

Oroville Secondary Teachers Association Oroville Union High School District SIDE LETTER

Effective for the 2017-2018 school year

In an effort to meet the needs of the Oroville Union High School District and provide unit members assigned at the comprehensive high schools and alternative education with weekly collaboration time, OSTA and OUHSD agree that during the 2017-2018 school year, a weekly common collaboration time will be scheduled on Wednesday from 7:45 a.m. to 8:56 a.m. at LPHS and OHS and from 8:05 a.m. – 9:10 a.m. at PHS and CDS. From our professional development training regarding Professional Learning Communities, PLCs are based on the premise that through collaboration professionals achieve more than they could on their own (Dufour & Eaker, 1998). Teachers benefit from the resources that each brings to the PLC (Newman, 1994), and collaboration provides a mechanism for sharing student learning and a means to work together toward a common purpose (Reichstetter, 2006; Stoll et al., 2006).

PLCs make clear that teacher-driven collaboration time should be reserved exclusively for the business of collaboration between teachers. Data shows that it is critical that this time not be diverted to other purposes. OSTA and the district agree that teachers need the latitude to work with their peers, to set their agenda for those education issues that are most critical *at that time*. Those issues may involve assessment, curriculum delivery, and student projects - and can only be effective if each department or subject cohort is permitted to determine the critical areas that they need to address.

The essence of the PLC movement is teacher-driven collaboration based on student data and not top-down designation of priorities (Dufour 277). Therefore, agenda setting for the collaboration period should be collaborative as well. Agendas shall be generated through collaboration within the PLC Guiding Coalition Team, shall reflect the needs of subject cohorts, school goals and school site plans. Interested unit members who request shall be included in the agenda setting process.

According to the PLC model the agendas may include the following:

- Develop Group Norms
- Develop Departmental and Subject Area SMART Goals
- Develop Essential Standards
- Develop/Review/Revise Pacing Guides
- Develop/Review/Revise Common Assessments
- Develop/Review/Revise Formative and Summative Assessments
- Develop/Review/Revise Agreed Upon Criteria for judging the quality of student work related to the essential standards of the course
- Analyze Student Data to improve instruction
- Develop intervention plans for students at risk of not learning a subject

To be clear, we also agree that the collaboration time has the following constraints as well:

- It is not WASC meetings or WASC document work time, site meetings, in service meetings, or professional development.
- This time is not class preparation time, or department meeting time, but time for working with colleagues.
- Administration may ask for work products.

One Wednesday a month will be used for faculty meetings.


It is understood that this agreement is only for the 2017-2018 school year and will expire on June 8, 2018. This agreement may be modified or extended by mutual agreement of the parties.

OUHSD


Dr. Corey Willenberg, Superintendent

OSTA


Teisha Hase, OSTA President


Scott Martin, Head Negotiator


**Oroville Secondary Teachers Association
Oroville Union High School District
SIDE LETTER**

Effective for the 2017-2018 school year

The subject of this grievance is use of the Consultation Period at the two comprehensive high schools on the first through third days of instruction. The Oroville Union High School District and the Oroville Secondary Teachers Association agree to resolve Grievance No. 1-12/13 (Consultation) as follows:

1. Facts: At Las Plumas High School, the principal discussed in the staff meeting at the beginning of the school year, the distribution of planners on the first day of instruction. The consensus of the staff at that meeting was to hand out planners and discuss the importance of using them, as well as the value of attending Consultation Periods. At Oroville High School, the principal and leadership team developed a plan to use the consultation period on the first three days of instruction to show a video about student success, conduct a student survey regarding obstacles to student success, and discuss the results of the survey.
2. The parties agree that the past practice for the normal use of the Consultation time is for teachers to be present to assist students on an as-needed basis and/or attend 504, IEP and Student Study Team meetings. The parties further agree that in order for a school site to decide to use up to six (6) Consultation days in the 2017-2018 school year in a manner that requires all students to attend and teachers to present student-success related topics to the student body as a whole, the following procedures will be adhered to:
 - a. The principal and school leadership team will develop the plan in collaboration.
 - b. The plan will be put to a vote of the teachers at that school site.
 - c. The plan will be implemented if 90% of the teachers at the site affected vote in favor of the plan.
3. The parties may mutually agree to extend this Side Agreement for the 2018-2019 school year.

OUHSD



Dr. Corey Willenberg, Superintendent

OSTA



Teisha Hase, OSTA President



Scott Martin, Head Negotiator