

Memorandum of Understanding
between
Mt. Diablo Education Association
and
Mt. Diablo Unified School District

RE. IIST or "Hybrid RSP/IIST" Position Workload Protection Pilot Program

The parties acknowledge that Intervention and Instructional Support Teacher (IIST) positions were implemented without class size/contact limits being established for teachers assigned to either IIST positions or to "Hybrid RSP/IIST" positions

Since RSP caseloads are constantly in flux, teachers assigned to "hybrid RSP/IIST" positions found that their RSP caseloads continued to increase without a proportional decrease in the undefined number of general education IIST students they were serving. As a result, many teachers assigned to "Hybrid RSP/IIST" positions complained that their workloads were unmanageable

To address workload protections for IIST and/or "Hybrid RSP/IIST" teachers, the parties agree to establish a "Pilot Program" for the 2014-15 school year which will be implemented at elementary sites throughout the District as follows:

- For each caseload vacancy below a full-time RSP caseload of 28 students, a teacher assigned to a "Hybrid RSP/IIST" position may serve two (2) IIST students per week. Part time RSP teachers' caseload shall be proportional to their percentage of employment. Their availability to serve additional IIST students shall be based on the same ratio of two IIST students served for each available RSP caseload vacancy based on their percentage of employment.
- "Hybrid RSP/IIST" teachers whose RSP caseloads are reduced to zero may serve up to 56 IIST students per week.
- Each time an RSP student is formally added to a "Hybrid RSP/IIST" teacher's caseload, the number of IIST students who may be served per week shall be reduced by two (2) students
- RSP teachers with a formal caseload of 28 students shall not be required to serve any additional IIST students

(A chart illustrating the parties' agreement in this regard is attached for reference.)

IIST and/or "Hybrid RSP/IIST Weekly Workload Limit Chart

28 - 0 = 0 (0 X 0 = 0 IIST students)
28 - 27 = 1 (1 X 2 = 2 IIST students)
28 - 26 = 2 (2 X 2 = 4 IIST students)
28 - 25 = 3 (2 X 3 = 6 IIST students)
28 - 24 = 4 (2 X 4 = 8 IIST students)
28 - 23 = 5 (2 X 5 = 10 IIST students)
28 - 22 = 6 (2 X 6 = 12 IIST students)
28 - 21 = 7 (2 X 7 = 14 IIST students)
28 - 20 = 8 (2 X 8 = 16 IIST students)
28 - 19 = 9 (2 X 9 = 18 IIST students)
28 - 18 = 10 (2 X 10 = 20 IIST students)
28 - 17 = 11 (2 X 11 = 22 IIST students)
28 - 16 = 12 (2 X 12 = 24 IIST students)
28 - 15 = 13 (2 X 13 = 26 IIST students)
28 - 14 = 14 (2 X 14 = 28 IIST students)
28 - 13 = 15 (2 X 15 = 30 IIST students)
28 - 12 = 16 (2 X 16 = 32 IIST students)
28 - 11 = 17 (2 X 17 = 34 IIST students)
28 - 10 = 18 (2 X 18 = 36 IIST students)
28 - 9 = 19 (2 X 19 = 38 IIST students)
28 - 8 = 20 (2 X 20 = 40 IIST students)
28 - 7 = 21 (2 X 21 = 42 IIST students)
28 - 6 = 22 (2 X 22 = 44 IIST students)
28 - 5 = 23 (2 X 23 = 46 IIST students)
28 - 4 = 24 (2 X 24 = 48 IIST students)
28 - 3 = 25 (2 X 25 = 50 IIST students)
28 - 2 = 26 (2 X 26 = 52 IIST students)
28 - 1 = 27 (2 X 27 = 54 IIST students)
28 - 28 = 0 (2 X 28 = 56 IIST students)