

MEMORANDUM OF UNDERSTANDING  
BETWEEN PERRIS UNION HIGH SCHOOL DISTRICT  
AND PERRIS SECONDARY EDUCATORS ASSOCIATION

BARR PROGRAM IMPLEMENTATION (PERRIS HIGH SCHOOL)

OCTOBER 15, 2020

The Perris Union High School District ("District") and Perris Secondary Educators Association ("Association" and/or "PSEA") enter this Memorandum of Understanding ("MOU") to ensure the BARR program is implemented with fidelity. The District and Association are hereinafter collectively referred to as "the Parties."

**BACKGROUND:** The District was awarded a five-year, \$33,000 grant through the Bill and Melinda Gates Foundation to implement the Building Assets, Reducing Risks (BARR) program at Perris High School. The purpose of the program is to enhance educational opportunities for Black, Latinx, and low-income students, with the intent of increasing college-ready, on-track rates for these students.

The purpose of this MOU is to formalize and finalize the District's consultation and negotiation obligations with the Association regarding the implementation of this program.

The Parties agree to the following:

1. The District shall designate and release a bargaining unit member from his/her regular classroom teaching assignment to serve as BARR Coordinator. The BARR Coordinator will oversee the implementation of the BARR model school-wide. The BARR Coordinator shall be provided annual BARR training and participate in monthly peer-learning Professional Learning Community webinars. The BARR Coordinator shall be compensated at the hourly rate (Appendix X, Part VII) for participation in all training conducted outside of their regular work day and/or work year.
2. The District shall identify bargaining unit members who are currently assigned 9th grade students to serve as BARR Teachers. The BARR Teachers shall be placed in a cohort of three core-subject teachers (typically math, English, and science or social studies). The teaching cohort shall be assigned a common group of 9th grade students. The teaching cohort shall also be provided a common preparation period to allow for BARR meetings/collaboration.
3. Unit members in each designated teaching cohort shall meet at least one (1) time per week at a non-instructional time (i.e., before school, after school, conference period, collaboration time, asynchronous time, etc.) determined by the teaching cohort. The purpose of the meetings is to allow the teaching cohort time to discuss each student in the cohort's performance with a focus on identifying strengths, fostering relationships, and engaging with students more deliberately. The BARR Coordinator and/or site administrators may also participate in these cohort meetings. The teaching cohorts shall also meet one time every three weeks with the BARR Coordinator during scheduled collaboration time.
4. The designated teaching cohort shall facilitate a thirty-minute weekly lesson ("I-Time") which helps students build strong relationships with teachers and each other. The teaching cohort shall determine which teacher within the cohort provides the lesson each week. At no time shall a teacher be provided to facilitate the I-Time lesson more than one time during a three-week period.

5. Designated BARR teachers shall receive an annual stipend equivalent to 3% of C/3-1 on the Teacher Salary Schedule. The BARR teachers shall receive half (50%) of the stipend at the end of the first semester and the second half (50%) at the end of the second semester.
6. All designated BARR teachers shall be provided annual BARR training during the summer break and coaching throughout the year. Designated BARR teachers shall be compensated at the hourly rate (Appendix X, Part VII) for participation in all training conducted outside of their regular work day and/or work year.
7. The BARR Coordinator and BARR Teachers shall be asked to participate in an annual survey of teachers' perceptions of the BARR program.
8. The BARR Coordinator shall provide a monthly peer-learning professional development. BARR Teachers shall participate in this professional development.
9. This MOU shall sunset on June 30, 2021. The Parties agree to meet no later than April 2021 and negotiate the effects of implementation of the BARR program for the subsequent years of the grant.

Dated this 15<sup>th</sup> day of October 2020

**Association:**

DocuSigned by:  
*Miller, Jason*  
547389FA42354E8...  
Jason Miller  
PSEA President

DocuSigned by:  
*Debbie Georgianna*  
10B18C9D9EFD7493...  
Debbie Georgianna  
PSEA First Vice President

DocuSigned by:  
*Kim Frieberg*  
9E0E180B744A4F2...  
Kim Frieberg  
PSEA Second Vice President

DocuSigned by:  
*Melanie Woodard*  
C13PF220650448E...  
Melanie Woodard  
PSEA Secretary

DocuSigned by:  
*Myshta LeBoss*  
CA55A3C4FD6141E...  
Myshta LeBoss  
PSEA Director of Ethnic Minorities/LGBT

DocuSigned by:  
*Matthew Schmidt*  
D9BE383B03E44E7...  
Matt Schmidt  
PSEA Bargaining Chairperson

**District:**

DocuSigned by:  
*Kirk Skopanich*  
8BC724E6A37846D...  
Kirk Skopanich  
Assistant Superintendent, Human Resources

DocuSigned by:  
*Brough, Robert*  
180FF2E883934CF...  
Robert Brough  
Director, Pupil Services

DocuSigned by:  
*Juan Santos*  
80206FBD87514AE...  
Juan Santos  
Principal, Perris High School