

**Memorandum of Agreement between the
Union #38 School Districts of
Conway, Deerfield, Sunderland and Whately
and the
Union #38 Instructional Assistants Association**

The Union #38 School Committee ("Committees") and the Union #38 Instructional Assistants ("IAs") hereby agree on a trial basis ending on June 30, 2022 mutually agree to expand eligibility of the class room coverage stipend for certain classroom coverage assignments in accordance with the following terms, conditions, and understandings:

1. Article VII (Hours and Work Year) of the Collective Bargaining Agreement (CBA) between the Parties states the following with respect to class coverage:

"Class Coverage -An Instructional Assistant assigned to act as a substitute teacher will be compensated at his/her regular rate of pay for substitute coverage of one hour or less in duration. If the substitute coverage extends beyond one hour in duration, the Instructional Assistant shall receive, in addition to his/her regular rate of pay, an additional five dollars (\$5.00) per hour for such substitute coverage. This additional compensation for substitute coverage shall apply to all hours served as a substitute once the substitute coverage extends beyond one hour in duration. For example, if an instructional assistant provides seven hours of substitute coverage, that instructional assistant shall receive thirty five dollars (\$35) of additional compensation."

2. The Parties agree that in order to meet the one hour threshold for eligibility to the Class Coverage stipend detailed in Item #1 above, a minimum of one (1) hour of approved continuous class coverage is required. However, on a trial basis the Parties mutually agree to expand eligibility to multiple non-consecutive preapproved classroom coverage assignments that occur during the course of a single school day that are of at least thirty (30) minutes in duration.

For example, if an IA is assigned to cover two (2) separate thirty (30) consecutive minute periods during the course of a school day, that IA would be entitled to an additional five dollars (\$5.00) for one hour of classroom coverage on that day.

3. The Parties agree that if an IA provides specialists class coverage is of less than one hour, even when the specialists class is covered in its entirety, the assignment does not qualify for the stipend detailed in item #1. However, on a trial basis the Parties mutually agree to expand eligibility to provide for the additional five dollars (\$5.00) per hour for IAs who are preapproved to cover the entirety of a specials class (i.e. gym, music, computers), even when the specials class is less than one hour in length.
4. The trial basis of the expanded classroom coverage stipend eligibility detailed in this MOA shall commence upon execution, and shall sunset and end on June 30, 2022. Accordingly, effective July 1, 2022 IAs shall not be eligible for the classroom coverage stipend under the terms described in items #2 & #3 above, unless mutually agreed to in writing.

5. This Memorandum of Agreement is only intended to address the specific issue described and shall not be precedent setting to any future same or similar circumstance.
6. The above represents the complete understandings of the parties on this matter.

FOR THE UNION #38
SCHOOL COMMITTEES

Katie Edwards
Kenneth Todd Black
Sean Smith
Elin J. Campbell

Date: 1-23-2020

FOR THE UNION #38
INSTRUCTIONAL ASSISTANTS

Emily Tyson

Date: 1-3-20