

## **AGREEMENT ONE - PREP TIME COVERAGE**

1. **Withdrawal of Arbitration:** The Association agrees to withdraw Arbitration Case No. 01-22-0001-9062, with prejudice, within three (3) business days of the execution of this Agreement.

2. **Preparation Time:** Teachers will be paid for covering during a preparation period as follows:

a. Elementary School (40 minute period): Teachers will be paid for two (2) hours at the hourly rate for every three (3) blocks covered.

b. Middle School (60 minute period): Teachers will be paid for one (1) hour at the hourly rate for every one (1) block covered.

c. High School (80 minute period): Teachers will be paid for four (4) hours at the hourly rate for every three (3) blocks covered.

d. Advisory is equivalent to one half (1/2) of a block.

3. **Substitutes and Volunteers:** Administrators will first attempt to hire adequate substitutes (including paraprofessionals), then ask for volunteers to cover. Principals and Building Representatives will develop a process for compiling the pool of volunteers and assigning coverage that works best for individual schools.

4. **One Period Limitation:** Teachers may not provide coverage for more than one period per day.

5. **Alternate Protocol:** When adequate volunteers are not available, each building will have a protocol that is amenable to all parties. For example,

*Student groups may be split into other classrooms. Alternatively, the Principal may reassign a teacher to cover a class during their PGT time not more than 6 times in a year. (No additional compensation provided in these scenarios)*

6. **Budget Constrictions:** If budget constrictions result in the threat of layoffs or loss of programming, Sections 2, 3 and 4 of this Agreement will be placed in abeyance until budget constrictions have subsided. In such a case, each school will revert to the protocol defined in Section 5 "Alternate Protocol" that was agreed to at the building level. This Section 5 will not be implemented without a conversation between the Superintendent and Association leadership and the demonstration of need.

## **AGREEMENT TWO - HR / Union Labor Complaint**

1. **Withdrawal of Complaint:** The Association agrees to withdraw MUP-21-8804, with prejudice, within three (3) business days of the execution of this Agreement.
2. **ADA Accommodation Meeting:** Teachers may bring a colleague of their choice as a note-taker to any meeting regarding ADA accommodations. The colleague of the Teacher's choosing may participate in the meeting to help clarify the discussion between the Teacher and the HR representative. Determinations made as a result of any such meeting are not subject to the grievance process.
3. **Manner and Means:** In the event of a future need for remote or other unique teaching environments the School Committee agrees to impact bargain about the manner and means by which teachers may or will be assigned to work remotely.
4. **Lump Sum Payment:** Association member, \_\_\_\_\_ will receive a single lump sum payment, subject to withholdings, equal to the value of sixteen (16) sick days at the 2020-2021 school year rate. Current sick leave accruals shall reflect sixteen (16) fewer sick days. On a one-time, non-precedent setting basis the District shall compensate the member with such leave time.

## **AGREEMENT THREE - COVID PROTOCOLS**

1. **Withdrawal of Arbitration:** The Association agrees to withdraw Arbitration Case Nos. 01-22-0001-9057, 9064, with prejudice, within three (3) business days of the execution of this Agreement.
2. **Compensation:** The Association member with a one (1) day claim will receive a single lump sum payment, subject to withholdings, equal to the value of one half (1/2) day at her 2021 – 2022 school year per diem rate. The Association member with a two (2) day claim will receive a single lump sum payment, subject to withholdings, equal to the value of one (1) day at her 2021 – 2022 school year per diem rate.