

Letter of Understanding
Professional Learning Communities (PLCs)

The following language describing changes to the time structure for PLCs is agreed to:

* This agreement will be in place from January through May 2016. The Board or its designee and the MEA agree to meet on or about May 16, 2016 for the purpose of reviewing this agreement. Upon mutual agreement, the times in which the PLCs meet may change. The total amount of extra time or the compensation for the extra time shall not change for the duration of the 2016-2017 contract.

* All teachers shall meet in their PLC team for a total of two hours per month, implemented in segments of one or two hours.

* The meeting times for PLC teams are flexible, but should be consistent during the year. PLCs will schedule their meeting times after regularly occurring meetings are put on the calendar. Teams will agree upon and submit their PLC meeting times to their principal on December 23, 2015, and inform them of any changes to this schedule by the first day of each month.

* One teacher PLC meeting per month may extend for thirty minutes beyond the normal workday and shall not be reimbursed. After that time is used, teachers will be paid their hourly rate for up to an additional thirty minutes per month for PLC time conducted outside of the normal workday.

* Morning PLC meetings will end by 8:00am.

* To facilitate PLC team meetings, teachers may arrive at 7:50am, then add the 20 minutes gained by arriving at 7:50am to the end of day and hold a PLC meeting beginning at 3:10.

* Each teacher will turn in a monthly Faculty Additional Earnings form, with payment made on the June 10, 2016 payday.

IN WITNESS WHEREOF, the parties have executed this Letter of Agreement as follows:

MEDFORD SCHOOL BOARD

MEDFORD EDUCATION ASSOCIATION

By: _____
Chair

By: _____
MEA President

By: _____
Clerk

By: _____
MEA Representative

By: _____
Chief District Negotiator

By: _____
Negotiations Chairperson

Date: _____

Date: _____