

**Memorandum of Agreement
between the
Lexington Education Association
and the
Lexington School Committee**

Whereas the Lexington Education Association (Association) and the Lexington School Committee (Committee) are parties to a collective bargaining agreement for bargaining unit "C", effective September 1, 2018 through August 31, 2021;

Whereas Article 6, Compensation Section C, of the collective bargaining delineates a process whereby Instructional Assistants may be assigned to provide classroom coverage in excess of forty-five (45) minutes but does not delineate a process for assigning Unit C members to substitute for an extended period of time in the Lexington Public Schools;

And, Whereas the parties have mutually determined a process for assigning Unit C members to serve in positions that require extended coverage;

Effective November 1st, 2019 for the duration of the contract, the parties hereby agree to the following:

1. Classroom coverage for up to thirty (30) school days will continue according to the terms delineated in Article 6, Compensation ("A principal may require Instructional Assistants to provide teachers with classroom coverage or a period not to exceed forty-five (45) minutes except under the following conditions. In the event an Instructional Assistant is required to provide classroom coverage for a teacher in excess of forty-five (45) minutes, he/she will be paid ten dollars (\$10.00) per hour beyond his/her regular hourly wage for each additional hour (or fractions thereof) up to a maximum of fifty dollars (\$50.00) per day.") *(Add "For daily classroom coverage and coverage less than thirty (30) consecutive days,..." to the beginning of Article 6 paragraph C.)*
2. Unit C members assigned to classroom coverage for more than thirty (30) and less than one hundred eighty-four (184) consecutive school days within the same school year will be compensated ten dollars (\$10.00) per hour beyond his/her regular hourly wage for each additional hour (or fraction thereof) for the duration of their assignment. Unit C members assigned to cover a classroom for at least thirty (30) days will be compensated for the full contractual school day of seven (7) hours (e.g. MOA on Elementary Start Time 8/1/2019) plus time for any additional meetings or trainings where their attendance is expected, with the approval of their building or program administrator. *" (Create a new paragraph in Article 6.)*
3. At the conclusion of their classroom coverage assignment, Unit C members will return to a Unit C position of the same classification as they had before their classroom coverage assignment. *(Include in the new paragraph in Article 6)*
4. Unit C members assigned to cover the classrooms will not be evaluated during the term of the assignment. *(Amend the end of the second paragraph, Article 5)*
5. All other terms and conditions of the collective bargaining agreement continue.

For the Association: _____ For the Committee: _____

Date: _____ Date: _____

(AL: Signed, December 19, 2019)