



159 E 4th Street Pittsburg, CA 94565 (925) 432-0199 <https://peateachers.org>

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## Standing up for student success!

### Community Schools MOU between PEA and PUSD October 26, 2023 Proposal No. 1

PUSD and PEA believe in the vision that Full-Service Community Schools (FSCS) will provide services, support, and opportunities that will sustain the path to improved student learning, stronger families, and healthier school communities. Pittsburg students will be supported physically, socially, emotionally, and psychologically in environments that are conducive to learning, and community and parent, guardian, and caregiver engagement will increase through improved community and the coordination of resources and efforts to ensure student college and career readiness.

PUSD and PEA acknowledge the California Department of Education's Four Pillars of effective Community Schools are: 1) Integrated Student Service Supports, 2) Family and Community Engagement, 3) Collaborative Leadership Practices, and 4) Extended Learning Time and Opportunities. The Pittsburg Board of Education approved Resolution #21-27 in Support of Expansion of Community Schools on March 23, 2022 citing that “the holistic development of Pittsburg students must be a shared effort of educators, community partners, and families.” With the intention of the PUSD Board of Education to sustain the Community Schools model in the long term and hopes to expand the model to all thirteen schools, both parties commit to the success and longevity of the Community Schools transformational movement.

Due to the shared commitment of the success of PUSD Community Schools, the parties, (herein the Pittsburg Education Association (PEA) and the Pittsburg Unified School District (PUSD) enter into this agreement as follows:

#### **1. Community School Steering Committee**

With a goal of June 30, 2023, PEA and PUSD shall establish a Community School Steering Committee (CSSC). The Steering Committee will be composed of partners that share a commitment to support the purpose and creation of a community school model, aligned to the stated pillars above, and outlined in the California Community Schools Partnership Program (CCSPP).



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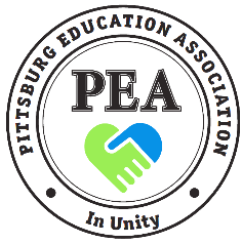
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1.1 Composition: The composition of the PUSD CSSC shall be as follows:

- a. 40% families of current or past students or community members (i.e. residents and employees in the city of Pittsburg). These committee members shall be equally selected by the parties (or designee) for the CSSC's first term. The CSSC shall establish the process for committee member selections in future years, per adopted bylaws.
- b. 20% certificated staff to be selected by PEA
- c. 20% classified staff to be selected by CSEA
- d. 20% administration
- e. Parties agree that an ideal steering committee composition is ten (10) total Members that reflect the PUSD community.

1.2 Selection Process, Term, and Responsibilities: The CSSC shall agree on a set of bylaws concerning the selection process of members, the term of the members, and the responsibilities of the members to ensure there maintains diversity, equity, and inclusion.

- a. Selection Process: Steering Committee Representatives shall be selected by their respective constituency, with the selection process outlined in the committee's bylaws.
  
- b. Term: Members may serve for two years and will apply to the CSSC to be re-appointed/selected. Members will serve on a rotational basis in an attempt to ensure that no more than 50% of members will be newly selected annually. The parties will identify at the outset of establishing the Steering Committee which members will fulfill the role for one year and which will fulfill the role for two years to create the initial annual rotation, taking into consideration member preferences to make the determination. Any adjustments or additional decisions related to term will be established through the bylaws.



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### c. CSSC Responsibilities

- i. The CSSC shall guide the annual Needs and Assets Assessment process by providing a framework and support.
- ii. The CSSC shall assist in monitoring and reporting of outcomes and progress aligned to the CCSPP outcomes to the Board of Trustees,
- iii. The CSSC shall set the schedule of the meetings and co-create the agenda based on their bylaws.
- iv. The CSSC shall determine the general community school funding allocations.
  - v. The CSSC shall make recommendations of policy decisions based on qualitative and quantitative data.
  - vi. The CSSC shall provide planning, technical assistance, and resources to sites.
  - vii. The CSSC may identify subgroups of school community partners to develop solutions to the issues that emerge from the needs assessment and monitor implementation of solutions.
  - viii. Decisions shall be determined by majority vote.

