

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into on **September 24, 2015** between *Barstow Unified School District* (hereinafter referred to as the ***District***) and the *Barstow Education Association* (hereinafter referred to as the ***Association***)

Whereas the District and Association agree:

BUSD will adjust the 2014/15 Certificated Counselor Salary Schedule to be reflected on the 2015/2016 Certificated Counselor/Nurse Salary Schedules in the following way:

- A 4.7 % increase (in addition to the previously negotiated 3%). The 4.7% will be retroactive to July 1, 2015.



Barstow Education Association



Barstow Unified School District

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into on October 31, 2013 between *Barstow Unified School District* (hereinafter referred to as the *District*) and the *Barstow Education Association* (hereinafter referred to as the *Union*)

Whereas the District and Union agree to the following change in contract language for Article XVII-Class Size, Section I:

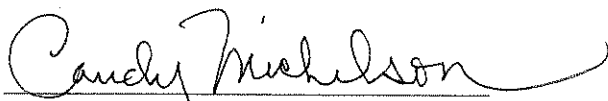
1. ~~The following average district-wide class sizes shall be maintained:~~ ***The following average class enrollment for each school site shall be maintained:***


Kindergarten	33
Grades 1 - 3	30
Grades 4 - 12	33

In addition, the above listed class sizes are subject to modification for purposes such as, but not limited to, adherence to State/Federal programs, avoidance of split-grade classes or low enrollment classes, large group or experimental instruction, team teaching limitation because of distribution of pupils by attendance areas or changes in enrollment.

2. ~~This MOU is expire on June 30, 2014.~~

This MOU will expire on June 30, 2016 (as approved on TA which was Board approved on January 14, 2014)


Barstow Education Association


Barstow Unified School District

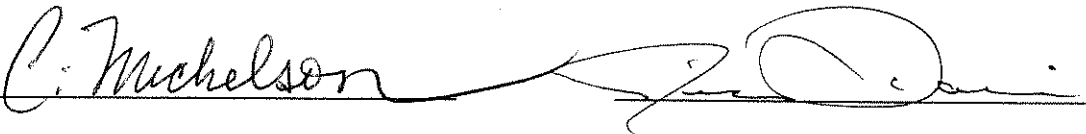
Memorandum of Understanding

This Memorandum of Understanding is made and entered into on April 1, 2015 between *Barstow Unified School District* (hereinafter referred to as the *District*) and the *Barstow Education Association* (hereinafter referred to as the *Association*)

Whereas the District and Association agree:

Barstow Unified School District will provide unit members assigned to, and responsible for, the development of Individualized Education Plans (IEPs) with one (1) period, if at the 7-12 grades, or one (1) hour per day, if at the K-6 grades. The one (1) hour at grades K-6 can be made up of increments of time, each of which is, no less than twenty (20) minutes in length. The one (1) period/hour is to be dedicated to the process of IEP development and/or IEP meetings. This one (1) period/hour will not be infringed upon to serve as a substitute unless agreed upon by the unit member. This one (1) period is in addition to the regular preparation period provided to a unit member (as described previously in this section) whose assignment is within the grades 7-12. This policy does not apply to unit members assigned to Severely Handicapped or SUCCESS type classes.

1. This MOU is effective for the 2015/2016 school year only.
2. This MOU will expire on June 30, 2016.



Barstow Education Association

Barstow Unified School District

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the Barstow Unified School District (hereinafter "District") and the Barstow Education Association, (hereinafter "Association")

WHEREAS, the District and Association agree that the health and fringe benefits provisions of the collective bargaining agreement will reflect the following:

NOW, THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

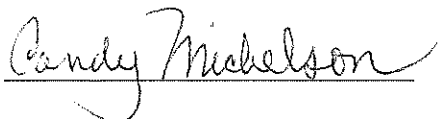
1. For the 2015-2016 school year, the district shall offer REEP for Benefits (Riverside County Employer/Employee Partnership for Benefits).
2. The Parties agree that the district will utilize the savings from the employee "opt out" choice benefit to increase the single, single w/children, two party, and family district paid cap for the 2015-2016 school year as follows:

Single	-	6,673.72
Single w/children		12,680.07
Two Party	-	13,175.86
Family	-	18,608.40
3. The Parties agree that bargaining unit members may elect to opt out of the Health Benefits coverage so long as members electing to opt out execute a waiver and provide evidence of insurance under other group health plan. Bargaining unit member electing to opt out will receive free (no out of pocket expense) dental, vision, and life insurance coverage. Bargaining unit members electing to opt out of the Health Benefits coverage as well as the dental, vision, and life insurance coverage will receive \$1,000.00 to be paid out via monthly \$100.00 installments (10 months).
4. The Parties agree that the provisions listed in Article 27, Section 5, Appendix C of the BEA Contract be suspended for the term of the MOU.
5. The Parties agree to work cooperatively to discuss the fiscal impact of the MOU in the pursuit of continuing this benefit for the 2015-2016 school year.
6. This MOU is unique unto its own circumstances and shall not be cited as precedent by either party in the future for any purpose other than to implement the terms of this MOU.
7. This MOU shall be valid for the 2015-2016 school year and shall expire on June 30, 2016.
8. This MOU may be extended beyond the 2015-2016 school year only by a signed written agreement by the district and the association and any such extension shall require the approval of the Board of Trustees.

