

MEMORANDUM OF AGREEMENT
between the
LEXINGTON EDUCATION ASSOCIATION
and the
LEXINGTON SCHOOL COMMITTEE

The parties hereby agree to the following changes to the September 2004 – August 2007 collective bargaining agreement between the Lexington School Committee and the Lexington Education Association Unit A:

1. Article 15 Section B (2) Special Teachers, Support Personnel and Special Positions, modify to include the following:

For the 2007-2008 school year, seventy-four (74) hours of elementary support personnel time shall be provided on a weekly basis to each elementary school. Unit A members will not be assigned the tasks typically performed by the elementary support personnel, with the exception of copying. This modification of Art. 15 B (2) will expire at the end of the 2007-2008 school year and the language of Section B (2) will revert to the language in effect in the 2004-2007 agreement.

2. Article 24 Salary Determination Section A – replace the current language with the following:

Effective the 2007-2008 school year, the LEA and the LSC agree to increase the Unit A salary schedule by 2.5%. Should the June 2007 override pass, the Unit A salary schedule will be increased by an additional .25%. If the override is defeated, the salary schedule will be increased by .25% on the last day of the 2007-2008 contract. The parties agree that the formula in which the 2.5% is applied to the Unit A salary schedule may include applying a flat dollar amount prior to the percentage as long as the amount does not exceed a 2.5% increase in total.

3. Article 24 Salary Determination Section J – Replace the first two sentences with the following:

All certified staff shall have an option of choosing twenty-one (21) equal payments or twenty-six (26) equal payments.

4. Establish the following as a Side Letter:

The LEA and the LSC agree to establish a committee to study the teaching load at Lexington High School (LHS). Representatives of all stakeholders in the issue of LHS teaching loads will comprise the committee; the specific composition will be mutually determined by the LEA and the LSC prior to the end of June 2007 and will include specific representatives appointed by the LEA. The committee is expected to engage in a broad discussion on the matter of teaching loads and to offer recommendations based on research to the LEA, LSC and the Lexington administrative staff prior to May 2008. It is expected that the committee will issue periodic reports on their ongoing work and discussions. Teacher members of the committee will be provided with some time and/or PDPs for their participation on the committee. The LEA and the LSC will discuss cost sharing.

5. Article 29, Section B: Change date to August 31, 2008.

For the Association

For the Committee

Vito LaMura, President
Lexington Education Association

Thomas Diaz, Chairperson
Lexington School Committee