

MEMORANDUM OF UNDERSTANDING
between
WRIGHT ELEMENTARY SCHOOL DISTRICT
and
WRIGHT EDUCATORS' ASSOCIATION

REGARDING THE IMPACT OF UNFILLED SUBSTITUTE JOBS

This is a memorandum of understanding between the Wright Educators' Association and the Wright Elementary School District regarding compensation when teachers are asked to take additional students due to an unfilled sub job.

The parties agree:

There is a national shortage of substitute teachers which has increased the frequency of unfilled substitute job positions. When a substitute position remains unfilled despite every effort by the site administrator or the administrator designee to fill the position with a qualified substitute teacher, the District may have an administrator substitute, or assign a credentialed teacher from another program (for example: a counselor, ELD teacher or reading teacher), or it may be necessary to redistribute the students in a class to other classrooms.

When a unit member is reassigned for the day to teach a class it is understood that their program is impacted for that day. To prevent a serious burden on these teachers and their programs, no teacher shall be reassigned more than 2 days per month.

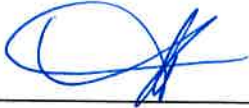
School counselors are frequently called upon to act on emergency situations. If they are serving as a substitute during the day, they would need to make emergency calls and support students and families after the school day. These hours may be recorded on the certificated time card, not to exceed two hours per month.

Occasionally students will need to be divided among other classrooms. Administrators will consider class size and distancing needed for both work and possible eating in the classroom. When it is determined that students must be redistributed to other classes there is an additional burden placed upon the teachers who receive the students. The site administrator or designee will help facilitate students gathering materials and moving to the new classroom, as well as copying needed paperwork for the classroom to function.

To help mitigate the impact on the teachers and classrooms, the District agrees to split the compensation that would have been paid for a substitute between the teachers taking in additional students.

This memorandum of understanding applies only to the 2022/23 School Year and does not establish precedent. It is also retroactive to the beginning of the school year.

Wright Elementary School District



Lisa Saxon, Superintendent

Date: _____

10/5/22

Wright Educators' Association



Janette Witte, WEA President

Date: _____

9-30-2022