

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OROVILLE UNION HIGH SCHOOL DISTRICT
AND
OROVILLE SECONDARY TEACHERS ASSOCIATION
REGARDING OHS FRESHMAN TEAMS
AUGUST 17, 2023**

The Oroville Union High School District ("District") and the Oroville Secondary Teachers Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to Freshman Teams for the 2023-24 school year.


Background re: OHS Freshmen Teams:

Eight teachers were placed on 2 teams with each team consisting of 1 core content teacher (1 Math, 1 History, 1 ELA & 1 Science). These teachers have voluntarily agreed to meet on their prep periods once a week (on average) in order to review student data & provide additional interventions as needed. The district will be compensating the Freshmen Team Teachers accordingly for meeting on their prep.

The Parties agree to the following regarding the OHS Freshman Teams:

1. Teachers who have voluntarily given up their preps shall have the option to be paid the class coverage rate or earn a comp period at their discretion.
2. This MOU shall remain in effect until June 30, 2024, and may be the subject of bargaining between the parties.

On behalf of Oroville Union High School District:



William Brown, Superintendent

DATE: 8/18/23

On behalf of Oroville Secondary Teachers Association:



Teisha Hase, OSTA President

DATE: 8/18/23

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OROVILLE UNION HIGH SCHOOL DISTRICT
AND
OROVILLE SECONDARY TEACHERS ASSOCIATION
REGARDING COVERAGE OF ADVISORY SESSIONS BY SCHOOL COUNSELORS
FOR 2023-24 SCHOOL YEAR.
August 24, 2023**

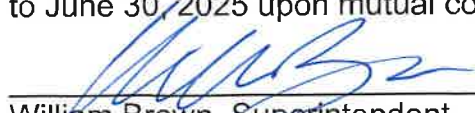
The Oroville Union High School District ("District") and the Oroville Secondary Teachers Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to school counselors voluntarily covering Advisory sessions in the event a substitute teacher is not available, or a teacher exercises the option to opt out of lessons of a sensitive nature or topics that are personally impacting for the 2023-24 school year.

The Parties agree to the following regarding the voluntary coverage of an Advisory session by a school counselor:

- 1) The parties agree that if a school counselor covers an Advisory session for either of the following reasons, they may choose to be paid the class coverage rate for an hour or earn one comp period:
 - a. There are no substitute teachers available to cover the Advisory session.
 - b. A teacher has exercised the option to opt out of lessons of a sensitive nature or topics that are personally impacting by notifying the site administrator. *NOTE: Teacher requests for opt-out must be given to administration at least one week in advance. The administrator will ask the counselors if they would be able to cover the session as soon as practicable after a teacher notifies the administrator about wishing to opt out.

Duration

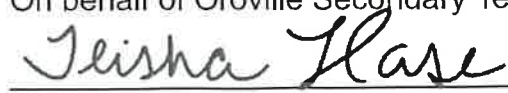
This MOU shall expire in full without precedent on June 30, 2024, but may be extended to June 30, 2025 upon mutual consent.



William Brown, Superintendent

DATE: 8/24/23

On behalf of Oroville Secondary Teachers Association:



Teisha Hase, OSTA President

DATE: 8/24/23

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OROVILLE UNION HIGH SCHOOL DISTRICT
AND
OROVILLE SECONDARY TEACHERS ASSOCIATION
REGARDING THE BELL SCHEDULE FOR 2023-24 AND 2024-25 SCHOOL YEARS.
Updated October 16, 2023**

The Oroville Union High School District ("District") and the Oroville Secondary Teachers Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the issues related to the Bell Schedule for the 2023-24 school year.

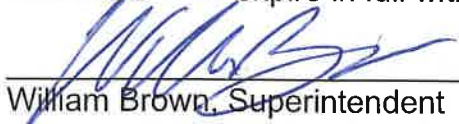
The Parties agree to the following regarding SEL class:

1. The parties agree to implement SEL lessons into the regular bell schedule for the 2023-24 and 2024-25 school years. The Bell Schedule shall be attached to this MOU.
2. District shall provide all SEL curriculum, materials, and resources to be used for SEL classes.
3. District must provide SEL curriculum and materials at least one month in advance.
4. All students in SEL classes shall be of one grade level.
5. Staff members will be provided the opportunity for SEL training in the curriculum prior to the delivery of the first SEL instruction.
6. There shall be no more than three SEL lessons per month. Any additional SEL days for the month will be designated as the teacher's choice to use at their discretion. SEL instruction days will be determined by OUHSD and OSTA prior to May 1, 2023.
7. There shall be a maximum of 25 SEL lessons per year.
8. The Wednesday schedule shall remain the same with or without SEL instruction.
9. Every teacher at participating sites will have an SEL class except for TOSAs, Counselors, Librarians, and Social Workers.
10. In the event a unit member is absent from the class, administrators will ensure that the vacancy is filled either by a substitute teacher or unassigned unit members, as appropriate.

