

Salary Advancement MOU
Effective July 1, 2018 through June 30, 2020

Currently, the District does not allow licensed non-administrative staff to apply professional development time to salary advancement if it the professional development is paid for by the district and takes place during the licensed non-administrative staff member's work hours.

The iLearn Collaborative training that took place last spring revealed some issues surrounding when the district pays for professional development and licensed non-administrative are expected to complete professional development outside of school hours. As a result, the District issued work credit to licensed non-administrative staff for any professional development completed outside of work hours. For licensed non-administrative staff for whom this was of no value, the District compensated them for professional development completion under the guidelines of Article 19-8.

This MOU aims to codify the above practice established last spring, allowing licensed non-administrative staff to be awarded salary advancement for completing District purchased professional development activities on their own time, or to seek compensation through guidelines already established in Article 19-8.

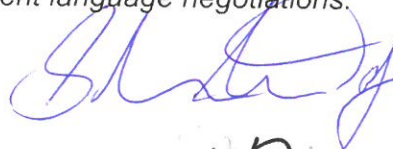
The question has also arisen as to how the District will react if a licensed non-administrative staff member attends district purchased professional development on work time but would prefer to take a leave day in an effort to secure credit toward salary advancement.

It is agreed the District will allow licensed non-administrative staff to attend district purchased professional development and take personal leave in lieu of professional leave to secure credit toward salary advancement.

It is further agreed this will practice be acceptable even if the District provides travel, hotel, and meal allowance for the licensed non-administrative staff member to attend, as the District would have been doing so anyway.

This MOU will remain in effect from the date of signature until the matter is addressed during spring 2020 master agreement language negotiations.

Shannon Daly, Association President:



Date:

9/19/2018

George Welsh, Superintendent of Schools:



Date: 9/19/2018