

MEMORANDUM OF UNDERSTANDING BETWEEN
DAWSON-BOYD PUBLIC SCHOOLS

AND

DAWSON-BOYD EDUCATION ASSOCIATION

This Memorandum of Understanding (MOU) is entered into by and between Independent School District No. 378 (Dawson-Boyd Public Schools), hereinafter referred to as the "District," and the Dawson-Boyd Education Association, hereinafter referred to as the "Association."

PURPOSE

The purpose of this MOU is to amend provisions of the Master Agreement between the District and the Association to establish specific working conditions for Speech Language Pathologists (SLPs) and Special Education (SPED) teachers regarding work-from-home arrangements.

AGREEMENT

1. Speech Language Pathologists (SLP) Work-from-Home Provision

- An SLP who has earned the Certificate of Clinical Competency in Speech Language Pathology (CCC-SLP) may work 1/5th of their contract time as preparation time from home.
- If an SLP elects this option, all preparation time for the week will be completed from home on the same designated day and timeframe each week.
- The SLP must remain available for meetings and parent contacts during this work-from-home period.
- Internet and phone expenses incurred for work-from-home duties shall be the responsibility of the individual and will not be reimbursed by the District.

2. Special Education Teacher Due Process Days

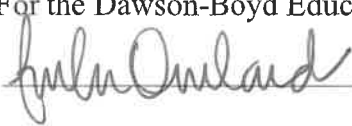
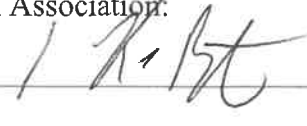
- Article XV, Section 5 of the Master Agreement is amended to allow Special Education teachers to work from home during their four (4) designated due process days.
- The remainder of Article XV, Section 5 shall remain unchanged.
- Internet and phone expenses incurred for work-from-home duties shall be the responsibility of the individual and will not be reimbursed by the District.

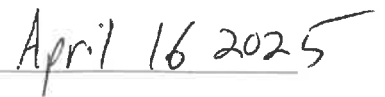
DURATION

This MOU shall remain in effect for the duration of the current Master Agreement and may be revisited during subsequent negotiations or upon mutual agreement of both parties.

SIGNATURES

For the Dawson-Boyd Education Association:

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President, Dawson-Boyd Education Association

Date

For the Dawson-Boyd Public Schools:

Superintendent, Dawson-Boyd Public Schools

Date

School Board Chair, Dawson-Boyd Public Schools

Date