

**Application for a Waiver
of the
Collective Bargaining Agreement**

(One Year or Three Year)

Affected Site or Work Location: Hooker Oak Elementary

This is an application for: Date of Application: February 5, 2024

- A one (1) year waiver
- A three (3) year waiver

School Year(s) for which the waiver is sought: 2024-2025 (or 2024-2027 if we all agree)

Approval is Required: This waiver must be approved by the CUTA Executive Board and the District before it is effective. If approved, it will automatically expire at the end of the waiver period (i.e. one (1) year or three (3) years) unless the unit members make application for a renewal.

Either CUTA or CUSD may require clarification or additional information before approving any waiver application. If more room is needed to answer any question, please attach additional pages.

1. **Notice: (Before staff vote, read the following provisions.)**

Were affected unit members specifically advised that this waiver is provisional and:

- (a) it will automatically expire at the end of the requested waiver period; and
- (b) it must be approved by both the CUTA Executive Board and the District?

Yes No

2. **Provisions to be Waived:**

List those provisions of the Collective Bargaining Agreement (CBA) for which a waiver is sought. Include specific Article and Section numbers, as well as the page number, on which the provisions are found in the current CBA.

Article 6, Hours of Employment (pages 6-1, 6-2, 6-3 and 6-4)

6.7 and 6.8 Hours on Student Days, Elementary

6.7 Teachers of Grades One (1) Through Three (3)

6.7.1 Not more than two hundred eighty (280) minutes of teaching plus supervision (as per 6.12.2).

6.8 Teachers in Elementary Schools of Grades Four (4) Through Six (6) and Elementary

Music Teachers **6.8.1** Not more than three hundred (300) minutes of teaching plus supervision (as per 6.12.2).

3. **Proposed Replacement Text:**

Please provide the replacement language which is proposed to operate in place of the waived CBA provisions.

Articles 6.7 and 6.8

Hooker Oak Teachers in grades one through five will bank minutes (see replacement text **6.7.1** and **6.8.1** and **Addendums A and B**) in order to provide for early-release days on Wednesdays for teacher collaboration (PLC).

Teachers of Grades One (1) through Three (3)

6.7.1 On regular school days except for Wednesdays, unit members will teach not more than two hundred ninety-five (295) minutes of teaching plus supervision. On scheduled Wednesday collaboration days, unit members will teach not more than two-hundred forty-five (245) minutes of teaching plus supervision.

Teachers of Grades Four (4) and Five (5)

6.8.1 On regular school days except for Wednesdays, unit members will teach not more than three-hundred fifteen (315) minutes of teaching plus supervision. On scheduled Wednesday collaboration days, unit members will teach not more than two-hundred sixty-eight (268) minutes of teaching plus supervision.

4. **What is the purpose of the waiver?**

The purpose of this waiver is:

To continue Hooker Oak's long-standing schedule of weekly collaboration (early release) through the weekly banking of instructional minutes, as approved by waiver prior to 2015.

5. **Affected Bargaining Unit Members:**

List **all** Bargaining Unit Members who are directly, or potentially, affected by waiving this provision of the CBA. (Pursuant to CUTA By-Laws, unit members who are not CUTA members may not participate in the waiver procedure.)

Kristen Privett	Marison Loney
Erica Hudson	Lindsey McGee
Candice Mitchell-Pierce	Samantha Nickel
Kim Friend	Stacey Bonneau
Tracie Dudkowski	Nicole Silva
Kelly Dennis	Eric Magana
Katie Yancy	Carrie Jamison
Dave Davis	Katie Rose
Beth Geise	Heather Keller
Lindsey Lundberg	Jamie Gordon
Jennifer Rossovich	Pete Pembroke
Megan Groody	Katie Ault
Sarah Oldfield	Karen Danesi

6. **Special Promises**

If any specific arrangements of promises were made in order to reach consensus or vote approval, please list them.

- A. The agenda for Wednesday collaboration meetings shall be determined by grade band teaching teams, and be teacher directed time.
- B. Collaboration minutes shall be "banked" as in Addendums A and B.

- C. Attached schedules include minutes which will be banked for the elementary parent conference days MOU.

7. **Addendums**

Hooker Oak Elementary School
Instructional Minutes Worksheet
2023-2024

Schedule A (if 7 minimum days)

