

Memorandum of Understanding
Closing and Conversion of James M. Marlowe and Centennial
Elementary Schools
STEAM Program

On or around June 30, 2021, the District will close James M. Marlowe (JMMES) and Centennial (CENES) Elementary Schools and open the District's second and third STEAM Elementary Schools in the 2021-2022 school year. ~~begin the implementation of a STEAM curriculum and program for James M. Marlowe (JMMES) and Centennial Elementary (CENES) schools. This program will be introduced during the 2021-2022 school year with full implementation during the 2022-2023 school year.~~

Staffing Instructional Positions for 2021-2022:

~~This program will be The STEAM curriculum and learner focused instructional delivery model are is markedly difficult different for both students and teachers, and may not be desirable for all current teachers at these schools. Classroom Teachers (Elementary Teacher K-5) currently employed at these schools for the 2020-2021 school year, may elect to be screened for a STEAM teacher position at their current ~~one of the new STEAM~~ schools, apply for a voluntary transfer to another school, or will be subject to the provisions of Article VII, Section F – Involuntary Transfer or Article VII, Section G – Reduction in Force, whichever is applicable at that time, will have the option to remain employed there but must comply with all professional development and training requirements to prepare them for this new program. Prior to the end of the 2020-2021 school year, instructional positions will be advertised for the 2021-2022 school year and beyond to fill any vacancies that may exist once current employees have made their decisions. Teachers electing not to remain at either JMMES or CENES's "STEAM" program will notify their administrations immediately to enable them to enter the involuntary transfer process. However, teachers from other schools being involuntarily transferred because of staff reductions shall have priority in transfer and may be placed prior to teachers requesting a transfer out of JMMES or CENES.~~

~~Non-Classroom instructional and special area teachers (Art, Music and PE) currently employed at these schools for the 2020-2021 school year will remain be employed at these the new STEAM schools for the 2021-2022 school year unless they decline to work in the new STEAM environment. In that event, they will have the same additional supports available to them described below:~~

~~The following additional supports will be offered:~~

- ~~1. Teachers employed at either JMMES or CENES for the 2020-2021 school year may apply, interview, and accept positions at other Pasco schools for the 2021-2022 school year.~~
- ~~2. JMMES and CENES teachers can access the list of advertised positions on the District's website and should identify themselves as current teachers from JMMES or CENES when applying for a position for which they are qualified, and the District shall give additional consideration to their application for transfer.~~
- ~~3. JMMES and CENES teachers who do not secure a position at another school prior to the initiation of the District's annual involuntary transfer process, shall be entered automatically into that process. The District agrees to provide a list of all JMMES/CENES teachers who choose to enter are entered into the involuntary transfer process per Article VII, Section F, and will provide to the Union a list of anticipated placements for these teachers prior to finalizing any transfers. No placements shall be considered finalized until all placements have been made.~~

~~The District anticipates that instructional staff will be asked to attend required voluntary professional development and/or a new school retreat over the summer of 2021 to prepare for the new school year. Participants will be paid their regular hourly rate for all summer hours in accordance with rates agreed to in the collective bargaining agreement. Participation in required summer training and/or new school retreat will be limited to no more than _____ days. The Dates of such required summer training will be announced prior to the end of the 2020-2021 school year.~~

School Related Personnel (SRP)

SRP currently assigned to JMMES or CENES will remain employed at these schools for the 2021-2022 school year. In the event allocations are reduced at either of these schools, the employees in the impacted job category will be subject to the provisions of Article VII, Sections D & E – Layoff and Recall.


Monitoring

In order to support the success of these new STEAM schools, the Board and Union agree to meet during the 2021-2022 school year to resolve any concerns arising from the implementation of this agreement. **This agreement is unique to these 2 schools and does not, in any way, constitute a precedent-setting event in future situations.**



For the Board

4/21/21
Date



For the Union

4/21/21
Date