

Board Counterproposal #1
MEMORANDUM OF UNDERSTANDING
Additional Compensation for .2 Additional Periods and Teachers Covering Absent Teachers
October 26, 2022

In recognition of the local, state, and national teacher shortage, and to compensate teachers who are willing to assist in providing coverage for absent classroom teachers and/or vacant classroom teacher positions, the Board and Union agree to the following for the 2022-2023 school year only:

1. The rate of pay for teachers providing an additional period of instruction (also known as a “.2 Additional Period of Instruction”) beyond what is expected of other teacher at his/her school shall be paid an increased supplement of \$6500 annually, or \$3250 on a semester basis. All other contractual provisions and practices related to the provision of these services will remain in place for the duration of this MOU. This rate for the .2 additional period supersedes the rate of pay articulated in any other MOU or any language in the Collective Bargaining Agreement for the 2022-2023 year. Payment of this rate will be retroactive to August 3, 2022 ~~October 1, 2022~~, and will return to the contractual rate of \$5500 annually, or \$2750 on a semester basis effective July 1, 2023, unless otherwise negotiated.
2. Secondary teachers who substitute for an absent teacher during their planning period shall be provided ~~\$25~~ \$20 per day for such coverage during the 2022-2023 school year. To allow sufficient time for the creation and implementation of the reporting and payment processes associated with this change, this payment will be available for coverage provided between November 28, 2022 ~~September 1, 2022~~, and the end of the 2022-2023 student school year. Teachers will be limited to one such payment per student day.
3. Elementary teachers who cover for an absent teacher through the distribution of that teacher’s students to the remaining grade level team members, shall be provided ~~\$25~~ \$20 per day for such coverage during the 2022-2023 school year. To allow sufficient time for the creation and implementation of the reporting and payment processes associated with this change, this payment will be available for coverage provided between November 28, 2022 ~~September 1, 2022~~, and the end of the 2022-2023 student school year. Teachers will be limited to one such payment per student day.

The Board and Union agree to review the data surrounding the usage of these provisions and evaluate their efficacy in helping to cover for teacher absences and vacancies. The parties agree that these provisions are designed to serve in tandem with securing normal substitute coverage. School administrators retain the right to secure a traditional substitute for any teacher absence.

For the Board

Date

For the Union

Date