

MEMORANDUM OF AGREEMENT
BETWEEN THE
WEBSTER CENTRAL SCHOOL DISTRICT
AND THE
WEBSTER TEACHERS ASSOCIATION

As negotiations for a successor to the 2012-2015 contract are still in progress, and last year's MOAs pertaining to elementary report cards and conferences have expired, it is necessary to again address the issue through a one-year MOA. It is agreed that the use of 2 conferences and 2 report cards has worked well in the past two pilot years, and also that an added degree of flexibility in the scheduling of conferences has facilitated the successful completion of these conferences in a timely manner. To that end, the parties agree to the following:

During the course of the 2015-2016 school year, all K-5 classroom teachers will host two parent conferences. Students will not be in the building during the scheduled conferences, having either early release for a half-day of school, or a scheduled day off.

The first round of conferences will take place on October 22 (½ day for conferences) and October 23 (full day for conferences). The second round of conferences will take place on March 17 (½ day for conferences) and March 18 (full day for conferences).

For the autumn conferences teachers have the added discretion of scheduling the conferences at any unencumbered time between (and including) October 13 and 30.

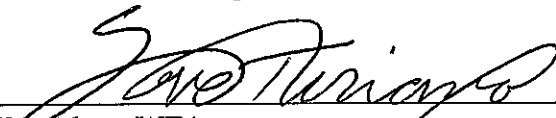
For the spring conferences teachers have the added discretion of scheduling the conferences at any unencumbered time between (and including) March 7 and 24.

Any teacher who has scheduled and/or completed all of their seasonal conferences within the scheduling range of the same month is free to take the scheduled conference time (when students are not in attendance) as compensation time, and will not be required to be in attendance at school.

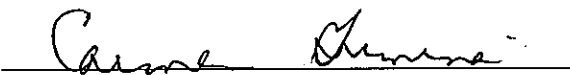
If a teacher and service provider(s) agree that it is in the best interest of a student to have the provider attend a conference, and that conference takes place outside of the regular school day, then the provider will be able to take compensation time for that attendance in the same fashion as described for the regular classroom teachers.

With the exceptions as stated above, for both rounds of conferences, all of the terms of the contractual language of Article 3031 that stipulates the terms and conditions regarding these conferences for grade 1-5 classroom teachers shall be in effect for the K-5 teachers. It is understood by both parties that the terms of this MOA are non-precedent setting, and shall be in effect only for the 2015-2016 school year.

By their signatures below, the parties hereby agree to the above conditions regarding conferences during the 2015-2016 school year only.


Resident, WTA

9-29-15
Date


Superintendent

10-1-15
Date

***Approved by the WTA Executive Board and Representative Council on 9-28-15

Elementary School Pilot Program: 2 Conferences and 2 Report Cards Supplementary Information

- Classroom teachers in all Elementary Grades (K-5) will participate
- There will be 2 annual conferences: one in October, and one in March
- There will be 2 annual report cards: one at the end of January, and the other at the end of June
- Students will not be in the buildings while conferences are taking place
- Although there will be no mandated district forms for use with the conferences, PLCs can still collaborate to design any resources that may be helpful (similar to what many PLCs did this year with the Trimester Pilot)
- Goal-setting is not an expectation, but will be at the professional discretion of individual PLCs and teachers. (note: This year's 5th grade Pilot teams found the goal setting process valuable)
- Teachers will arrange the scheduling of their conferences in keeping with current practices
- Expectations for Service Providers to attend conferences will be the same as in past years
- IEP students will still need to receive a quarterly report from their case manager that is separate from the report card, due to state and federal laws. (Under the proposal they will also receive two regular report cards from their classroom teacher, down from the current four per year).
- IEP Service Providers will continue to be responsible for attending the pre-CSE and annual meetings. While they are welcome to work with the classroom teachers and attend the parent conferences, they are not obligated to do so.
- Music and Art will continue to report on each student's progress once a year. Currently they space this out and report on one or two grade levels in quarters 2, 3 and 4. Under the pilot program, they will report on up to (3) three grade levels in January and up to (3) three in June. Kindergarten will not be added this year, so the total number of annual reports for all the grades will not exceed (5) five.
- PE currently reports on all students in January and June and therefore will not have any change to their practice.
- Response to Intervention will continue to report student progress on the RTIM report cards, in keeping with past practice in their buildings.
- The terms and conditions of the conference work shall continue to be as specified by Contract Article 3031
- The 1.5 conference days in both the fall and spring are intended to be full work days for all teachers. (Note that the fall conference days no longer back up to the Thanksgiving vacation period).