

## **Memorandum of Understanding**

### **Auburn Education Association and Auburn School district No. 408**

Beginning with the 2009-2010 school year, the Auburn School District has determined to no longer have daily scheduled team planning time as part of the middle school model. This decision will create a new middle school working environment for staff.

With the adoption of this new schedule in 2009-2010; it is not the District's intent to hold any middle school teacher to a higher standard based upon a previous model or to expect anything outside of their normal job responsibilities. Middle School teachers will not experience any adverse employment action in connection with the failure to perform duties no longer required under the new model.

The discipline models that were previously employed at the middle schools were reliant on the teaming model. Therefore, each middle school will develop a new discipline model that can be effective and implemented by administrators and teachers without requiring teachers to track individual students, create student behavior plans, coordinate student behavior plans within grade levels/content areas/departments. The previous sentence does not exclude requirement associated with IEP and federal mandates. Discipline plans should address assignment of after school detention, Friday night school and the resulting paperwork and parent contacts that ensue. These new discipline models will be completed no later than November 1, 2009 and sent to the Assistant Superintendent of PK-12 Programs. The LMT will review each middle school discipline plan at the next scheduled meeting after November 1, 2009.

---

Tim Cummings  
Assistant Superintendent, Human Resources  
Auburn School District

---

Cathy deJong  
President  
Auburn Education Association