

# MEMORANDUM OF UNDERSTANDING

## Teacher Work Year Addendum

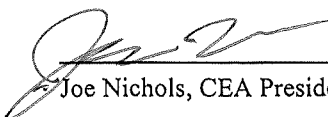
This Memorandum of Understanding is between the Coquille School District and the Coquille Education Association. The intent of this document is to make an addendum to Article 11 - Teacher Work Year for the 2023-2024 school year.

- A. **The school work year for teachers shall be within the confines of the school calendar and contains a maximum of 190 contract days.** The number of teaching days shall not exceed **170 days**; with eight (8) paid holidays and not less than **ten (10) in-service/workdays**. Holidays include Labor Day, Veteran's Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, President's Day, and Memorial Day. Teacher attendance shall not be required, nor pay docked, for days when student attendance is not required due to inclement weather. If the Board requires students to make up days lost due to inclement weather, then all members of the bargaining unit shall be required to fulfill their regular duties without additional compensation. If authorized, members of the bargaining unit may work from home on grading days if authorized by the superintendent.

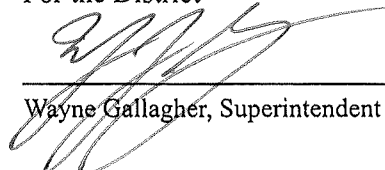
The contract days will be broken out as follows:

- **165 Teaching Days for Elementary Schools (K-6)/167 Teaching Days for High School/Jr. High**
  - **10 Inservice/Workdays**
  - **4 Professional Development Days**
  - **8 Holidays**
  - **2 conference days for Elementary Schools (K-6)/1 three-hour evening conference day for High School/Jr. High**
- B. It is recognized that the District has the responsibility to set the annual school calendar. Prior to adoption of the calendar, proposed calendars will be referred to the teachers for review and recommendation. The District shall attempt to coordinate calendars with area schools annually.
- C. **During the week of in-service, prior to the opening of school, there shall be a minimum of 16 hours dedicated to educators' classroom in no less than 4 hour blocks.**
- D. If a teacher **(K-6)** has 35 or more students he/she may be granted a half-day sub to complete his/her conferences.
- E. **One, three hour evening conference time, shall be required for educators to attend. In trade for working past their 8 hour day, educators shall be allowed to leave three hours early the following day.**

For the CEA

 6/6/23  
Joe Nichols, CEA President Date

For the District

 6-6-2023  
Wayne Gallagher, Superintendent Date