It is further understood that this agreement shall in no way be construed as a waiver, expressed or implied, of BEA's rights to negotiate on any and all matters with the scope of representation as set forth in the section 3543.2 of the Educational Employment Relations Act.

SIGNED: MARCH 26, 2015

FOR THE ASSOCIATION



FOR THE DISTRICT



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into on **March 5, 2015** between *Barstow Unified School District* (hereinafter referred to as the *District*) and the *Barstow Education Association* (hereinafter referred to as the *Association*)

Whereas the District and Association agree:

A one-time signing bonus (initial employment) as defined below that reflects increasing degrees of professional preparation leading to a Highly Qualified status. This one-time signing bonus is available to fully credentialed Special Education, Mathematics, and Science teachers.

The bonus will be paid over two-years – one half for year one of employment on the employee's first pay warrant and the second half for year two of employment on the employee's first pay warrant of that year.

The following is the graduated one-time signing bonus schedule for Special Education teachers:

Education Specialist-Mild/Moderate Candidates
“fully credentialed applicant”

\$5,000.00

- **CLEAR** or Level II Education Specialist Mild/Moderate Credential
- CLAD Authorization or embedded in the credential for English Learners
- Highly Qualified (HQ) via passage of CSET Multiple Subject examination
- Added Authorization(s) in: Autism, Orthopedically Impaired, Deaf-Blind, Traumatic Brain Injury, Emotional Disturbance, Other Health Impaired
- **VPSS** Math, English, Science, and/or Social Science = HQ Secondary Level

\$4,000.00

- **CLEAR** or Level II Education Specialist Mild/Moderate Credential
- CLAD Authorization or embedded in the credential for English Learners
- Highly Qualified (HQ) via passage of CSET Multiple Subject examination
- Added Authorization(s) in: Autism, Orthopedically Impaired, Deaf-Blind, Traumatic Brain Injury, Emotional Disturbance, Other Health Impaired

\$3,000.00

- **PRELIMINARY** or Level I Education Specialist Mild/Moderate Credential
- CLAD Authorization or embedded in the credential for English Learners
- Highly Qualified (HQ) via passage of CSET Multiple Subject examination
- **Added Authorization(s) in:** Autism, Orthopedically Impaired, Deaf-Blind, Traumatic Brain Injury, Emotional Disturbance, Other Health Impaired

\$2,000.00

- **PRELIMINARY** or Level I Education Specialist Mild/Moderate Credential
- CLAD Authorization or embedded in the credential for English Learners
- Highly Qualified (HQ) via passage of CSET Multiple Subject examination

The following is the graduated one-time signing bonus schedule for single-subject Mathematics and Science teachers:

Single Subject Math & Science Candidates
“fully credentialed applicant”

\$4,000.00

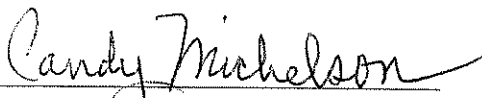
- **CLEAR** Single Subject Foundational-Level Math or Mathematics Teaching Credential
- **CLEAR** Single Subject Foundational-Level General Science; Biological Sciences; Chemistry; Physics; or GeoSciences Teaching Credential
- CLAD Authorization or embedded in the credential for English Learners
- Highly Qualified (HQ) via passage of CSET “specific subject” examination

\$3,000.00

- **PRELIMINARY** Single Subject Foundational-Level Math or Mathematics Teaching Credential
- **PRELIMINARY** Single Subject Foundational-Level General Science; Biological Sciences; Chemistry; Physics; or GeoSciences Teaching Credential
- CLAD Authorization or embedded in the credential for English Learners
- Highly Qualified (HQ) via passage of CSET “specific subject” examination

A \$500.00 bonus for K-12 grade teachers whose average enrollment at P2 is 33 or more at grades Kinder and 4-12 and more than 30 at grades 1-3.

This MOU is effective for the 2015-16 school year only and will expire on June 30, 2016,


Barstow Education Association


Barstow Unified School District