

SETTLEMENT AGREEMENT BY AND BETWEEN
THE MT. GREYLOCK REGIONAL SCHOOL COMMITTEE
AND THE MT. GREYLOCK REGIONAL EDUCATION
ASSOCIATION, EDUCATORS

The Mt. Greylock Regional School Committee and Mt. Greylock Regional Education Association, Educators hereby agree to the following terms, conditions, and understandings to be incorporated into a successor labor agreement. This Settlement Agreement is subject to ratification by the respective constituent bodies.

1. ARTICLE XV – OTHER LEAVES

New section. Add the following as a new section:

“Religious Observance

Each member will receive up to three (3) days leave without loss of pay or benefit for required observance of recognized religious observances and rites when such observance is not possible outside of the regular school day.

Requests shall be made on the District Leave Form, and must be received by the building principal ten (10) school days prior to the time off that will allow the religious observance to be made. Leave may be taken in shorter increments, the minimum of which shall be one (1) hour.”

2. ARTICLE XVIII – TUITION/COURSE REIMBURSEMENT

Replace current language with the following:

“It is the philosophy of the Committee and the Association to encourage teachers to continue professional study.

This recommendation should not produce a hardship on teachers and is necessary because of changes in educational procedures, methods, and materials.

Members of the teaching profession must take the responsibility of keeping abreast of the times in educational matters, not only for their own professional improvement, but also for the best interest of the school system.

- A. Request. Requests for reimbursement shall be submitted to the Principal at least ten (10) business days prior to the start of the course. Requests shall not be unreasonably denied.

- B. Response. The Principal shall forward to the Superintendent his/her recommendation. The Superintendent shall submit his/her approval or disapproval of the request to the teacher within ten (10) business days. If a response is not submitted by the Superintendent or his/her designee within ten (10) business days, the request shall be deemed granted.

- C. Reimbursement. Course reimbursement will be made by the District upon demonstrating successful completion in the form of a transcript submitted to the Superintendent of Schools. Staff are expected to submit documentation for reimbursement within 2 weeks of the completion of the approved course. In the event that documentation is not submitted within that time period, the funds designated for reimbursement may be returned to availability for other staff members' requests.
- D. Funds Availability. The District will make twenty-seven thousand dollars (\$27,000) in funds available for tuition/course reimbursement per year. Funds will be designated for reimbursement on a first-come, first-served basis as applications are received. In the event that funds remain at the end of a fiscal year, those remaining funds will be rolled into the subsequent fiscal year up to a maximum of thirteen-thousand five-hundred dollars (\$13,500).
- E. District Offerings. Subject to the availability of reimbursement funds above, when the District offers a course that has a credit option, teachers shall receive automatic approval for said course for reimbursement purposes. However, the Principal retains the right to select teachers from those who have applied based on the number of slots available, intended grade-level(s) of the course, and content area of the course. If, after the Principal selected slots are filled, teacher(s) who are of a different grade level(s) and/or a different content area make application to said course, said teacher(s) shall be approved for reimbursement purposes for the course if the course is relevant to the teacher's current assignment. If the number of applicants for the course (after the Principal selected slots) exceeds the number of available slots, the teacher applicant(s) for the course shall be selected at the sole discretion of the Principal.
- F. PDP Reimbursement. The Superintendent has sole discretion to reimburse for PDPs which are accepted towards Massachusetts teacher recertification from the \$27,000 tuition pool, up to a maximum of \$6,500. SEI and ELL re-certification PDPs shall not be eligible for reimbursement. In addition, the first fifteen (15) PDPs required for Special Education recertification shall not be eligible for reimbursement.
- G. Conference or workshop. Following attendance at a conference or workshop, staff will complete an evaluation form developed by the Principal and representatives of MGEA.”

3. ARTICLE XLIX – DURATION

Update to reflect a two (2) year duration, commencing July 1, 2021.

4. NEW ARTICLE – LEARNING MANAGEMENT SYSTEM (LMS)

Add the following as a new Article titled “Learning Management System (LMS)”:

“The Committee and the Association recognize the growing importance of utilizing a Learning Management System (LMS).

- The Committee and the Association will establish a Learning Management System Joint Labor Management Committee (LMS JLMC), consisting of 50% of individuals appointed by the Committee and 50% of individuals appointed by the Association.
- Seesaw is currently used in grades PreK-1, Google Classroom in grades 2-6, and Canvas in grades 7-12. Any change from one LMS to another will be subject to review and approval by the LMS JLMC.
- The LMS JLMC will continually review and set expectations of usage of the LMS at the grade/subject level, with the following setting initial expectations where possible and practicable:
 - i. teachers will maintain a presence for their classes/courses on the LMS;
 - ii. digital (but not necessarily non-digital) assignments will be managed through the LMS;
 - iii. software that is integrated with the LMS will be utilized through that point of integration;
 - iv. grade sync between the LMS and PowerSchool should be used if possible but is not required; and,
 - v. teachers should utilize the LMS (when supported by the LMS) to communicate with students, faculty, parents, and other stakeholders with mass updates, in-platform messages, and mobile notifications.
- LMS use will not be a subject of evaluation, except in cases where LMS use is an explicit part of a goal established by a teacher.”

5. APPENDIX A – SALARY SCHEDULES

Update salary schedules in accordance with the following:

2021-2022: 1.5% across the board salary schedule increase.

2022-2023: 2% across the board salary schedule increase.

6. APPENDIX B – STIPENDS

- a. Increase co-curricular position of Robotics Club from current amount of “\$658” to “\$1950”.
- b. Add the following to the “All Schools” rates:

“Class Coverage during Preparation Period \$25 per class”

7. APPENDIX G – GRANDFATHERED WILLIAMSTOWN NURSE COMPENSATION AND PLACEMENT

Replace the last sentence of the first paragraph with the following:

“For the 2021-2022 and 2022-2023 school years, Ms. Stein-Payne shall receive an annual non-cumulative payment of \$1,106, equivalent to 1.5% of her annual salary.”

FOR THE MT. GREYLOCK
REGIONAL SCHOOL COMMITTEE:

FOR THE MT. GREYLOCK
EDUCATION ASSOCIATION,
EDUCATORS

Christina Conry

Patrick L Blackman

Date: 07/12/2021

Date: 07/15/2021