

MEMORANDUM OF AGREEMENT

Between the

GLOUCESTER TEACHERS ASSOCIATION

and the

GLOUCESTER SCHOOL COMMITTEE

The parties hereby agree to the following changes to the September 1, 2007-August 31, 2009 agreement:

1. **Article 4, Grievance Procedure**, Section C, pages 8-9,

Modify as follows:

Section C-Procedure

3. Level Three

Replace the current language with the following:

a) "If the aggrieved person is not satisfied with the deposition of his grievance at Level Two, or if no decision has been rendered within ten (10) days after he has first met with the Superintendent, he may within five (5) school days after a decision by the Superintendent or fifteen days after he has first met with the Superintendent, request in writing that the Chairperson of the PR&R Committee submit his grievance to the Chairperson of the School Committee."

b) Within ten (10) school days after submitting the grievance to the School Committee Chairperson, the Chairpersons of the School Committee and the PR&R Committee will agree upon a date for a grievance hearing for the purpose of monitoring and interpreting the contract.

New Section:

4. Level Four

Change the current Level Three to Level Four and change the reference in the current Section A to Level Two to "Level Three" and the references to Superintendent to "School Committee."

2. **Article 6, Teaching Hours and Teaching Load**, Section A, paragraph 3, page 10:

Delete “after school” and *Replace* with “outside the regular school day” after ‘on a regular basis.’

3. **Article 6, Teaching Hours and Teaching Load**, Section A (3), pages 10-11,

Modify to read: “Teachers may be required to attend twenty (20) hours of after school meeting times per year. Meeting time will be no longer than one (1) hour and shall commence no later than fifteen (15) minutes after student dismissal time. The twenty hours will be used, inter alia, for collaborative school-based work on improving teaching and learning, and the assessment, recording and reporting of student achievement, professional learning community building and essential school administration. The Principal will consult with faculty on the details of the program and the schedule of meetings.”

4. **Article 6, Teaching Hours and Teaching Load**, Section B (1), page 11,

first sentence, *Modify* language to reflect a pre-Labor Day start for teachers for the 2010-2011 school year.

5. **Article 6, Teaching Hours and Teaching Load**, Section B (1), page 11,

first two sentences, *Reduce* ‘four (4)’ to “three (3)”.

6. **Article 6, Teaching Hours and Teaching Load**, Section B (1), pages 11-12,

Delete references to Challenge teacher in the last two paragraphs.

7. **Article 10, Teacher Assignment**, Sections D and E, page 18,

Modify to read: “the IRS rate of mileage reimbursement.”

8. **Article 18, Temporary Leaves of Absence**, Section C, page 24,

Add the following: “Teachers may convert unused personal days into sick days on an annual basis.”

9. **Article 23, Tuition Reimbursement**, Section C, page 30,

Increase \$35,000 to \$50,000.

10. **Article 30, Reduction in Force**, Section A (2), page 34,

Modify to include a new subsection (d): “teachers with professional status shall be notified of their layoff for the following school year by May 7th of the current school year.”

11. **Article 33, Duration**, First paragraph, page 39,

Modify to reflect a September 1, 2009 through August 31, 2010 agreement.

12. **Appendix A, Teacher Salary**, pages A5-A36, *Delete*.

13. **New Article, Ongoing Meetings**,

“The Superintendent of Schools and the Association shall meet on a monthly basis throughout the school year to discuss matters of mutual interest or concern. Meetings may be held on a more frequent basis at the request of either party.”

For the Association For the Committee

Dated: _____ Dated: _____

The Gloucester Public Schools

Our mission is for all students to be successful, engaged, lifelong learners

Gloucester Teachers Association Contract 09.01.09- 08.31.2010

The notes below explain changes in the teachers' contract language

1. Article 4, Section C: Grievance procedure

The grievance procedure has been modified to include the School Committee. The modified procedure allows the School Committee to hear a grievance "for purposes of monitoring and interpreting the contract".

2. Article 6, Section A (3), maintains the amount of after school meeting time to 20 hours, with the sunset clause removed.

This is consistent with the hours teachers worked in their 2008-2009 contract. The language has been adjusted to reflect the needs of the district, Principals and the GTA.

"The 20 hours will be used, inter alia, for collaborative school- based work on improving teaching and learning, and the assessment, recording and reporting of student achievement, professional learning community building, and essential school administration. The Principal will consult with faculty on the detail of the program and the schedule of meetings."

3. Article 6, Section B (1), reduce to 3 days.

Professional Development reduced from 4 to 3 days, consistent with the amount of days worked in the 2008-2009 contract.

4. Article 6, Section A, p. 3, agree to "outside the regular school day". Remove the word "after", before school.

This reflects the practice of teachers to meet with students prior to the start of school as well as after school.

5. Article 6, Section B (1), agree to delete reference to the Challenge Teacher program.

The Challenge Teacher Program was a program in which teachers were appointed to work during the summer or at other times outside of the normal school year on the development of curriculum consistent with state frameworks; establishment of programs to assist students with MCAS tests; the improvement of instructional practices; and assessment of the provisions of tutorial services has been eliminated. The cost of this program was \$15,000 in FY09. These funds have been transferred to the Tuition Reimbursement Article 23.

6. Article 23, Tuition reimbursement, Increase by \$15,000

The tuition reimbursement allows, subject to the availability of funding, for teachers to be reimbursed of the full tuition of two classes completed satisfactorily within the school year. This availability of funds has increased from \$35,000 per year to \$50,000.

7. Article 10, Sections D and E, agree to car mileage rate to be that is proposed by the IRS

8. Article 18, Temporary Leaves of Absences: Agree to convert up to 3 personal days per year into sick days.

Studies have shown there is less use of personal time with this type of incentive. This amounts to a cost savings as fewer substitute teachers are utilized.

9. Reduction in Force, layoff notice day: to be changes to May 7th.

This date provides timely notice to those who would be receiving a lay off notice.

10. Ongoing monthly meetings

The Superintendent and the Association agree to meet regularly to discuss matters of mutual interest or concern.

11. Agree to start 2010-2011 school years before Labor Day

To accommodate the early first day of school this year in a year in which Labor Day is very late.

12. Compensation – 0% increase

There will be no additional salary increase for this contract year. Teachers will continue to receive their “step and track” salary increases. These increments reflect additional experience and/or additional qualifications. The percentage increase provides an average of approximately \$2,400 or 3.65% for those entitled to the increase. 129 of 292 teachers are eligible for step and track increases this year at a cost of approximately \$315,000 or 0.88% of the School Committee operating budget.