



**Addendum to Article 13
Memorandum of Understanding
between
Aurora Public School District and
Aurora Education Association
Regarding
Teacher Duty Day and Teaching Hours**



As part of negotiating the Master Agreement in the spring of 2015, the Aurora Education Association (AEA) and Aurora Public Schools agreed to extend the lifecycle of the existing Article 13 Memorandum of Understanding (MOU). While the current MOU expires at the conclusion of the 2015-16 school year, the parties agree to extend the MOU through the end of the current contract (Master Agreement), June 30, 2020.

The parties continue to acknowledge all remaining provisions of Article 13 not included in the accepted proposals will remain unchanged during the 2016-17, 2017-18, 2018-19 and 2019-20 school years, and that implemented variances will not be precedent setting.

In December, 2019, representatives of each variance site will present a review of the results of the variance to the Association and District negotiation teams. Such input will be considered in deliberations regarding adjustments to Article 13 upon the conclusion of this MOU.

Date of agreement, July 1, 2015 by:

Aurora Public School District
Rico Munn, Superintendent

Aurora Education Association
Amy Nichols, President

Approved by:

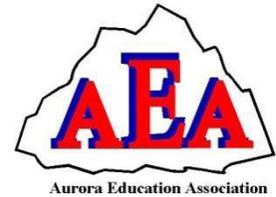
Aurora Board of Education

JulieMarie Shepherd, President

Mary Lewis, Secretary



**Article 13 Memorandum of Understanding
between Aurora Public School District
and Aurora Education Association
Regarding
Teacher Duty Day and Teaching
Hours**



Introduction

In June 2011, the Aurora Public Schools and Aurora Education Association developed a Memorandum of Understanding to form a task force to examine potential amendments to Article 13 – Teacher Duty Day and Teaching Hours in the Collective Bargaining Agreement. Under the terms of the Memorandum of Understanding, the task force met over the course of the 2011-12 school year and reported its final conclusions and recommendations to the bargaining teams for consideration during the spring 2012 negotiations session. While the work and recommendations of the task force were considered, the bargaining teams were unable to mutually agree on language and processes to further the work of the task force.

As the Association's and Board's Team value the work and recommendations of the Article 13 Task Force and share an interest in revising Article 13, pursuant to this Memorandum of Understanding, the parties agree to the following for the 2013-14 – 2015-16 school years.

Agreement

Using the work of the Article 13 Task Force as a guide, the Parties agree to provide individual schools with flexibility related to specific provisions of Article 13 in order to increase student achievement through the development of a proposal to change their scheduling and use of time.

To submit a proposal to the Joint Steering Committee (JSC), the school will establish a design team which includes the building administration and staff members who mutually agree on and are interested in submitting a proposal.

To begin the process, the design team will first seek consensus agreement from staff affected by the proposal, and then discuss the proposal with the entire staff. Consensus as used here means those impacted by the proposed variance are in agreement with or at least agree to support the proposal. Final consensus will be verified through a written ballot vote that should demonstrate overwhelming agreement with the proposal the ballot vote will be conducted jointly by an administrative and association representative.

The proposal will then be reviewed by the JSC, for compliance with the provisions of this MOU. The JSC review process will focus primarily on the individual school's adherence to the procedures and parameters outlined in this memorandum. Consideration will be given to the development and description of specific processes and activities designed to increase student achievement; improve professional practice and ability to produce measurable outcomes of increased student achievement that are directly tied to the allowed flexibility from Article 13 and the changes made to their schedules/use of time. If the proposal is believed to be out of compliance, the proposal will be remanded to the school with suggested modifications. An amended proposal may then be resubmitted for review.

All proposals for flexibility or waivers to Article 13 must be aligned with the following parameters:

1. Maintain the accreditation minimum required student contact hours of:
 - 1,000 hours at the elementary/K-8 level
 - 1,088 hours at the middle/high school level

2. Establish a clearly defined shared decision making process, particularly related to schedule planning and the use of time, which results in an allocated amount of individual planning and professional learning time. Proposals should-consider:
 - A minimum amount of guaranteed planning time for instructional staff, but not when or how that time is used;
 - An amount of non-contact time, but not when or how that time is used;
 - A ratio between contact time (including duty), activities and time designed to improve professional practice;
 - The need to develop schedules that create common plan time among grade level teams and/or content teams;
 - A clearly defined schedule for, and use of, collaborative planning time between and among grade level teams, content areas, specials/electives teachers etc.;
 - A clearly delineated connection between collaborative time and professional development needs based upon data review.
3. Establish a process to measure the impact the Article 13 variance(s) had on student achievement.
4. The variance is cost neutral in terms of the impact on APS systems/operations, i.e. transportation, nutrition services.
5. The proposal will not result in a reduction in force or the displacement of personnel out of the building.

The parties also acknowledge all remaining provisions of Article 13 not included in the accepted proposals will remain unchanged during the 2013-14, 2014-15 and 2015-16 school years, and that implemented variances will not be precedent setting.

In December, 2015, representatives of each variance site will present a review of the results of the variance to the Association and District negotiation teams. Such input will be considered in deliberations regarding adjustments to Article 13 upon the conclusion of this MOU.

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