

February 5, 2021

To: Kimberly Berman, Superintendent MVSD

From: Linda Brune, MVTA Co-President
Erin Frazier, MVTA Co-President

This is to inform you that kindergarten teachers at Park, Old Mill, and Strawberry Point schools would like to use the CBA Article 1.8 to change the delivery of instruction of Art and Library sessions from in-class to during students' asynchronous times.

The teachers at Edna Maguire School and Tam Valley School are not requesting a change in instruction delivery, so their schedules will remain the same.

As required by Article 1.8, this change has been approved by the Association Members at Park, Old Mill, and Strawberry Point school. This waiver process applies to the CBA and all other agreements. They are ready to implement this change as of February 22nd, 2021.

Reference MOU and CBA language is below.

CBA ARTICLE 1.8 Local Option Process:

1.8.1 Any school (or schools), department, individual, or group of individuals within the bargaining unit may request a waiver from provisions of this contract subject to the following conditions:

1.8.1.1 Proposals for waiver shall first be discussed with the Association and District in a consult session.

1.8.1.2 If the waiver will affect an entire school, it must be approved by a two thirds (2/3) vote of the bargaining unit members at that school. If the waiver will affect only a portion of the school program, it must be approved by a majority vote of the bargaining unit members at that school.

1.8.1.3 In addition to the approval in subsection 1.8.1.2 above, both the Association and the Board must approve any waiver before it can become effective.

1.8.1.4 All waivers granted under the provisions of the Local Option Process shall remain in effect only for the school year in which they are initiated, but they can be renewed on a year- to-year basis using the same procedure as stated in subsections 1.8.1.2 and 1.8.1.3 above.

1.8.1.5 No member of the bargaining unit may use the grievance procedure of this Agreement to challenge the granting of such a waiver.

SIDE LETTER OF AGREEMENT LANGUAGE:

4.01 Each cohort will attend in-person learning 5 days a week in an AM/PM model, for 2.5 hours maximum per day. The 2.5 hours in person session will include at least one 15 minute recess for each cohort of students and lunch distribution. Any additional instructional minutes requirements will be completed at home, through assignments provided by the teacher. Elementary specialists will provide instruction virtually and scheduled during students' asynchronous time. Kindergarten art and library will be scheduled during students' in-person session.

RATIONALE FOR THE REQUESTED WAIVER:

Old Mill School:

The internet connection is unreliable, especially when both kindergarten classrooms are using Zoom. Students can't hear or see the lessons from the art/library teacher. The kids get frustrated. Teachers have been using their own phones and data plans to "stream" the lessons.

Old Mill School, Strawberry Point School, and Park School:

The classes struggle with pacing, interaction and delivery of concepts and learning. The Library and Art Teachers have difficulty seeing or hearing the kindergarten students. Teachers have to relay the students' answers to them which disrupts the flow of the lesson. Since two different classes are combined and are meeting with the specialist teachers at the same time, each class hears the other students and the teacher talking about the questions and lesson, while the classroom teacher in the other room talks over them to keep the discussion going in their own classroom.

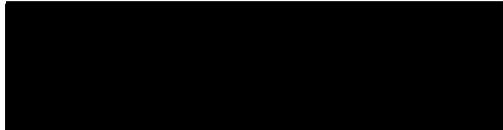
For art, the pacing is affected since the art teacher can't see what the students are doing. Classroom teachers usually have to tell the art and library teachers to slow down or stop to allow the students to catch up. Gathering materials and cleaning up after art class eats up precious instructional time. Not all classes have an aide to help during art class.

Due to all these logistical issues, teachers feel that their expertise can be of better use in the classroom teaching students rather than classroom teachers being used as aides to help deliver library and art lessons.

RATIONALE FOR REMAINING THE CURRENT MODEL:

Edna Maguire School and Tam Valley School:

Classroom teachers report that there has been great success with in-class specials. Teachers have provided seating charts to the specialists so they can call on students, and the classroom teachers and specialist teachers have a rhythm that works really well. There is greater participation within class specials than if they were delivered at home during asynchronous time, and parents appreciate that they don't have to deal with two more specials to Zoom into or to manage art materials. Teachers at these sites feel that the disruption may not be beneficial for families or students. Many students from Edna and Tam Valley go to the Rec Center before and after their in person classes are, and it has been reported to classroom teachers that it's difficult for students to handle specialist classes in that group setting, even with headphones. Adding additional Kindergarten specialist classes to that setting would be detrimental to student learning.



Linda Brune
MVTA Co-President

For the Mill Valley Teachers Association

2/5/21
Date

Kimberly Berman
Superintendent

For the Mill Valley School District

Date