11. Upon administrator approval, teachers may have the option to opt out of lessons of a sensitive nature or topics that are personally impacting; teacher requests for opt-out must be given to administration at least one week in advance.. Administrators will determine if coverage is available prior to approving teacher excusal.

Duration


This MOU shall expire in full without precedent on June 30, 2024.



William Brown, Superintendent

DATE: 10/12/23

On behalf of Oroville Secondary Teachers Association:



Teisha Hase, OSTA President

DATE: 10/16/23

**MEMORANDUM OF UNDERSTANDING
BETWEEN OROVILLE UNION HIGH SCHOOL DISTRICT
AND OROVILLE SECONDARY TEACHERS ASSOCIATION
REGARDING SPECIAL EDUCATION TEACHERS AT OROVILLE HIGH SCHOOL
EXCEEDING THE ED CODE CASELOAD MAXIMUM OF 28
October 20, 2023**

The Oroville Union High School District ("District") and the Oroville Secondary Teachers Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the mandated caseload limit of 28 at Oroville High School in the fall semester of the 2023/24 school year.

Without admitting liability or wrongdoing, the Parties agree to the following regarding the special education teachers at Oroville High School servicing more than the Ed Code mandated maximum caseload of 28 students:

1. SPED Unit Members who worked prior to the start of the contractual work year on August 14, 2023, will be compensated at the individual's daily rate of pay for up to 2 days.
2. After August 14, 2023, teachers shall be paid .2 of their salary for each day they serviced more than 28 students on their caseload.
2. OUHSD and OSTA agree that the Ed Code restriction of the 28-student maximum caseload should be strictly followed.

Duration

This MOU shall expire in full on December 21, 2023.

This MOU is intended to resolve all disputes and issues relating to allegations relating to the 28-student maximum caseload existing as of the date of this MOU. This MOU is a one-time resolution of disputed claims and shall not be construed by either party as establishing precedent or past practice.

On behalf of Oroville Union High School District:



William Brown, Superintendent

DATE: 10/25/23

On behalf of Oroville Secondary Teachers Association:



Teisha Hase, OSTA President

DATE: 10/20/23

**MEMORANDUM OF UNDERSTANDING
BETWEEN OROVILLE UNION HIGH SCHOOL DISTRICT
AND OROVILLE SECONDARY TEACHERS ASSOCIATION
REGARDING THE ACCESS PROGRAM INSTRUCTOR SERVICING STUDENTS AS
A CONSULT CASELOAD MANAGER
October 6, 2023**

The Oroville Union High School District ("District") and the Oroville Secondary Teachers Association ("Association"), jointly known as the Parties ("Parties") enter into this Memorandum of Understanding ("MOU") regarding the instructor in the ACCESS program taking on additional student caseloads as the consult instructor.

The Parties agree to the following regarding the ACCESS consult caseload need:


1. The parties agree that for the fall semester of the 2023/24 school year, the ACCESS instructor may service student caseloads in addition to the ACCESS students as the consult instructor.
2. The ACCESS instructor will be paid an additional .2 of the instructor's current salary.
3. Upon hiring an additional teacher, the consult caseloads serviced by the ACCESS teacher will be shifted away from the ACCESS instructor, and the additional .2 salary payment will cease.
4. Since the ACCESS program cannot accommodate a consult period within the workday, the ACCESS instructor will have one half-day release day per week to service the consult caseload. Duties include but are not limited to being able to meet with students and/or staff at OHS, and to contact parents in order to assure that each student's IEP is followed, including the mandated accommodations/modifications.

Duration

This MOU shall expire in full on December 21, 2023.

This MOU shall not be construed by either party as establishing precedent or past practice.

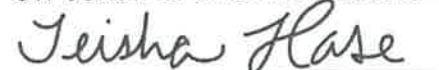
On behalf of Oroville Union High School District:



William Brown, Superintendent

DATE: 10/25/23

On behalf of Oroville Secondary Teachers Association:



Teisha Hase, OSTA President

DATE: 10/20/23

Oroville Union High School District

And

Oroville Secondary Teachers Association

January 11, 2024

Side Letter Regarding Additional Training for the 2023/2024 School Year

The District and OSTA agree to the following:

1. The District shall ensure that all unit members have access to the required training no later than January 22, 2024.
2. The District shall compensate unit members three and one half hours at the extra duty rate to complete the following trainings for the 2023/2024 school year: Behavior Management Strategies (SpecEd), Section 504 of the Rehabilitation Act, Student Discipline and the Law (SpecEd), California Integrated Pest Management (EDU).
3. These trainings shall be completed by February 29, 2024
4. Compensation shall be distributed in March 2024.

Agreed:

Date: January 11th, 2024

On Behalf of OUHSD:



Corey Willenberg, Ed.D., Superintendent

On Behalf of OSTA:



Sean Fetters, Lead Negotiator