

Memorandum of Understanding
Between
The Hesperia Unified School District
And
The Hesperia Teachers Association

October 23, 2013

VARIANCE WAIVER

For the purpose of piloting a program at a school site outside the provisions of the collective bargaining agreement, the following process, which shall be known as a Variance Waiver, is agreed upon by the District and HTA.

The District and HTA agree that, through the following process of mutual consent, provisions of the bargaining agreement may be waived if such a waiver is in the interest of furthering the educational goals of the district.

A. Necessary Plan Components

1. A description of the proposed program.
2. An explanation of how the plan was developed.
3. An explanation of how the plan supports the educational goals of the District.
4. An evaluation plan, outlining specific objective and subjective measures, to determine effectiveness.
5. A timeline for implementation.
6. An explanation of how the plan varies from the contract language.
7. Budget attached if any costs are associated with implementation.

B. Variance Waiver Process

1. School site submits a variance plan for the following school year to the Assistant Superintendent of Educational Services by January 15 for input and review.
2. A variance committee including representation from the school site, educational services, business services, personnel, the HTA site rep, the appropriate e-board director, and an HTA negotiating team representative reviews and provides input for the site by February 15.
3. The site amends the plan as necessary and then submits to the HUSD cabinet and the HTA e-board for approval by March 1.
4. The site then submits the plan to all affected bargaining unit members for a vote conducted by the Association.
5. If less than 75% vote in favor of the Variance Waiver, the site may make revisions with committee approval and resubmit to the affected bargaining unit members for a second vote within two weeks.
6. If 75% vote in favor, the plan is submitted for board approval no later than March 31.

7. If the plan is approved, the site then becomes a priority transfer site for both teachers wishing to transfer to another site, and those wishing to transfer in.
8. The school site has the ability to make adjustments and improvements to the Variance Waiver, as necessary, with consultation and consent of the variance committee.
9. The school site will hold a vote every two years to determine whether to continue with the Variance Waiver, requiring 75% of affected bargaining unit members at the site voting in favor and evidence of effectiveness as measured by the evaluation plan.

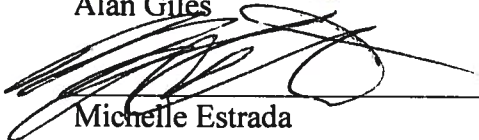
Hesperia Unified School District



Teri Davis



Alan Giles



Michelle Estrada



Karen Kelly-Pelays

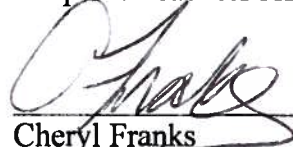


Paige Moyer



Daniel Polmounter

Hesperia Teachers Association



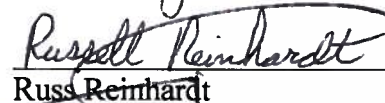
Cheryl Franks



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