

MEMORANDUM OF UNDERSTANDING
Between
Alum Rock Union School District
And
Alum Rock Educators Association
Horace Cureton Elementary
Extended TK/Kindergarten
2024-2025 School Year

The Transitional Kindergarten/ Kindergarten Teachers at HORACE CURETON for 2024-2025 school year only, shall extend their instructional time by 60 minutes on Monday, Tuesday, Wednesday, Thursday and Friday, totaling an additional 300 instructional minutes weekly and 260 instructional minutes per day. The school day shall include a 40 minute lunch. A sample daily schedule is included in this MOU.

The additional student instructional minutes, over the contractual 200 minutes daily, will be teacher directed and will be used for, but not limited to, the following:

- Time for implementing Math Centers
- Small groups (intervention or challenge) while students are working independently at math centers
- Extended reading & language arts block
- Literature based activities
- Hands-on Science/Social Studies/ Art
- Project-based learning
- Technology integration

Under the MOU, the following terms will be followed:

- If an additional TK/kindergarten class is added for the 2024-2025 school year at HORACE CURETON, it will follow the terms of this MOU.
- In lieu of "give and get" per Article 9.3.1.1, each teacher shall receive two (2) hours during TK/Kinder instructional time of paraprofessional support each day. If the Alum Rock Union School District continues to provide an additional paraprofessional support each day to TK classes district wide, that will be in addition to the two (2) hours of paraprofessional time in lieu of "give and get".

- The two (2) hours for instructional assistance provided by a paraprofessional time shall begin on the first day of instruction. Any TK/Kinder teacher who does not receive two (2) hours of instructional assistance on any instructional day shall receive fifty-two dollars and forty cents (\$52.40) per day of missed assistance beginning on the first day of instruction.
- During the first trimester conference time, there will be 5 days scheduled at 200 minutes of instruction per day. There will be an additional 5 days scheduled at 200 minutes of instruction per day during the second trimester report card preparation time, and an additional 5 days scheduled at 200 minutes of instruction per day for the final trimester report card period in June.
- TK/Kinder students can begin at the same time or 30 minutes after the other grade levels' start times.
- All other aspects of the Collective Bargaining Agreement shall be adhered to.
- **In order to adequately prepare for this extended TK/K schedule, paraprofessionals supporting all district TK classes shall be hired and assigned to a specific class by July 30, 2024. If the correct number/hours of paras are not hired and assigned by July 30, 2024, the instructional day shall revert to the TK/K schedule as stated in the Collective Bargaining Agreement.**
- This MOU will end on the last day of instruction, June 2025.
- If either party fails to abide by the terms of this MOU, this MOU shall be null and void.
- Due to the uncertainty of school closures resulting from Covid-19 or the likelihood of Alum Rock Union School District's need to repurpose or consolidate school sites, Alum Rock Educators Association will hold another site election regarding this MOU if there is a change of more than 20% of the AREA members assigned to the site for the 2024-25 school year. If, in that event, the MOU is not approved by at least 80% of the 2024-25 staff, this MOU shall become null and void.

If such an election is warranted, the vote shall take place prior to the first day of instruction of the 2024-25 school year or anytime the consolidation takes place.

The purpose of this language is to protect the terms of the Collective Bargaining Agreement, and to ensure that any changes to the CBA resulting from a site MOU will have at least 80% support of the staff who will be affected by a deviation to the CBA.

- If during the course of negotiations, the TK/Kindergarten minutes and schedule changes from the currently outlined 200 minute day, this MOU will become null and void and the sites shall abide by the newly agreed upon language.

Alum Rock Union School District

Date

Alum Rock Educators Association

Date

**Proposed Extended TK/Kindergarten at Horace Cureton
M,T,W,Th, F Schedule**

Time	Content
8:25 - 8:45	Attendance/Morning Meeting
8:45 - 9:15	ELD
9:15 - 9:30	Common Core ELA - Phonics
9:30 - 10:00	Common Core ELA - Reading Comprehension (Science and Social Studies integrated)
10:00 - 10:30	Physical Education
10:30 - 11:00	Math Centers
11:00 - 11:40	Common Core Math
11:40 - 12:20	Lunch
12:20 - 1:00	Common Core ELA - Writers Workshop and Centers (Technology integrated)
1:00 - 1:25	SEL
1:25	Dismissal

300 total minutes / 260 Academic Minutes