



MEMORANDUM OF UNDERSTANDING

Carlisle High School

Schedule – 2022-2023

The parties to this MEMORANDUM OF UNDERSTANDING (MOU) are the Carlisle Area School District (“District”) and the Carlisle Area Education Association (“Association”) (referred to collectively as “the Parties”).

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement (CBA) for the period from August 16, 2020 through August 15, 2024; and

WHEREAS, the Association is the exclusive representative for employees in the bargaining unit as certified by the Pennsylvania Labor Relations Board (PLRB); and

WHEREAS, the Carlisle High School will enter a second year of its alternating block schedule pilot.

WHEREAS, the Parties wish to maintain a schedule centered on extended instructional blocks in order to promote effective instructional practices and

NOW THEREFORE, in consideration of the mutual covenants expressed herein, and intending to be legally bound, the parties hereto agree as follows:

1. Planning time will be changed as follows: At the high school level, one student day will be stretched over two contractual work days, to be identified as a Green Day and White Day. As a result, high school teachers will receive approximately 85-minutes of "blocked" planning time once every two student days.
2. The Parties agree that a system built upon 85-minute instructional blocks results in approximately 7.5 hours of reduced planning time in one academic year (presuming the contractual minimum requirement of 45 minutes per day). The Administration will design a schedule which addresses this reduction in the following ways:
 - The District seeks to modify the Bison Block period in response to feedback acquired during the first year of the alternating block pilot. This means that, during each Bison Block, students would return to *two class periods rather than one*. An example schedule would be:
 - Cycle Day 1-Students return to Periods 1 and 2

- Cycle Day 3-Students return to Periods 3 and 4
- Cycle Day 5-Students return to Periods 5 and 6
- Cycle Day 7-Students return to Periods 7 *and Club/Activity*

The addition of the Club/Activity period, as well as an added transition time in the middle of Bison Block, will naturally decrease the number of hours of *additional planning time during Bison Block*.

- In the 2021-2022 year, there were 10-12 additional planning periods (each the duration of a full Bison Block) over the course of the school year, equating to approximately 850 to 1,020 minutes (or 14-17 hours).

The new plan would yield 20-23 additional planning periods (each would be half of the duration of one Bison Block) over the course of the school year, equating to approximately 690 to 793 minutes (or 11-13 hours).

If this plan or these projections were to change, the MOU would be re-opened for a new discussion.

- For the 2022-2023 year, the District will also commit to providing individual work time for three (3) hours during one of the November in-service days and three (3) hours during one of the March in-service days. This totals six (6) hours of guaranteed individual planning time.
3. The Parties agree that this MOU shall not become part of the CBA and does not establish a practice or precedent between the Parties. All elements of the Parties' CBA will remain in full force and effect apart from those items specifically listed herein.
 4. The Parties understand that any forthcoming announcements from the Governor's Office, the State Legislature, Federal Legislature, or the Pennsylvania Department of Education will result in reconvening to discuss the terms contained herein, as needed.
 5. Any violation of the MOU shall be subject to the Grievance Procedure outlined in the Parties' CBA.
 6. Absent any further mandates from the Governor's Office, the State Legislature, Federal Legislature, or the Pennsylvania Department of Education, this MOU shall expire at the end of the 2022-2023 school year.

IN WITNESS WHEREOF, the Parties hereto set their hands and seals on the dates indicated.

Heather E Egan

Heather Egan, CAEA President
Carlisle Area Education Association

12-1-22

Date

Colleen Friend

Colleen Friend, Ed.D.
Superintendent
Carlisle Area School District

11/22/22

Date