

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding (hereinafter the “MOU”) by and between the Lawrence Teachers Union, Local 1019, American Federation of Teachers, AFT Massachusetts, AFL-CIO (collectively referred as the “UNION”) and the Lawrence Public Schools (hereinafter the “DISTRICT”) outlines changes in extended learning time stipend applicability during the 2020-2021 academic year.

RECITALS

- A. The parties are currently engaged in negotiations and/or consultation under the Lawrence Turnaround Plan in accord with G.L. c. 69 s. 1K over changes to working conditions as it relates to COVID-19 reopening plans.
- B. The reopening plan reduces certain bargaining unit employees’ hours to below extended learning time thresholds.
- C. The parties desire to clarify how this will be handled to ensure proper payroll processing prior to the completion of the reopening agreement negotiations.
- D. The UNION and the DISTRICT are parties to a collective bargaining agreement.
- E. The District is in Receivership under the provisions of G.L. c. 69, s. 1K and operates under the terms of the Lawrence Turnaround Plan.

AGREEMENT

The parties hereby agree as follows:

1. The parties recognize that teachers and staff are working at unprecedented manners to support students in a remote learning environment. As such, the DISTRICT shall provide all bargaining unit employees with a two thousand dollars (\$2,000.00) stipend in lieu of the budgeted extended learning time stipends. This stipend recognizes that recipients may be required to work up to one half hour longer **on a weekly basis** than the regularly scheduled workday. In the event an individual school requires bargaining unit employees to work longer than the hours described in the reopening plan (including the additional half hour), bargaining unit employees shall be paid extended learning time stipends consistent with the collective bargaining agreement.
2. As the school year is starting, the parties agree that the terms of this Agreement may be implemented immediately while discussions/consultations on other aspects of the reopening plan are in progress.
3. This agreement neither establish a practice nor set a precedent.

4. This Agreement shall not be construed as limiting any rights or prerogatives of the District/Receiver under G.L. c. 69, s. 1K.

This agreement was signed on _____.

Cynthia Paris
Superintendent of Schools
Lawrence Public Schools

Kim Barry
President
Lawrence Teachers Union