

TENTATIVE MEMORANDUM OF AGREEMENT  
BETWEEN THE LAWRENCE PUBLIC SCHOOLS AND  
THE LAWRENCE TEACHERS UNION

The parties agree to two contracts: a two year agreement for school years 2020-21 and 2021-22 and a three year agreement covering school years 2022 – 23, 2023-24, and 2024-25.

The current collective bargaining agreement will be modified to reflect the following:

I.TWO YEAR CONTRACT

A. WAGES

- |                          |  |
|--------------------------|--|
| 1. School year 2020-2021 | 4.5 % of wages for school year 2020-21 as a lump sum payment not added to the base. Applies to employees who were part of bargaining unit in SY 20-21 are on payroll as of date of ratification. |
| 2. School year 2021-2022 | 2 .5 % increase of the base wages of each employee. ELT Stipends will be rolled into the base wages effective at the start of the 2022-23 school year  |

II.THREE YEAR CONTRACT

A. WAGES

- |                        |   |
|------------------------|---|
| 1. School year 2022-23 | 2% increase of the base wages of each employee (reflects prior increase and stipends in base)<br>School year 2021-2022 stipend amounts received by each employee are rolled into the base. Stipends are eliminated for future years but remain in the base.<br><br>Teachers who had no stipends in 2021-22 such as at the early learning schools will have \$2000 added to their base effective with 2022-23 school year. |
| 2. School year 2023-24 | 2% increase of the base wages of each employee (reflects base wages containing stipends in the base)  |
| 3. School year 2024-25 | 2% increase of the base wages of each employee (reflects base wages containing stipends in the base)  |

Steps as outlined in the current cba from novice to career level IV, and for career level IV plus, career legacy and current advanced and expert teachers continue at adjusted salary levels.

**B. TEACHER HOURS**

Commencing with the 2022-2023 school year, the daily hours for students will be 7 hours (1,260/year). Commencing with the 2022-23 school year and for the life of the contract annual teacher hours for all teachers in the district will be 1413 hours. This will allow for increased opportunities for directed teacher planning time. Teacher leadership teams at each school will continue to participate in formulating their school's operational plan which will include scheduling of teacher hours beyond the student day.

**C. TUITION REIMBURSEMENT**

Tuition reimbursement will be increased up to \$1250 per year for graduate level courses.

**D. COVERAGE FOR MISSED PLANNING PERIODS**

The parties will form a labor management committee to address the issues of teachers missing planning time to cover classes for absent teachers and without additional compensation.

**E. ADVANCED AND EXPERT TEACHERS**

The parties will form a labor management committee to examine criteria, selection and requirements for advanced and expert teacher categories.

**F. PARENTAL LEAVE**

**ARTICLE 50 PARENTAL LEAVE**

A teacher shall be granted a parental leave of absence without pay, to become effective at his/her discretion and to terminate not more than two (2) years from the effective date of the commencement of said leave. A request for parental leave shall be made in writing thirty (30) days prior to the effective date of the commencement of said leave. If requested by the Superintendent of Schools, the teacher shall submit a certificate from her physician attesting as to his/her ability to perform his/her duties.

Such leave shall commence wherever possible at a time corresponding with the beginning of the year, the beginning of the semester, or a vacation period, provided that up to that time the member of the unit can in the opinion of her physician and the Superintendent, perform his/her duties.

Parental leave may be extended by agreement of the Superintendent and the member of the unit involved. This leave may be extended by agreement of the Superintendent in order that

members of the unit who obtain parental leave under this section, will return from this leave at the beginning of a semester or after a school vacation period. Substitutes will normally be employed on a semester basis to fill such parental leaves.

The member of the unit should notify the Superintendent in writing by April 1 in the calendar year in which his/her parental leave expires, of his/her intention to return in August or his/her intention to retire from the school system.

In the event of the termination of the pregnancy, the member of the unit may make a written application for reinstatement prior to the previously established date for the termination of the leave. Such application shall be accompanied by a physician's statement of good health. Such application may be granted by the Superintendent in the case of an acceptable vacancy.

A teacher returning from an extended leave under the provisions of Section 3 will be placed on the salary schedule if he/she had been actively employed by the Lawrence School System for more than ninety-one (91) days in the school year in which the leave commenced. He/she will be assigned to a school where a vacancy for which he/she is qualified exists.

Each teacher absent due to parental leave shall be entitled to use up to sixty (60) days of accrued sick leave for the period of such leave (limited by the amount of sick leave previously accrued by such teacher). In determining such sick leave only school days shall be counted against such 60 days during the school year, but the period of summer break will interrupt and terminate eligibility for such sick leave.

This MOA is subject to ratification by both parties.

For the Lawrence Teachers Union:

For the Lawrence Public School District/  
Lawrence Alliance for Education Board:

DocuSigned by:  
*Kimberly Barry*  
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Kimberly Barry, President

DocuSigned by:  
*Cynthia Paris*  
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Superintendent Cynthia Paris

Dated: 6/8/2022

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