

**Memorandum of Understanding
Between
Visalia Unified School District
And
Visalia Unified Teachers Association**

**Elementary Schedule
(TK-6 and TK-8 Sites)**

This memorandum of understanding (“MOU”) is entered into and between Visalia Unified School District (“District”) and the Visalia Unified Teachers Association (“VUTA”) (collectively “Parties”). The Parties’ current Collective Bargaining Agreement (“CBA”) is effective through June 30, 2026. This MOU addresses agreements reached between the Parties related to visual arts, performing arts and physical education instruction, and elementary schedules for the 2024-2025 and 2025-2026 school years.

Recitals

A. WHEREAS, during the 2023-2024 school year, the District implemented certain changes to the elementary school schedule to increase visual and performance arts (“VAPA”) instruction and programs in public education funded through Proposition 28.

B. WHEREAS, in its tentative agreement for the 2023-2024 contract year, VUTA and the District acknowledged their commitment to continually improve processes and systems (rooted in research and guided by data) that result in positive, transformational student outcomes. To ensure improved student learning outcomes, the parties acknowledged the need for consistency in the following areas:

- balanced models of instruction and assessment;
- grade appropriate, and standards-based instruction focused on authentic student engagement;
- aligned high quality Board-approved resources;
- research-based systems of support; and
- a safe learning environment for students and staff.

To achieve these commitments, a system of continuous improvement, including coaching and feedback cycles, is necessary for staff growth, development, and retention.

C. WHEREAS, in fulfilling this commitment, VUTA and the District wish to make certain modifications to District’s elementary school schedule to enhance student learning, provide common preparation time to teachers, and invest in Professional Learning Communities (“PLC”).

D. WHEREAS, to support these interests, VUTA and the District desire to enter into this MOU to provide site administrators with designated time to support teachers with embedded

professional learning. The goal of professional learning is aimed at developing collective teacher efficacy, which leads to improved student performance, mitigating negative effects of socioeconomic status, enhances parent/teacher relationships, and a work environment that builds teacher commitment to the school and students.

E. WHEREAS, the Parties agree to the terms established by this MOU and the terms of this MOU shall supersede any provisions of the CBA between the Parties that are in conflict with it.

Agreement

NOW, THEREFORE, the Parties agree as follows:

1. The foregoing Recitals are incorporated in this Agreement.
2. The term of this Agreement shall be from July 1, 2024, through June 30, 2026. The term may be extended by mutual written agreement of the Parties.
3. The terms of this Agreement shall apply to all TK-6th grade and TK-8th grade school sites ("Elementary Schools"). The terms of this Agreement shall not apply to traditional 7th-8th grade middle school sites.
4. On regular instructional days, Elementary Schools shall begin instruction at 8:10 AM and dismissal shall be at 2:30 PM.
5. At Elementary Schools, all unit members shall report to school sites by 8:00 AM.
6. At Elementary Schools, classroom teachers shall facilitate student transition after dismissal from 2:30 PM to 2:40 PM.
7. From 2:40 to 3:30 PM, classroom teachers at Elementary Schools shall have the following weekly schedule:
 - a. Monday: Staff meetings, subject to the terms agreed upon in the CBA, except that such meetings shall conclude by 4 PM and VUTA business shall be conducted after 4 PM.
 - b. Tuesday: Preparation time.
 - c. Wednesday: PLCs, subject to the terms agreed upon in the CBA.
 - d. Thursday: Preparation time.
 - e. Friday: Preparation time.
8. For grades TK-8th at Elementary Schools, all students will receive 50 minutes, two days per week, of physical education ("PE") instruction taught by a PE teacher without the support of the classroom teacher. For grades TK-3rd, all students will receive 40 minutes, two days per week, of VAPA instruction taught by a VAPA teacher. For grades 4th-8th at Elementary Schools, all students will receive 50 minutes, two days per week, of VAPA instruction taught by a VAPA teacher.

9. TK-3rd grade classroom teachers will have a preparation period three (3) days a week after school and two (2) preparation periods when their students are at PE with the PE teacher. TK-3rd grade classroom teachers will have two distinct 40-minute periods per week for professional learning, during the school day while students are engaged in their VAPA classes. This results in an average of 8 periods each month for professional learning, two (2) of which will be set aside for teacher-guided collaboration and learning.
10. 4th-8th grade classroom teachers at Elementary Schools will have a preparation period three (3) days a week after school and two (2) preparation periods when their students are at PE with the PE teacher. 4th-8th grade classroom teachers will have two distinct 50-minute periods each week for professional learning, during the school day while students are engaged in their VAPA classes. This results in an average of 8 periods each month for professional learning, two (2) of which will be set aside for teacher-guided collaboration and learning.
11. Professional learning activities will be identified by the school site Guiding Coalition based on student learning outcome data. Examples include:
 - a. Building instructional knowledge and skills;
 - i. Coaching opportunities: Support from- Instructional Coach, Mentor Teacher, Site Admin., and/or peers;
 - ii. Structured, sustained, and supported instructional discussions;
 - iii. Investigating the relationships between instructional practices and student work;
 - b. Creating opportunities for teachers to collaboratively share skills and experiences
 - i. Peer consultation (e.g. classroom visits)
 - ii. Sharing instructional practices
 - iii. Build knowledge through the study of relevant research and application to practice
 - c. Interpreting results and providing actionable feedback on teachers' performance.
 - i. Expanded actions related to PLC
 - ii. Data conversations
 - iii. Calibration of assessment and instruction
 - iv. Allows for unique opportunities to hold meetings (e.g. IEP, 504, evaluation) that would otherwise occur after school

Professional Learning is not a preparation period, duty-free break, supervision/adjunct duty, co-teaching or class coverage.

12. TK-3rd grade VAPA teachers shall begin instruction by 8:15 and have a schedule that provides for 7 periods of 40 minutes each, up to 120 minutes for travel each week, and preparation and PLC time consistent with the CBA. A sample schedule is attached as Exhibit A. This sample is for example purposes only to model the time periods; each individual teacher schedule may differ to address site needs.

13. 4th-8th grade VAPA teachers at Elementary Schools shall begin instruction by 8:15 and have a schedule that provides for 6 periods of 50 minutes each, up to 200 minutes for travel each week, and preparation and PLC time consistent with the CBA. A sample schedule is attached as Exhibit B. This sample is for example purposes only to model the time periods; each individual teacher schedule may differ to address site needs.

14. The Parties agree that this MOU shall not create a precedent for any purpose.

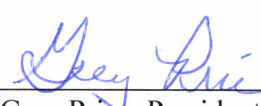
VISALIA UNIFIED SCHOOL DISTRICT



Ben Dhillon, Assistant Superintendent

Date: 3/12/24

VISALIA UNIFIED TEACHERS ASSOCIATION



Greg Price, President

Date: 3/12/24