

Response to Grievance:

This is in response to the grievance filed on May 20, 2026. We propose the following resolution:

- The "sub bill" will be paid as presented.
- In the future, any work done outside of regular school hours must be approved by the Program Director in advance.

To clarify the IEP assignments: In Inspire, lead IEP responsibility typically falls on the teacher designated as the homeroom teacher. However, this assignment may change throughout the year based on enrollment, student dynamics and needs, etc. Also, when a homeroom teacher is changed, the new homeroom teacher will typically (but not always) accept responsibility of the IEP. Please note that all Inspire teachers teach all students, so participation in other IEPs is often necessary. Given the leadership changes and dramatic decrease in enrollment this year, IEP assignments were shifted to distribute the work load more equitably. While there was no pre-approval of the time spent working on the referenced IEPs, we will honor the "sub bill" this time.

This agreement is made without prejudice and will not be used as precedent by either party in any future matter between the parties.

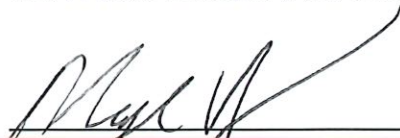
Signed on this 22 day of June, 2026

SHORE EDUCATIONAL
COLLABORATIVE:



Kristin Shaver
Executive Director

LEA PROFESSIONAL ASSOCIATION:



Michael Veneziano
President