

## MEMORANDUM OF AGREEMENT

The Shore Educational Collaborative and the LEA Professional Association, Local 3954, MFT, AFT, AFL-CIO Professional Unit held a grievance meeting for Religious Holidays.

WHEREAS, the collective bargaining agreements for the LEA Professional Associations have a provision to allow for Religious Holidays, and;

WHEREAS, a grievance was filed when members who requested a Religious Holiday where encouraged by management to not take the days off, and;

WHEREAS, the Collaborative has denied allegations of wrongdoing and;

Whereas both parties desire to avoid the costs ,burdens ,and distraction of litigation;

WHEREAS, the Parties reviewed and negotiated a modification to agreements in compliance with 150E;

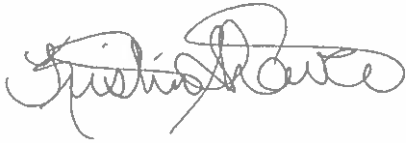
NOW, THEREFORE, the Parties hereby agree as follows.

1. Article XII, Section 3 – Religious Holidays; Professional Unit Agreement  
Effective September 1, 2024, Article XII, Section 3 is removed.
2. Article XII, Section 6 – Personnel Leave; Professional Unit Agreement  
Effective September 1, 2024, Article XII, Section 6 is modified as follows:  
A. Teachers shall be granted 3 personal days. Personal days may be used for personal business, emergencies, religious holidays, or other personal matters that cannot be scheduled outside of the school day. Personal days may not be granted if not in the best interest of the program schedule or staffing pattern for the day. Personal days shall not be granted to extend a vacation or holiday.
3. Article IX, Section M – Religious Holidays; Paraprofessional Unit Agreement  
Effective September 1, 2024, Article IX, Section M is removed.
4. Article IX, Section M – Personnel Leave; Paraprofessional Unit Agreement  
Effective September 1, 2024, Article IX, Section C is modified as follows:
  1. Paraprofessionals working in years one through three (1-3) of their Shore employment will be granted one (1) personal day for the school year session. Personal days may be used for personal business, emergencies, religious holidays, or other personal matters that cannot be scheduled outside of the school day. Any unused personal days will be added to the employee's accumulated sick leave.
    - a. After three (3) full years of employment, paraprofessionals will be granted an additional personal day, for a total of three (3) for the school session.
    - b. Personal days may not be granted if not in the best interest of the program schedule or staffing for the day. Personal days shall not be granted to extend a

vacation or holiday, though exceptions may be made subject to the approval of the Educational Coordinator.

- c. Personal days shall be requested through the on-line system, to the Educational Coordinator at least five (5) days prior to the requested date.
- d. Under extenuating circumstances, the five (5) day period may be waived but at least twenty-four (24) hours' notice must be provided, except in dire emergencies. Waivers and approvals are at the discretion of the administration.

5. Upon ratification by the parties, pursuant to 150E, the grievance shall be withdrawn.



Shore Educational Collaborative

Date: 3/20/2024



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

Date: 4/3/24



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

Date: 4/3/24