

**MEMORANDUM OF AGREEMENT BETWEEN HUDSON  
SCHOOL BOARD AND HUDSON FEDERATION OF TEACHERS**

Re: Work schedule at close of 2017-2018 school year

This Memorandum of Agreement is entered into between the Hudson School Board (“the Board”) and the Hudson Federation of Teachers (“the Federation”).

WHEREAS, the 2016-2021 collective bargaining agreement specifies a total of 186 work days for teachers (6 professional development days, 180 school days); and

WHEREAS, a series of weather related school cancellations over the course of the 2017-18 school year has resulted in three less student/school days within the 186 day contracted work year.

Accordingly, the parties hereby agree as follows:

1. Bargaining unit members will work as already scheduled on the morning of Thursday, June 21, to finish grades and clean their rooms, thereby completing their six (6) days of professional development.
2. Bargaining unit members will work the afternoon of Thursday, June 21 (1/2 day), engaging in activities that shall be mutually agreed-upon by the District and the Federation no later than June 5, 2018 and are capable of being tracked by the District in regards to work-time expended.
3. Bargaining unit members will work on Friday, June 22 for a full day as a follow-up to the March 30 professional development concerning vertical alignment of curriculum.
4. In lieu of reporting to work for the remaining 1.5 days, bargaining unit members will work for five (5) hours after school or digitally from home, with such work-time being completed no later than June 22, 2018. Available activities shall include the following and shall be scheduled or made available by the District no later than June 4, 2018:
  - a. Power School work-training modules.
  - b. Primex training modules.
  - c. Smart Board training (dependent upon interest).
  - d. Attendance or participation in a mentoring roundtable bringing together veteran teachers with newly-certified teachers, or other professional development approved by the superintendent, at which attendance can be verified.
  - e. Those bargaining unit members already enrolled in CPI recertification may use that training time towards their five (5) hours.
5. Bargaining unit members who fail to satisfy any portion of the five (5) hours of work time as described in paragraph 4, above, shall owe the District an amount equal to any such uncompleted work time based upon their per diem rate. Said amount shall be payable to the District based upon voluntary payroll deduction or by lump sum payment. Failure to either complete the five (5) hours of work time or reimburse the District for up to the five (5) hours of salary overpayment may result in disciplinary action.

6. The work year for teachers retiring at the end of the 2017-18 contract year shall be 183 days.

7. This Agreement is limited to the 2017-2018 contract year and shall not establish a precedent between the parties. Neither the Federation nor the Board may use the terms of this Agreement as precedent in any future issues or disputes, neither the Federation nor the Board may cite this Agreement as an alteration of past practice, and neither the Federation nor the Board cede any of their rights or responsibilities in future.

HUDSON FEDERATION OF TEACHERS

Elizabeth Lavoie 5/30/18  
By: Date

HUDSON SCHOOL BOARD

[Signature] 5-30-18  
By: Date