

Memorandum of Agreement
between the Suffield Board of Education
and the Suffield Education Association

Whereas, the Suffield Board of Education, hereinafter referred to as the “Board,” and the Suffield Education Association, hereinafter referred to as the “Association,” are parties to a collective bargaining agreement (the “Agreement”) in effect between July 1, 2016 and June 30, 2019, and

Whereas, Article 18, Section A reads:

- A. Teachers may be required to report twenty (20) minutes before the start of the student school day and to remain twenty (20) minutes after the close of the student school day except for after school meetings and regularly scheduled activities, provided that such required time before and after school shall not exceed a total of thirty (30) minutes. Alternate schedules that have been agreed upon by the teacher and Principal may be approved by the Superintendent or his/her designee.

If the required work day for teachers is extended beyond the required work hours in effect in 2015-16 by the Board during the term of this Agreement beyond that set forth above, the Board shall compensate affected members of the bargaining unit at a rate of compensation based upon a pro-rating of their annual salaries equal to a percentage of the time that the required work day is extended.

Whereas, the Board intends to modify the student schedule to allow for an earlier release of students to provide additional professional development opportunities for teachers without extending the work day of teachers, and;

Whereas, the Association wishes to protect the teacher work day on regularly scheduled half days for students (traditionally the day before Thanksgiving and winter break, for example) as well as on emergency release days for weather or other unanticipated emergencies to include no more than thirty additional minutes beyond the student day in total;

Now therefore, the Board and the Association hereby agree as follows:

- 1) On days when the Board releases students earlier than normally scheduled for the purposes of additional professional development to be provided to teachers within the regular work day, teachers will be expected to work a full work day with a release time consistent with a regular student day schedule. [Oct 6, Nov. 6, Feb. 16, Mar. 20, Apr. 24, May 8, June 11].
- 2) For all other regularly scheduled half days for students, teachers will continue to be expected to work no more than thirty (30) minutes beyond the student school day in total.
- 3) For all early release days due to emergencies, related to weather or otherwise, teachers will continue to be expected to work no more than thirty (30) minutes beyond the student school day in total.

4) This agreement shall expire on June 30, 2018. Following Board approval of the 2018-19 school calendar, the parties shall meet to determine whether a similar agreement is necessary for the 2018-19 academic year.

5) This agreement shall not create a past practice or precedent in any manner.

For the Suffield Board of Education

For the Suffield Education Association

Karen Berasi, Superintendent of Schools

Mark Janick, SEA President

Date

Date