

**Article 21**  
**EDUCATIONAL REORGANIZATION**

- 21.0 The District and the Association recognize that site-based educational reorganization may improve effective professional practice of educators and make the learning process more effective. To this end, the parties agree that the following process may be utilized to implement site-based educational reorganization in the District which act as waivers to the current collective bargaining agreement:
- 21.1 The current Joint Reorganizational Council (“JRC”) will consist of the District Superintendent and/or his/her designee and an Association Negotiating Team designee.
- 21.2 Either party must submit a formal, written document that addresses specific educational needs identified by the certificated staff at the site and the specific provision of the CBA that is sought to be waived.
- 21.3 The proposal should contain a history and background, and provide corroborating evidence that other educational alternatives addressing the situation within the current system have either been tried and were unsuccessful or would be futile.
- 21.4 A specific action plan should address the particular need cited, proposing specific changes that will improve student learning and provide a remedy based on sound educational practice and/or theory.
- 21.5 As determined by each party in its own discretion, the plan must have significant staff support.
- 21.6 Proposals to waive portions of the CBA will be subject to the written approval of both the District Superintendent and/or his/her designee and an Association Negotiating Team designee only. Upon both parties written approval of the proposals, the waiver shall be considered an Addendum to the CBA for a specific period of time at a specific work site.
- 21.7 If approved, first time proposals will be authorized for one (1) year, unless mutually agreed on otherwise.