## 2. Site-Based Community Schools Committees

PUSD currently has site-based Community Schools Committees (CSC) which meet weekly or biweekly. These Community Schools Committees shall be composed of partners that share a commitment to support the purpose of a community school, aligned to the stated purposes above, and outlined in the California Community Schools Partnership Program (CCSPP).

2.1 Composition: The composition of the site-based Community Schools Committee shall be as follows:

- a. One (1) site administrator
- b. One (1) member of the coordination of services team (COST)
- c. 50% families of current and/or past students or community members (i.e. residents and employees in the City of Pittsburg). These committee members shall be equally selected by the parties (or designee) for the Community Schools Committee's first term. The Community Schools Committee shall establish the process for committee member selections in future years, per adopted bylaws.



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- d. 50% certificated and classified staff to be selected by PEA and CSEA
- e. Parties agree that an ideal site-based committee composition is approximately 10-15 total members that reflect the PUSD community.

### 2.2 Community School Certificated Educators (CSCE)

Bargaining unit members on the site-based Community Schools Committees shall be defined as a Community Schools Certificated Educator (CSCE).

- a. CSCEs shall receive a \$6000.00 per year stipend.
- b. Secondary CSCEs shall receive full credit for their Adjunct Duty. If the CSCE performs at least 6 credits of adjunct duty (e.g. Leadership, sports games, etc), the bargaining unit member shall receive one full release day of his/her/their choice.
- c. The CSCE shall partake in all responsibilities as a member on the Site-Based Community School Committee under the direction of the Community Schools Coordinator (CSC).

### 2.3 Community Schools Coordinator

PUSD has appointed one (1) community schools coordinator (CSC) at each community school. The parties agree to maintain a Community Schools Coordinator (CSC), which is a member in the certificated bargaining unit. PUSD, PEA, and CSEA will collaboratively develop the Job Description and will cooperate on the selection of the CSC. The parties will have the option to work collaboratively with other labor partners as well. The position will be paid as a Community Schools Coordinator on the Classified Management Salary Schedule.

### 2.4 Selection Process, Term, and Responsibilities

- a. Selection Process: Steering Committee Representatives shall be selected by their respective constituency, with the selection process outlined in the committee bylaws. The CSC will serve in a non-voting support role to the Community Schools Steering Committee (CSSC).
- b. Term: Members may serve for two years and will apply to the CSC to be re-appointed/selected. Members will serve on a rotational basis in an attempt to ensure that no more than 50% of members will be newly selected annually. The



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parties will identify at the outset of establishing the CSC which members will fulfill the role for one year and which will fulfill the role for two years to create the initial annual rotation, taking into consideration member preferences to make the determination. Any adjustments or additional decisions related to term will be established through the bylaws.

### c. Responsibilities

- i. The CSC shall distribute and collect data using the annual Needs and Assets Assessment at each site.
- ii. The CSC may modify the Needs and Assets Assessment based on need at the site.
- iii. The CSC shall monitor and report the outcomes of the Needs and Assets Assessment to the CSSC.
- iv. The CSC shall set the schedule of the meetings which should average one (1) hour per workweek and co-create the agenda based on their bylaws.
- v. The CSC shall determine the allocation of their school site community schools funding.
- vi. The CSC shall make policy decisions based on qualitative and quantitative data.
- ix. The CSC may identify subgroups of school community partners to develop solutions to the issues that emerge from the needs assessment and monitor implementation of solutions.
- x. Decisions shall be determined by majority vote.

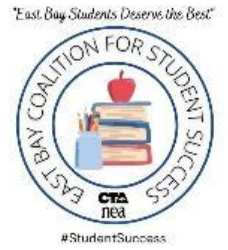
### **3. Commitment to Diversity, Equity, and Inclusion**

In a community school setting. PEA and PUSD commit to continue implementing district-wide practices and curriculum in alignment with Board Policy which demonstrates our commitment to diversity, equity and inclusion, providing things like culturally relevant and proficient instruction.



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### 4. Miscellaneous

It is understood that PUSD and PEA will apply in conjunction to the NEA Community Schools *Implementation Institute* for the 2023-2024 school year.