

LETTER OF UNDERSTANDING NO. 3

Between the
Fennville Public Schools
And the
Fennville Education Association

Re: Professional Learning Community (PLC) Time

The Fennville Board of Education (“Board”) and the Fennville Education Association, MEA-NEA (“Association”) mutually agree as follows:

1. For the duration of this contract, teacher report time will be adjusted as follows:

- (a) Teachers will report at 7:35 a.m. each day students are in session.
- (b) One day per week (on a day mutually determined), the elementary student day will end at 2:20 p.m. and the middle/high school student day will end at 2:25 p.m. For 2016-17 this day of the week will be Monday. For 2017-18 this day of the week will be Wednesday.
- (c) On the day of the earlier release for students, staff will participate in professional development through the Professional Learning Community (PLC) process. PLC time will be from 2:30 – 3:25 p.m.
- (d) PLC time will be utilized for collaborative work within grade level or department teams to improve student achievement through ongoing refinement of the instructional learning cycle.
- (e) Student early release days as defined in the 2013-14 calendar (i.e., student dismissal at 12:50, teacher departure at 3:30) will be eliminated.

2. The parties agree that PLC time will be used solely for the purpose stated above. All staff members covered by this agreement will participate in a PLC for the designated time.

3. If inclement weather days during the school year cause the cancellation of professional development time to the extent where the district is not able to meet the required 30 hours of professional development, the parties agree to make up such time in a manner mutually agreed upon. Otherwise, PLC time lost to inclement weather cancellations will not be made up.

4. In the event that this PLC schedule were to be eliminated in future contract agreements, teacher report times will revert to those in 2013-14 (i.e., 7:30 a.m.-3:05 p.m.) and the five early release days eliminated under this agreement would be restored (unless otherwise agreed upon by the parties).

For the Fennville Public Schools

For the Fennville Education Association

By: David L. [Signature]
Dated: 8-20-18

By: Michael A. McElly [Signature]
Dated: 8-20-18