

**PUSD / APT MEMORANDUM OF UNDERSTANDING FOR 2011-12**

This Memorandum of Understanding (MOU) reflects the parties' agreement with respect to the matters addressed herein. This MOU serves as a companion agreement with the "PUSD/APT Memorandum of Understanding for 2010-11 and 2011-12" previously negotiated between PUSD and APT, which appears as Appendix XI in the February 1, 2010-June 30, 2012 Agreement Between the PUSD and APT.

The following provisions shall be in effect for the 2011-12 school year. This MOU shall sunset as of June 30, 2012.

I. Terms of this Memorandum of Understanding:

A. The foregoing terms are based on the parties' agreement regarding the following provisions regarding Budget Cut Furlough days in 2011-12:

1. The 2011-12 work year shall be the remainder of days set forth below after subtracting Budget Cut days. From each of these numbers of work days, seven Budget Cut/Furlough Days, with proportionate reduction of salary, to be designated as indicated in Section 1.A.2. of this MOU, shall be applied as indicated:

Middle School Counselors	198 less 7 Budget Cut days = 191 work days
High School Counselors	203 less 7 Budget Cut days = 196 work days
Head Teachers, Children's Center	220 days less 7 Budget Cut days = 213 work days
Psychologists	193 less 7 Budget Cut days = 186 work days
Teacher Specialists	199, except for those teacher specialist and teaching teacher specialist positions designated as 220 or 228 days. Teacher specialist and teaching teacher specialist are annual appointments. less 7 Budget Cut days = 192, 213 and 221 work days, respectively
Teachers, Head Start	188 less 7 Budget Cut days = 181 work days
Teachers, State Preschool	188 less 7 Budget Cut days = 181 work days



implemented in 2011-12 with proportionate reduction in salary. The bargaining unit agrees to one Budget Cut/Furlough Day for every \$25 of BRL/ADA reduced by the state. The Budget Cut/Furlough Day dates shall be determined by the District and shall not occur prior to February 1, 2012.

- B. The parties agree that step advancement for bargaining unit members in 2011-12 will become effective with salary warrants issued on March 1, 2012.
- C. It is the intent of the parties that nothing in this Memorandum of Understanding (see I.A.3. above) shall result in the loss of unit member service credit for 2011-12. In the event current or prospective legislation or executive action allows for implementation of additional Budget Cut/Furlough Day(s), without adversely affecting unit member service credit, then either party may request to reopen negotiations on that issue.
- D. Elementary teachers in grades 1-6 responsible for conducting parent/teacher conferences may end their work days at 1:30 on the Thursday and Friday of the second week of the fall and spring conferences if all parent conferences are completed before that time.
- E. The language in the PUSD/APT Memorandum of Understanding for 2010-11 and 2011-12 regarding Late Start Friday teacher preparation time for Kindergarten teachers shall be amended for 2011-12 to read as follows: "For Kindergarten, two (2) late start Fridays per month will be devoted to teacher prep time."

For APT:

For PUSD:

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Signature

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Signature

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Title

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Title

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Date

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