

Dr. Kevin Dirth
Superintendent

Martha Gagner
Business Manager

Julie Regimbal
Special Ed Director

Joanne Wells
Assistant Special Ed Director



Kathy Finck
Human Resource Director

Dr. Sean O'Dell
Curriculum Director

Michelle Spence
Early Childhood Programs

Andrea Racek
Assist to Early Childhood Programs

Side Letter of Agreement for BFA Senior Staff Benefit

June 5, 2017

TO: Maple Run Education Association
Re: Senior Staff Option for designated BFA Staff

The parties to this side letter are the Maple Run Education Association and the MRUSD Board of School Directors. This letter is to be incorporated into the MRUSD Professional Staff Master Agreement which will cover July 1, 2017 through June 30, 2020. It is fully understood that this side letter shall sunset on June 30, 2020, such that it will no longer be part of the Master Agreement, regardless of status quo rules and whether any successor agreement has been reached between the parties.

This agreement is the result of conversations between the parties regarding the one-time payment of the BFA Senior Staff Option to the following employees: Richard Berthiaume, Krystal Norton, Dan Marlow, Joyce Kemp, Timothy Fugere, Melissa Price, Karla Kane, David Rider, and Luke Cioffi.

The parties have agreed that for the school years 2017-2018, 2018-2019, and 2019-2020 only, three teachers shall be paid the senior staff benefit each year. In each year, the most senior teachers will be given first choice as to whether to be paid out in that year. If they choose not to be paid out that year, the process continues with all remaining teachers in the following year.

A teacher who qualifies for the benefit under the conditions as set forth above shall have the option of having his/her benefit calculated as follows:

- a. The employer shall calculate the benefit by determining one percent (1%) of the amount of the employee's last contract, up to a maximum amount of five hundred dollars (\$500). This amount shall be multiplied by the number of years of service to the school system and payment of the benefit shall be made on or before June 30th of that year;

OR

- b. The calculation shall be based on the number of the teacher's total accumulated, unused sick leave days, multiplied by the daily rate being paid at the time to substitute teachers.

This agreement is non-precedent setting and is limited to School Years 2017-2018, 2018-2019, and 2019-2020. To that end it is specifically agreed by and between the Maple Run EA and the Board that this proposal shall neither be extended nor shall it have any force or effect beyond School Year 2019-2020.

To demonstrate the agreement of the Maple Run EA for this Side Letter to the current Master Agreement, please sign and date this letter as provided below. Once fully signed and dated by both parties, copies of this Side Letter shall be distributed to the Maple Run EA and to the District and shall be considered incorporated into the 2017-2020 Professional Staff Master Agreement.

For MRUSD Board

BY James C. Farr
James C. Farr, Chief Negotiator

Date: 6/5/17

For Maple Run Education Association

BY: M. Cioffi
Authorized Representative, Maple Run EA

Date: 6/19/17