

MEMORANDUM OF AGREEMENT

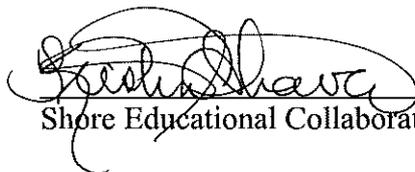
This Memorandum of Agreement is entered into by and between Shore Educational Collaborative (hereinafter the "Collaborative") and the LEA Professional Association, Local 3954, MFT, AFT, AFL-CIO (hereinafter the "Union").

WHEREAS, the Collaborative and the Union are parties to a Collective Bargaining Agreement for the period September 1, 2025 through August 31, 2028;

NOW, THEREFORE, having bargained collectively pursuant to Chapter 150E of the General Laws the Collaborative and the Union agree to the following terms and conditions:

The terms and conditions of employment set forth in the collective bargaining agreement for the period September 1, 2022 through August 31, 2025 shall remain in full force and effect, except as modified below:

1. Due to the nature of their positions, social workers may use their professional judgment, in cooperation with their supervisor, related to the specific time their work day starts and ends, provided that there is an operational basis for such flexibility and the total assigned hours still total 37.5 hours per week.
  
2. There will be five forty-five (45) minute preparation periods per educator, per week, one of which may be used for individual supervision. A preparation period shall be defined as a period of time while students are present. For bargaining unit members whose primary assignment is as a specialist or clinical staff member, including but not limited to therapists, related service providers, nurses/health staff, music teachers, and physical education/gym teachers, preparation periods may begin or end when student are not present (such as before arrival or after dismissal). Lunch breaks will not constitute preparation periods. Professionals will not be required to do administrative tasks during preparation periods, including printing/stapling/collating IEPs, progress reports, report cards, cover sheets, or academic updates.

  
Shore Educational Collaborative

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

Dated: 2-3-2026