide the name of the outside contracting agency. Additionally, the district will provide CNTA the information on the additional work rotation process as needed.

This MOU shall be in effect from July 1, 2015 through June 30, 2018.

CHANGES ARTICLE 26 SPECIAL EDUCATION CONT.

SLP Side Letter

Side Letter between the Corona-Norco Unified
School District (CNUSD)
and the
Corona Norco Teachers Association (CNTA)

This is a side letter between the Corona-Norco Teachers Association and the Corona Norco Unified School District regarding Speech and Language Pathologists (SLP). The purpose of this side letter is to clarify both intent of the additional compensation available by timecard in the MOU's dated July 2, 2008 and to clarify the current practice.

The MOU's currently in the CBA were written at a time when average caseloads were above the state recommended 55. Both CNTA and CNUSD recognize significant progress has been made in lowering the District average caseload, which is currently 46. Additionally, both CNTA and CNUSD recognize the importance of ongoing recruitment efforts to attract and retain SLP's during a time of ongoing statewide scarcity of fully credentialed SLP's.

During the 2016-2017 school year, SLP's with caseloads above 55 have been able to submit timecards for additional hours worked at their daily rate. This has been primarily done, though not exclusively, in months when more than 10 assessments have been due. It is the understanding of both CNTA and CNUSD that this practice will continue into the 2017-2018 school year. It is also understood that this practice regarding SLP's does not exclude them from benefitting from the district wide practice of having additional timecard hours approved at the discretion of their direct supervisor or the department manager.

Each year the District/CNTA will re-evaluate the need to continue and/or clarify the time carding practices with regards to SLP's.

This side letter will remain in effect until June 30, 2018

CHANGES: ARTICLE 27 INNOVATIONS

4. Any innovation requested by a specific site must have staff approval consisting of a ~~70%~~ **70.0%** positive vote by secret ballot by the bargaining unit members at that site before simultaneous presentation to the Association and the District. CNTA will prepare the ballots and conduct the election.

27.7 Approval of final language shall require a ~~70%~~ **70.0%** vote by secret ballot of affected bargaining unit members voting in the election provided that a majority of the bargaining unit members at the affected site(s) participate in the election. The election will be open for up to 5 school days. CNTA will prepare the ballots and conduct the election.

SITE CONTRACT WAIVER # 6 & 7

6. Waivers are site approved with at least ~~70%~~ **70.0%** of the affected Unit Members voting “Yes.” Affected Unit Members are those assigned to the site at the time of the vote.
7. If a site wishes to continue an existing waiver with or without modifications, the proposal must be resubmitted annually to the Joint Committee by February 15 followed by at least a ~~70%~~ **70.0%** positive vote of the affected Unit Members by March 30. After a successful initial vote by the Unit Members, completed by March.

SITE CONTRACT WAIVER PROPOSAL FORM

School Site:

Site Administrator in Charge:

Contract paragraphs to be waived:

Purpose of Waiver: (attach additional pages if necessary)

Additional Instructional Minutes:

- Per Day:
- Per Week:
- Per Month:
- **Number of affected members:**

Additional Called Meetings:

- Per Week:
- Per Month:
- Per Year:

Called Meetings:

- Day(s)
- Time(s)
- Length

Duration of Waiver: (not to exceed one year)

- Commencement of Waiver:
- Conclusion of Waiver:

Comments: (Rationale, Special Circumstances, Considerations)

Bell Schedule: (Please attach current bell schedules and proposed bell schedules)

Timelines:

February 15 Submit Site Waiver Form to Human Resources, Business, and Association
 March 1 Approval of Site Waiver Committee for vote
 March 31 Site Waiver Vote results due to Human Resources

Administrator Signature _____

Date _____

Site Rep Signature _____ Date _____

Site Rep Signature _____ Date _____

***If there is not a joint agreement at the site between CNTA Site Reps and CNUSD Site Admin then it will be referred to CNTA and the HR Department.

Submit copy to: Human Resources, Business, and Association

Approved for Site Vote:

Yes _____ No _____

HUMAN RESOURCES

- Prep Periods Services

CNTA

BUSINESS

- Child Nutrition
- Transportation
-

Instructional Minutes

Results of Vote: Yes _____ No _____

CHANGES: ARTICLE 30 SHARED CONTRACTS

30.8 Should either or both partners in the shared-contract decide, at any time, to terminate this agreement, the teacher participant that originally held the position ~~will maintain it~~ will revert to the original unit member that held the position. If the position is new to each teacher participant, the teacher with the least District seniority shall be placed in an available, appropriate teaching position at the discretion of the District. If neither unit member wants the position it will be opened for regular transfer according to article 14.

CHANGES: BACK OF THE CONTRACT

Side Letter between the Corona-Noreo Unified
School District (CNUSD)
and the
Corona Noreo Teachers Association (CNTA)

The following constitutes the mutual agreement between the CNTA and the CNUSD regarding Article 10.2 of the CBA:

The intent of this language is to make sure that, regardless of schedule changes, all unit member receive as equitable as possible prep time that is in accordance with the length of the regular class period. The ten (10) day example provided in Article 10, Section 2 utilizing a minimum of four hundred fifty (450) minutes was to create an equitable schedule with regards to teacher preparation time across the school site when there are "Exceptional Situations".

The norm for prep time will continue where every member at a site receives the equivalent of one regular class period of prep per day.

On occasions such as days where there is WASC schedule, or a minimum day, or a holiday which impacts the district's ability to have the same length of class periods as a regular day, members will all receive the equivalent amount of prep time as their colleagues at their site within a ten day period.

