

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter “MOA”) is made by and between the Windham Board of Education (the “Board”) and the Windham Federation of Teachers (the “Union”), both of which are sometimes hereinafter referred to as “the parties.”

WHEREAS, the Board and the Union are parties to a collective bargaining agreement covering the period of September 1, 2022, through August 31, 2025 (the “Agreement”);

WHEREAS, the Board and the Union have reached an agreement regarding Co-Curricular and Extra-Curricular stipends for teachers for the 2022-23 school year in conjunction with the work of the stipend Committee of Review; and

WHEREAS, effective September 1, 2022, the Board will increase certain stipends and hourly rates for Teachers holding Co-Curricular and Extra Curricular positions within the District.

NOW, THEREFORE, the parties agree to modify the parties’ 2022-25 Collective Bargaining Agreement, as follows:

1. The parties recognize and agree that Article X of the Agreement sets forth the Non-Classroom Duties for Teachers, including the creation of a Committee of Review to examine and make recommendations as to Co-Curricular and Extra-Curricular stipend positions and compensation. The parties agree that Appendix A-4 sets forth the point values for Extra-Curricular positions and that pursuant to section 10.8.F of the parties’ Agreement, and prior to the work of the Committee of Review, teachers were previously compensated in the amount of \$217.00 per point.
2. The Committee of Review has engaged in analysis and discussions pursuant to Article X of the Agreement. As a result, the parties have agreed to the following increases to stipend rates for the 2022-23 school year. Beginning September 1, 2022, the point value dollar amount for Extra-Curricular activities shall increase from \$217.00 to \$230.00 per point.
3. The parties recognize and agree that Appendix A-2 sets forth the Co-Curricular stipend positions held by WFT personnel. Effective September 1, 2022, Co-Curricular stipends for positions held by the same teacher in the 2021-22 school year shall increase by 2% for the 2022-23 school year only. For all other Co-Curricular stipends, such stipends shall be paid as follows for the 2022-23 school year:

Program Leader	\$3,712.00
Content Specialist	\$7,552.00
Faculty Manager	\$2,486.00
Instructional Consultant	\$3,712.00
Team Leader	\$3,712.00
Spec. Ed. Vocational	\$3,712.00

Student Activity Coordinator	\$7,432.00
Testing Coordinator	\$5,000.00
Computer Liaison (High School)	\$3,700.00
Computer Liaison (Middle School)	\$3,000.00
Computer Liaison (Elementary)	\$2,400.00
Athletic Coordinator	\$5,000.00
STEM Coordinator	\$3,712.00

The above stipend positions shall **not** be eligible for the “plus per teacher” additional compensation as provided for in the parties 2019-2022 collective bargaining agreement.

4. Effective September 1, 2022, hourly Co-Curricular rates shall be as follows:

Curriculum/PD	\$36.00/hr.
Homebound Instruction	\$40.00/hr.
Delivery of Instruction	\$50.00/hr.
Clubs	\$50.00/hr.

5. The parties recognize and agree that these stipend rate changes will be effective for the 2022-23 school year only. The parties agree that the Committee of Review will continue to engage in further analysis and discussions regarding the scope of responsibility for each stipend position, the number of hours required of each stipend position, the maximum number of stipends (in total and per person), the process for posting and assigning stipend positions to personnel, and stipend rate changes beyond the 2022-23 school year.
6. Except as set forth in this MOA, all provisions of the parties’ 2022-25 Collective Bargaining Agreement shall remain in full force and effect.
7. The parties agree that this MOA shall not establish a past practice or be cited as precedent or expectation by either party.

WINDHAM BOARD OF EDUCATION

By:

Lyne Ide

WINDHAM FEDERATION OF
TEACHERS

By:

Camudmila Parini

Date: 3/1/23

Date: 3.3.2023