

Human Resources  
Maurene Stanton  
Executive Director of Human Resources



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**Date:** June 7, 2016

**To:** Board of Directors

**From:** Maurene Stanton

**RE: Memorandum of Understanding between the Stanwood-Camano Education Association and the Stanwood-Camano School District regarding Full Day Kindergarten**

Attached you will find the 2016-17 Memorandum of Understanding between the District and the Stanwood-Camano Education Association (Association) regarding Full Day Kindergarten (FDK) implementation.

Implementation of FDK requires continued professional development, materials, and release time to fulfill state requirements and provide the best education for our new kindergarten students. This is our second year of implementation of FDK, so changes have been made to the 2015-16 MOU to reflect changes. These include the following:

- An additional assessment day in the summer
- The option of teachers being compensated at a substitute rate of pay rather than taking a release day.
- Dates for Family Connection meetings have been updated.

If you have questions about this negotiated agreement please feel free to call me at 360-629-1213.

I recommend your approval of this Memorandum of Understanding.


## **Memorandum of Understanding Between the Stanwood-Camano School District and the Stanwood Camano Education Association**

This Memorandum of Understanding (MOU) is supplemental to the Collective Bargaining Agreement (the "Agreement") by and between the Stanwood-Camano School District (the "District") and the Stanwood-Camano Education Association (the "Association").

In order to facilitate continued implementation of the Full Day Kindergarten Program (FDK) the District and the Association hereby agree to the following temporary additions to their Agreement in effect for the second school year of implementation (2016-17 school year). As the program develops, modifications may be necessary. The following are initial agreements:

1. All new Kindergarten teachers will attend WAKIDs training prior to the beginning of the 2016-17 school year if possible or as soon thereafter. Teachers in attendance will receive per diem rate of pay for training hours. Teachers who have previously attended WAKids training will be exempt from this training requirement.
2. Professional Learning Community Meeting times will be scheduled each month for approximately 2 hours in length after the school day and are optional. Clock hours will be available.
3. Additional professional development will be scheduled based on established needs and recommendations of teachers and administrators. Training will be paid at per diem rate.
4. In August and at the preference of each building, an assessment day for new FDK students will be scheduled. Teachers participating will be compensated at per diem rate for the additional day of work. Teacher participation in this assessment day is optional.
5. The Family Connection Meetings will be scheduled on September 1, 2 and 6. An evening meeting time will be held on September 1st for families who cannot attend during the day. Teachers participating in the evening meeting will receive equivalent time off on Friday, September 2, 2016. Teachers and principals will make adjustments to the schedule if necessary.
6. Conferences will be scheduled every 30 minutes with the expectation that the length of the conference will be approximately 20 minutes with a 10-minute buffer between meetings.
7. The TS GOLD assessment must be completed by all K teachers according to the timeline, which is October 31, 2016. Prior to completion of this assessment, which is required by state statute, teachers will be given one release day for work related to the assessment. Teachers may elect to receive compensation at the substitute rate of pay in lieu of release time.
8. It is understood that work on the TS GOLD assessment is an on-going process and should take place throughout the months of September and October.

Stanwood-Camano Education Association

By: 

Date: 6/7/16

Stanwood-Camano School District

By: \_\_\_\_\_

Date: \_\_\_\_\_