

Human Resources
Maurene Stanton
Executive Director of Human Resources



Date: September 1, 2015

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 2015-16 Memorandum of Understanding between the District and the Stanwood-Camano Education Association (Association) regarding Full Day Kindergarten (FDK) implementation.

Program requirements for FDK are different than our past half-time kindergarten program. Teachers need professional development, materials, and release time to fulfill state requirements and provide the best education for our new kindergarten students. Because this is a new program to the district, SCEA and the District agreed to an MOU for the first year so that we can make modifications as necessary throughout the year.

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 the 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 first school year of implementation (2015-2016 school year). As the program develops modifications may be necessary. The following are initial agreements:

1. All Kindergarten teachers will attend WAKIDS training prior to the beginning of the 2015-16 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. Two additional trainings will be offered on August 17th (Debrief from WAKIDS/Child Development module) and August 20th (Learning Environment/Learning Centers). These are optional meetings, but strongly recommended as they will support and construct the foundation for FDK. Participants will be paid at per diem rate of pay.
3. 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.
4. Additional professional development will be scheduled based on established needs and recommendations of teachers and administrators. Training will be paid at per diem rate.
5. The Family Connection Meetings will be scheduled on September 2, 3, and 4. An evening meeting time will be held on September 3rd for families who cannot attend during the day. Teachers participating in the evening meeting will receive equivalent time off on Friday, September 4, 2015. Teachers and principals will make adjustments to the schedule if necessary.
6. Conferences will be scheduled every 45 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, 2015. 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.
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.