

MEMORANDUM OF AMENDMENT BETWEEN THE
MORGAN LOCAL BOARD OF EDUCATION
AND THE
MORGAN LOCAL EDUCATION ASSOCIATION

It is understood that it is the responsibility of Morgan Local Schools to provide the highest quality of instruction for its students. It is for this reason that the Morgan Local Board of Education and the Morgan Local Education Association do hereby agree to the following amendment to the negotiated agreement between the parties in Article VIII., E as follows:

E. LENGTH OF SCHOOL DAY/BUILDING MEETINGS

The length of each full time member's day shall be **seven (7) consecutive hours, inclusive of a thirty (30) consecutive minutes duty-free lunch**. Teachers teaching less than three (3) continuous hours will not be provided a lunch time as a paid position of employment. The Superintendent and the Board shall determine starting and ending time of the school day. Members should attend regularly scheduled building meetings, not to exceed thirty (30) minutes and nine (9) meetings per year, and should attend two (2) special meetings called by the Superintendent, not to exceed thirty (30) minutes each.

Meetings shall commence not more than ten (10) minutes after the conclusion of the teacher day nor more than thirty (30) minutes prior to the start of the teacher day.

Bargaining unit members may be permitted to make up **a maximum of the initial thirty-five (35) two and one-half (32.50) hours of missed time** in any given school year, if hours are missed due to calamity ~~rated~~ related closures. **If hours are missed beyond the initial thirty-five (35) two and one-half (32.50) hours due to calamity related closures and students are not required to make up the hours, additional staff hours may be made up at the discretion of the Superintendent.** This provision shall not be utilized if there are no calamity related closures during the school year, to avoid attendance at District scheduled professional development, to shorten the member's work year for retirement purposes, or to avoid leave usage. Members shall not be permitted to begin making up hours until one (1) full contractual day is missed. Make up hours worked under this provision, **as approved by the Superintendent or designee**, will not exceed the number of hours previously missed due to calamity related events. Members will submit their request to make up calamity related time, in writing, and these requests must be pre-approved by the Building Principal or the Superintendent in advance, on the official District request form to his/her Building Principal prior to the scheduled activity. Make up time requests will not be considered unless students are not in session. Examples of acceptable make up time activities are:

1. IEP or 504 meetings
2. Professional development outside the contractual work day
3. Committee meetings scheduled outside the contractual work day (if not paid for by grant funds)

4. Parent-teacher meetings outside the two (2) scheduled parent-teacher conference days
5. Delays and/or early releases due to calamity related issues if collaboration time is performed with other teachers
6. DLT meetings (if not paid for by grant funds)
7. Other activities as approved by the Building Principal, Curriculum Director or Superintendent.

Building Principals will track the approved make up time, by employee, and submit the cumulative data for the school year to the Treasurer's Office no later than May 15th for audit purposes. Hours will be tracked in no less than one-half (1/2) hour increments. Members who do not work ~~up to the maximum of 35~~ District required number of hours of calamity related time (if needed) in this manner will be charged personal leave or docked.

~~For the first ten (10) hours of delays or early releases due to calamity issues, hours may be made up (as outlined in the above section) within the teacher school year (183 days). If more than ten (10) hours of delays or early releases occur, hours may be made up or forgiven at the discretion of the Superintendent.~~

For the Board

 _____ Date: 1/29/15

For the Association

 _____ Date: 1/29/15