Instructional Days: 180

Regular Days	Grade TK/K	Grade 1-3	Grades 4-5
Start time	8:25 AM	8:15 AM	8:15 AM
End time	2:15 PM	2:20 PM	2:25 PM
Number of Hours	5:50	6:05	6:10
Total Number of Minutes	350	365	370
Less Recesses	15	30	15
Less Lunch (not included in minutes)	45	40	40
Actual Daily Instructional Minutes	290	295	315
Number of Regular Days	136	136	136
Annual Minutes for Regular Days	39,440	40,120	42,840
Minimum Days	Grades TK-K	Grades 1-3	Grades 4-5
Start time	8:25 AM	8:15 AM	8:15 AM
End time	12:15 PM	12:15 PM	12:15 PM
Number of Hours	3:50	4:00	4:00
Total Number of Minutes	230	240	240
Less Recesses	15	10	0
Less Lunch (not included in minutes)	0	0	0
Actual Daily Instructional Minutes	215	230	240
Number of Minimum Days	7	7	7
Annual Minutes for Minimum Days	1,505	1,610	1,680
Modified Days	Grades TK-K	Grades 1-3	Grades 4-5
Start Time	8:25 AM	8:15 AM	8:15 AM
End Time	1:30 PM	1:30 PM	1:38 PM
Number of Hours	5:05	5:15	5:23
Total Number of Minutes	305	315	323
Less Recesses	15	30	15
Less Lunch (not included in minutes)	45	40	40
Actual Daily Instructional Minutes	245	245	268
Number of Modified Days	37	37	37
Annual Minutes for Modified Days	9,065	9,065	9,916
Total Annual Instructional Minutes	50,010	50,795	54,436
Required Minutes	36,000	50,400	54,000
Over or (Under)	14,010	395	436
Total Number Instructional Days	180	180	180

Hooker Oak Elementary School
Instructional Minutes Worksheet
2023-2024

Schedule B (if 10 minimum days)

Instructional Days: 180

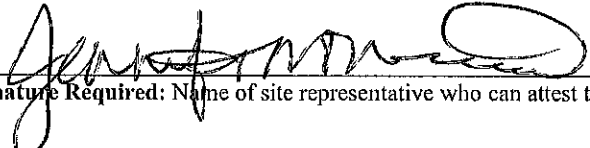
Regular Days	Grade TK/K	Grade 1-3	Grades 4-5
Start time	8:25 AM	8:15 AM	8:15 AM
End time	2:15 PM	2:20 PM	2:25 PM
Number of Hours	5:50	6:05	6:10
Total Number of Minutes	350	365	370
Less Recesses	15	30	15
Less Lunch (not included in minutes)	45	40	40
Actual Daily Instructional Minutes	290	295	315
Number of Regular Days	133	133	133
Annual Minutes for Regular Days	38,570	39,235	41,895
Minimum Days	Grades TK-K	Grades 1-3	Grades 4-5
Start time	8:25 AM	8:15 AM	8:15 AM
End time	12:15 PM	12:15 PM	12:15 PM
Number of Hours	3:50	4:00	4:00
Total Number of Minutes	230	240	240
Less Recesses	15	10	0
Less Lunch (not included in minutes)	0	0	0
Actual Daily Instructional Minutes	215	230	240
Number of Minimum Days	10	10	10
Annual Minutes for Minimum Days	2,150	2,300	2,400
Modified Days	Grades TK-K	Grades 1-3	Grades 4-5
Start Time	8:25 AM	8:15 AM	8:15 AM
End Time	1:30 PM	1:30 PM	1:38 PM
Number of Hours	5:05	5:15	5:23
Total Number of Minutes	305	315	323
Less Recesses	15	30	15
Less Lunch (not included in minutes)	45	40	40
Actual Daily Instructional Minutes	245	245	268
Number of Modified Days	37	37	37
Annual Minutes for Modified Days	9,065	9,065	9,916
Total Annual Instructional Minutes	49,785	60,600	64,211
Required Minutes	36,000	60,400	64,000
Over or (Under)	13,785	200	211
Total Number Instructional Days	180	180	180

8.

If a one (1) year waiver:

I certify the decision was the decision reached by:

minimum 75% vote of affected unit members?


Signature Required: Name of site representative who can attest to the validity of the decision process

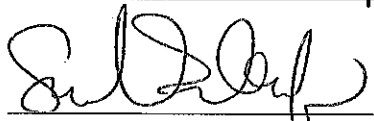
8. **If a three (3) year waiver:**

I certify the decision was the decision reached by:

100% vote of affected unit members?

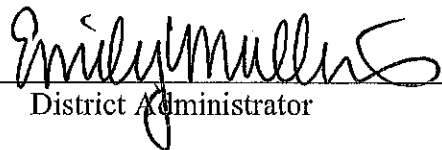
Signature Required: Name of site representative who can attest to the validity of the decision process

Date: 2-15-24



CUTA Site Representative

Date: 2-15-2024

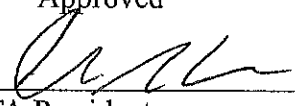


District Administrator

FOR CUTA USE:

This waiver will be considered by CUTA at the First Executive Board meeting that occurs ten (10) calendar days after its receipt.

Approved Denied



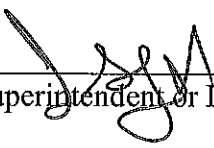
CUTA President

4/4/24

Date of CUTA Action

FOR DISTRICT USE:

Approved Denied



Superintendent or Designee

4/8/24

Date of District Action