

## MEMORANDUM OF UNDERSTANDING

Between

SILVER FALLS EDUCATION ASSOCIATION

And

SILVER FALLS SCHOOL DISTRICT

### **Silverton High School Block Schedule**

This agreement is between the Silver Falls School District (District) and the Silver Falls Education Association (Association), together, "the parties." The existing collective bargaining agreement remains in full effect.

With this memorandum the District and the Association commit to the implementation of an 8-period A/B block schedule at Silverton High School. The Association recognizes that the 8-period block schedule could result in a potential increase in teacher workload. Every effort will be made by administration to keep teaching loads and class sizes from increasing substantially under this new system.

During the 2021-2022 school year, the average of total students assigned to a teacher in the subject areas of Science, Math, English, World Languages, and Social Studies was 145. For the limited purposes of this MOU and trial period, if workload increases for at least 40% of the teachers in the above identified departments, as measured by the number of students assigned to a teacher, by at least 20%, the Association reserves their right to demand to bargain. The Association will retain this right to bargain if students assigned to a teacher exceed this calculation for as long as Silverton High School maintains the 8-period A/B block schedule.

For the 2022-2023 school year, as Silverton High School pilots the block schedule, the following agreements are made between the parties. These agreements will expire on June 30, 2023, and will be re-evaluated by the parties before the 2023-2024 school year begins.

1. **Prep time:** Each high school teacher shall have an uninterrupted period of time equal to one (1) continuous teaching period in their teaching schedule. On days teachers do not have a prep period during the bell schedule, teachers will have an uninterrupted 40 minutes before the school day starts. If an IEP or 504 meeting is scheduled during the 40-minute before school prep time, the teacher will not be required to attend. The teacher will be responsible for providing input to the case manager as set forth by the building administration. Teacher and supervisor will work collaboratively to schedule meetings related to the evaluation process. Should the parties not continue the block schedule pilot program at any point, then the status quo for purposes of preparation will be current contract language.
2. **Advisory & Guidance (AG):** AG classes will exist primarily for student independent learning. Teachers will continue to have supervisory duties during the AG period. Teachers will support students during the independent learning time. AG teachers will not be the teacher of record for the purposes of grading or for the delivery of instruction in AG, unless mutually agreed upon between the individual teacher and administration.

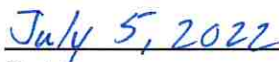
This agreement is between the Silver Falls School District (District) and the Silver Falls Education Association (Association), together, "the parties." The existing collective bargaining agreement remains in full effect. This is a yearlong trial.

With this memorandum the Silver Falls School District and the Silver Falls Education Association commit to the implementation of a block schedule at Silverton High School and to protect the teacher's prep time and workload.

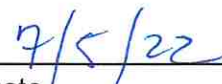
1. **Prep time:** Each high school teacher shall have an uninterrupted period of time equal to one (1) continuous teaching period in their teaching schedule. On days teachers do not have a prep period during the bell schedule, teachers will have an uninterrupted 40 minutes before the school day starts. Teacher and supervisor will work collaboratively to schedule meetings related to the evaluation process.
2. **Flex time:** Flex time will exist for student independent learning. Teachers will be available to help students with work, but it will not be a graded class. Teachers will continue to have supervisory duties during that time period.

**3. Workload Change:** We acknowledge that the 8-period block schedule represents a potential increase in teacher workload. Every effort will be made by administration to keep teaching loads and class sizes from increasing substantially under this new system. If workloads increase the SFEA reserves their right to demand to bargain the increase and its impacts.

  
\_\_\_\_\_  
For the District

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
SFEA

  
\_\_\_\_\_  
Date