

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



**SIDE LETTER OF AGREEMENT FOR SALARY PLACEMENT OF A TECHNICAL EDUCATION TEACHER  
WITH APPRENTICESHIP LICENSE**

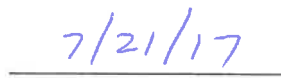
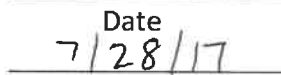
TO: Catherine Campbell and Shawn Lefebvre, Maple Run EA Presidents  
The Maple Run Education Association and the MRUSD Board are entering this Side Letter to the collective bargaining agreement between them beginning July 1, 2017 and ending June 30, 2020 (the "Agreement").

For those career and technical education teachers who do not hold a Bachelor's degree, who are enrolled in the mentorship program for licensure and are in receipt of a valid VT Educator Apprenticeship license in the endorsement area required for the teacher's assignment shall be deemed equal to a bachelor's degree for salary schedule placement purposes. The courses taken to meet teacher licensure shall not be considered for salary column movement. Coursework related to the technical subject matter after Level I Professional licensure is obtained, may count for column movement with prior approval by the Superintendent. Column movement beyond BA+30 specifically requires that the teacher obtain a Master's Degree.

This side letter and the contents as stated herein will automatically expire on the expiration date of the Master Agreement: June 30, 2020. This benefit shall not be considered part of the "status quo" terms of employment should a successor to this Agreement not be ratified by said expiration date.

The signatures below of the Association Presidents and the Board Chair representing each party indicates their respective parties' acceptance of the terms stated herein and understanding that they are bound by them.

  
\_\_\_\_\_  
James C. Farr, MRUSD Board Chair  
  
\_\_\_\_\_  
Catherine Campbell, MRUSD EA

  
\_\_\_\_\_  
Date  
  
\_\_\_\_\_  
Date

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**Side Letter of Agreement for Additional Compensation for National Industry Certification**  
between  
**Maple Run Education Association and the MRUSD Board of Directors ("Board")**

Maple Run Education Association:

The Maple Run EA and the MRUSD Board of Directors are entering into this Side Letter to the collective bargaining agreement between them beginning July 1, 2017 and ending June 30, 2020 (the "Agreement").

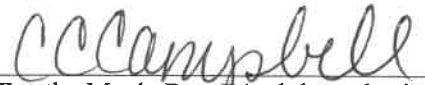
This agreement is between the parties regarding a monetary adjustment for Technical Education teacher, Adam Vincelette, in recognition of his acquisition of ASE certification in seven areas. Upon documentation that Adam has successfully met the requirements for all seven ASE certification areas, he will receive a payment of one thousand dollars (\$1,000) in the next contract year after the teacher obtains such certifications and every two years upon renewal of the certifications as documented by national testing results, provided the teacher serves as a teacher in the school district for the entire contract year in which the teacher would receive such payment.

Specifically, upon receipt of documentation of successful certification in seven ASE areas by August 31, 2017, Adam will receive the \$1,000 payment on or before June 30, 2018. Upon receipt of documentation of successful re-certification in seven ASE areas by August 31, 2019, Adam will receive the payment on or before June 30, 2020.

This side letter and the contents as stated herein will automatically expire on June 30, 2020.

To demonstrate the agreement of the Maple Run EA for this Side Letter to the 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 MRUSD Board and shall be considered incorporated into the Master Agreement.

Sincerely,

  
\_\_\_\_\_  
For the Maple Run EA, duly authorized

7/28/17  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the MRUSD Board, duly authorized

7/21/17  
\_\_\_\_\_  
Date