

**MUSD
and
MTA
Tentative Agreement**

**Article 24 SAFE AND HEALTHY WORKING CONDITIONS –
Memorandum of Understanding**

Whereas the District and MTA recognize that a safe school environment is essential to effective instruction and learning;

Whereas to promote safe and effective schools it is necessary to examine current practices and design of innovative practices that meet the needs of all students;

Whereas the safety of staff is necessary to facilitate a safe and effective instruction and learning environment;

Whereas the District is committed to building capacity with all stakeholders by developing structures and systems for effective implementation of Positive Behavioral Intervention Support (PBIS), Multi-Tiered System of Supports (MTSS), and inclusion through the use of District-wide systematic instructional practices and curriculum.

Now therefore the Parties agree as follows:

1. Two teams will be created. One team will be created in the 2018-2019 school year which will be a District Leadership Team. This team will serve in the 2018-2019 and 2019-2020 school years. A second team (Site Grade Level Leads) will be formed in the 2019-2020 school year which will function as a site-based component of the District Leadership Team to serve the site-based PBIS/MTSS needs in the 2019-2020 school year.
2. In the 2018-19 school year:
 - a. In order to support staff and address site-based behavioral issues, the District will discontinue the regular practice of pulling Site Administrators twice a month for full day trainings/meetings while school is in session.
 - b. The District will provide Professional Development for Site Administrators that is focused on consistent and uniform implementation of behavior management and school safety to promote positive culture and climate.
 - c. By May 2019, the District will report progress to all stakeholders toward specific Site Administrator training in social emotional learning to support safe school environments for effective instruction and learning.
 - d. The District shall provide a description of the District Leadership Team position five (5) days prior to posting. Thereafter, the District shall post an invitation to

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apply as a District Leadership Team member to serve on a team to collaborate and facilitate the effective implementation of PBIS, MTSS and inclusion. The posting shall remain open for ten (10) working days.

- e. An MTA appointed member shall participate in the screening and interview process with the Assistant Superintendent of Educational Services.
 - f. The District Leadership Team shall consist of the Assistant Superintendent of Educational Services, one District Leadership Team member per grade level, one Elementary Special Education team member, one Middle School Special Education team member, one counselor, and one school psychologist, dependent on applicants.
 - g. Selected members of the District Leadership Team shall receive a prorated annual stipend based on Row 1 Column 1 of Salary Schedule 108 as a lump sum in 2018-2019.
 - h. The team will be selected, notified, and will meet at least once prior to the end of the 2018-2019 school year.
3. In the 2019-20 school year:
- a. The District Leadership Team will meet up to ten (10) times during the school year to provide input, disseminate information, and help develop process implementation for cohesion across the schools in our District. This process may include educational services, personnel, and business services. The District Leadership Team will meet with the Assistant Superintendent of Educational Services on the third Wednesday of each month at the District Educational Center at 3:15 pm, subject to changes in school dismissal times.
 - b. Members of the District Leadership Team shall be paid the monthly stipend rate as per Row 1 Column 1 of Salary Schedule 108 for their participation on this team.
 - c. The District Leadership Team will create a grade level agenda and meet with Site Grade Level Leads up to ten (10) times during the school year to provide strategies for effective implementation of PBIS, MTSS, inclusion, and other related topics. The Site Grade Level Leads will meet with the District Leadership Team on the fourth Monday of the month (unless there is a holiday in which case the team would meet the following work day) in the District Leadership team member's school/classroom at the conclusion of the grade-span's contract day. (Elementary at 3:00 pm and Middle at 3:30 pm). Site Counselor, Psychologist, or Special Education Teacher Leads will meet with the District Leadership Team members (Counselor, Psychologist, or Special Education Teacher) at the District Educational Center at 3:30 pm.

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d. Site Grade Level Leads:

- i. The Site Grade Level Leads shall be selected by mutual agreement between teachers and the site administrator, except where there is a District Leadership Team member already in place. If no mutual agreement is reached the MTA President and Assistant Superintendent of Personnel shall select the member.
- ii. Site Grade Level Leads shall meet with their grade level teams on the fourth Wednesday of the month as per Article 11.10.1.
- iii. Members of the Site Grade Level Lead Team shall be paid an annual stipend of five hundred dollars (\$500) to be paid on a monthly basis.

e. Site Administrators will be responsible for reviewing and understanding the information provided in the agenda for District Leadership Team members and meet with Site Grade Level Leads and/or staff to support the effective implementation of PBIS, MTSS, and inclusion.

4. This MOU shall sunset effective June 30, 2020 unless otherwise agreed upon by both Parties. The Parties shall meet and confer no later than April 1, 2020 to determine if changes to this MOU are needed and/or whether this MOU shall be extended.



Heather Tortoreti,
MTA Negotiations Chair



Chad McGough,
Assistant Superintendent of Personnel Services