

Letter of Agreement 1.9% Legislative Cut

The District and Association agree to the following modifications to the existing 2011-12 contract language:

1. In response to the State's unprecedented 1.9% reduction in the salary allocation model and basic education funding, teachers shall be released two hours early on the last Wednesday of each month (10 Wednesdays). If the Superintendent deems it necessary to begin school late on one of these Wednesdays, the District and Association will select an alternate Wednesday for staff release. In addition, the District shall schedule a half-day for students and teachers on the Friday before Memorial Day. The District and Association shall communicate a common message to identify the "furlough" or salary-cut mitigation purpose of the release time in this paragraph. If the State restores salary allocation model funding, the release time in this paragraph shall revert to Student Achievement Early Release work day purposes on the same proportional basis as funding is restored. The District may offer optional professional development to teachers during the last Wednesday release time.

2. For the 2011-12 school year, the District shall eliminate the traditional required 6-week progress reports with comments at the secondary schools (because it has been replaced with an expectation of consistent maintenance of online grades throughout the school year and a 6-week transfer of data to the registrar). In exchange, for secondary teachers, the two grading days between the elementary trimesters in Article V, Section B.4(b) shall be converted to days focused one-half on vertical teaming and one-half on professional development on standards-based grading (software training, teachers working on anchor papers, common assessments). The vertical teaming shall be jointly planned by the department heads at each building.

3. For the 2011-12 school year, the District shall eliminate the teacher responsibility for drafting student learning plans for all students, except for LAP-funded and Highly Capable teachers. In exchange, for elementary teachers, the grading day between the secondary school semesters in Article V, Section B.4(b) shall be converted to a day focused one-half on District-wide horizontal teaming and one-half on building vertical teaming. The horizontal teaming shall be planned and co-facilitated by a principal and teacher (instructional coach) at each grade level with specific tasks and outcomes prioritized from teacher input on professional needs related to building goals. The vertical teaming shall be planned by each building's SDLIT.

4. The provisions in paragraphs two and three above are for the 2011-12 school year only and these provisions shall be reviewed at a meeting of District and Association representatives after the March grading day to determine whether these provisions shall continue, be amended or expire for the following school year.

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BREMERTON SCHOOL DISTRICT NO. 100-C

/s/ Flip Herndon
Lester “Flip” Herndon, Ed.D., Superintendent
and Secretary to the Board of Directors

9/15/11
Date

BREMERTON EDUCATION ASSOCIATION

/s/ Tina Mahaney
Tina Mahaney, President

9/16/11
Date