

MEMORANDUM OF UNDERSTANDING
BETWEEN FRANKLIN-MCKINLEY ELEMENTARY SCHOOL DISTRICT AND
FRANKLIN-MCKINLEY EDUCATION ASSOCIATION (FMEA)

Educare Transitional Kindergarten (TK)

2023-24 School Year

The district and FMEA hereby agree to modify the Transitional Kindergarten instructional workday for the TK classroom at Educare. This agreement is for the 2023-24 school year. The intent is to provide full-day TK for students. This agreement is not precedent-setting nor does it alter any other section of the collective bargaining agreement.

1. Instructional minutes will be one (1) hour less than first grade at that site.
2. Per Article III, 3.6.1 In the event of a Para-Educator absence, a substitute Para-Educator must be provided in situations where absences are in excess of 3 consecutive days or 5 days in any one month period of time. However, if a substitute Para-Educator is not available and there are no additional Para-Educators assigned to the class, then the teacher to whom that Para-Educator is assigned will be compensated at ~~twenty five dollars (\$25)~~ **forty dollars (\$40)** per day.
3. An additional Para-Educator will be provided daily to support maintaining the ratio during breaks.

We will be aligned with the Educare model and expectations.

4. The workday after dismissal will be for planning, collaboration, assessments, tutorial, or other activities necessary for carrying out teaching responsibilities.
5. The educators will develop curriculum, in partnership with their assigned coach, that reflects the interest of the children and is aligned with Educare's Reggio-inspired approach as well as the Educare model.
6. The educators will receive the benefits of teaching at Educare which include, but are not limited to professional development activities, data collection/evaluation/dialogues, and coaching support.
7. It is FMSD's goal to have a stable and consistent program as it will be investing time and resources to support the program in alignment with Educare.
8. This agreement in no way establishes a past practice for either party.

Juan Cruz
Juan Cruz, Superintendent

6/16/2023
Date

Scott Shulimson
Scott Shulimson, FMEA

6/26/2023
Date