

MEMORANDUM OF AGREEMENT

The Shore Educational Collaborative and the LEA Paraprofessional Association, Local 3954, MFT, AFT, AFL-CIO Paraprofessional Unit hereby agree that the position of Middle/High School Instructional Aide for Alternative & Off-Site Programs shall be subject to all articles and appendixes of the Collective Bargaining Agreement between the parties except the following articles shall be amended to the position as written below:

1. Article 6, Section M

In place thereof the parties agree that the normal work week will conform to the number of hours of all other middle & high school Instructional Aide (7.5 hrs/day), but that the workday will be modified according to the needs of the students assigned. The union will be notified of the number of students and changes to the student make up if and when changes happen.

The schedule including locations shall be shared with the staff and the union by email by the Thursday of the prior week. The schedule will define lunch and travel times. Time spent traveling between sites shall count as worktime.

If the member is assigned a student who is able to access the community outside of the scheduled program hours, a two week notice will be provided to the union and staff member. If all students are absent in the program, or a full week's hours will not take place in the assigned program, the member will become a float staff for the remainder of the hours at the Owen School.

3. Article 7, Section 3D

The Collaborative will provide the equivalent amount of professional development days and hours, however the schedule for professional development may not coincide with the schedule at the Owen School.


In addition, the following shall apply to Paraprofessional Unit positions assigned to work in the Alternative & Offsite Program:

4. Right to Recall

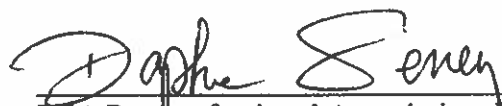
If the Alternative & Off-Site program is ended, the person in the position shall be offered a comparable position at the Owen School at the contractual hours in the collective bargaining agreement. If the person refuses the position, they shall have right to recall if the program is restarted.

5. Right to Bargain

If there are changes to the position Alternative & Off-Site Program, the union will be notified and will have the right to bargain the impact of these changes.


Shore Educational Collaborative

Date: 1/8/24


LEA Paraprofessional Association, Local 3954,
MFT, AFT, AFL-CIO Professional Unit

Date: 1/9/24