Should a schedule not reflect equal prep times, CNTA and CNUSD management will problem solve to resolve the differences.

"Exceptional Situations" may not be arbitrary or capricious.

June 1, 2016

Side Letter between the Corona-Noreo Unified
School District (CNUSD)
and the
Corona Noreo Teachers Association (CNTA)

The following constitutes the mutual agreement between the CNTA and CNUSD regarding Article 30.11 of the CBA:

At the termination of the shared contract, the position will revert to the original unit member that held the position. Should the position be new to both unit members, the unit member with the greatest seniority will be offered the position first. If neither unit member wants the position it will be opened for regular transfer according to article 14.

June 1, 2016

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT
AND
CORONA-NORCO TEACHERS ASSOCIATION
September 2016**

This Memorandum of Understanding is agreed upon between the Corona-Noreo Unified School District and Corona-Noreo Teachers Association concerning Article 13.16.e.5

To align with the new insurance open enrollment dates, the Catastrophic Leave Bank, following initial enrollment, bargaining unit members may join the Leave Bank during annual open enrollment periods (October – November) only. All eligible unit members may join the Catastrophic Leave Bank during the annual open enrollment period of October 1 through November 30 by contributing the first two (2) days of their accruable annual personal sick leave from the current school year.

August 29, 2016

CHANGES: BACK OF CONTRACT CONT.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT
AND
CORONA-NORCO TEACHERS ASSOCIATION-
Year Round School Task Force**

The parties agree that a joint District-Association Year Round School Task Force will meet no less than four (4) times annually for the life of the contract. The purpose of the task force is:

- (a) to identify concerns specific to Unit Members assigned to Year Round Schools,
- (b) to discuss District identified areas of concerns,
- (c) to make recommendations to both parties of possible solutions to identified problems and concerns,
- (d) and to provide progress updates quarterly to the E-Board and Cabinet.

The Task Force will be composed of equal numbers of District and Association appointees, allowing for guests and visitors to provide information/share concerns. The goal of the Task Force will be to find long-term approaches to common concerns. Both parties are committed to maintaining an excellent Educational program for the students of the CNUSD.

This MOU shall be in effect through June 30, 2018.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT
AND
CORONA-NORCO TEACHERS ASSOCIATION-
Academy Task Force**

The parties agree that a joint District-Association Academy School Task Force will meet no less than four (4) times annually for the life of the contract. The purpose of the task force is:

- (a) to identify concerns specific to Unit Members assigned to Academy Schools,
- (b) to discuss District identified areas of concerns,
- (c) to make recommendations to both parties of possible solutions to identified problems and concerns,
- (d) and to provide progress updates quarterly to the E-Board and Cabinet.

The Task Force will be composed of equal numbers of District and Association appointees, allowing for guests and visitors to provide information/share concerns. The goal of the Task Force will be to find long-term approaches to common concerns. Both parties are committed to maintaining an excellent Educational program for the students of the CNUSD.

This MOU shall be in effect through June 30, 2018.

CHANGES: BACK OF CONTRACT CONT.

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT
AND
CORONA-NORCO TEACHERS ASSOCIATION-
Extra-Curricular Pay Schedule Committee

The parties agree that a joint District-Association Extra Curricular Pay Schedule Committee will meet no less than four (4) times annually for the life of the contract. The purpose of the committee is to create a list of duties and responsibilities for each position listed on the Extra Curricular Pay Schedule page, and to provide progress updates quarterly to the E-Board and Cabinet.

The Committee will be composed of equal numbers of District and Association appointees, as specified in the Miscellaneous Extra Duty Assignment Salary Schedule page.

This MOU shall be in effect through June 30, 2018.

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CORONA-NORCO UNIFIED SCHOOL DISTRICT
AND
CORONA-NORCO TEACHERS ASSOCIATION-
CNUSD/CNTA Contract Review Meeting

The parties agree that an Annual "Contract Review Meeting" will be collaboratively planned and executed jointly by CNUSD and CNTA Negotiation Team. The "Contract Review Meeting" will be held at the beginning of the 2017-2018 school year and will include CNUSD Site Principals and CNTA Site Reps with the purpose of ensuring unified training and understanding with regard to contract changes, clarification of intent of contract language, collaborative site based problem solving and new policies/procedures. The Agenda shall include: an informational presentation, breakout sessions by grade-level and a question/answer session with all sessions collaboratively planned and executed jointly. All unit members will be compensated for their time.

This MOU shall be in effect through June 30, 2018.

CHANGES: BACK OF CONTRACT CONT.

CORONA-NORCO UNIFIED SCHOOL DISTRICT

**2016-17 2017-2018 MISCELLANEOUS EXTRA DUTY ASSIGNMENT
SALARY SCHEDULE**

- Curriculum Preparation and Inservice Planning - \$43.27/hour
- Bargaining unit members who voluntarily attend District sponsored Inservice Training, while off track, or while in non-paid status, will be paid the same as that being paid for bargaining unit members substitute teaching during off track time.
- CNUSD Bargaining unit members who provide instruction for CLAD and BCLAD training will be paid at the same rate as the rate currently paid by the County of Riverside for the same training.
- Bargaining unit members participating in specialized committees (i.e. Special Education Task Force, Electronic Gradebook, ~~Pilot Evaluation Committee~~, Extra Curricular Pay Schedule Committee, ~~Academy Committee~~, Year Round School Committee, etc.) which have been mutually agreed upon by Association and District will receive curriculum hourly rate while in a non-paid status/beyond contract hours.