

# ATTACHMENT #7 - April 20, 2021

## Extra Duty/Extra Curricular CBA Addendum for 2020-2021 Memorandum of Agreement

This Memorandum of Agreement ("MOA") is entered into this \_\_\_\_ day of April 2021, by and between the Warwick School District ("District") and the Warwick Education Association ("WEA") to implement its mutual understandings and agreements regarding the Extra Duty/Extra Curricular schedule of the Collective Bargaining Agreement.

Whereas the final language for the MOA related to the Extra Duty/Extra Curricular section of the Collective Bargaining Agreement (Appendix C) is yet to be crafted, the following items have been tentatively agreed upon as of March 16, 2021:

- That Warwick School District will provide a 1.5% increase on the current wages being earned by active extra-curricular activities and will be honored for work during the current 2020-2021 school year.
- That Warwick School District will provide step movement that will be honored for activities that have been engaged this year when stipends are calculated for the 2021-2022 year and with consideration of the current Extra Curricular Resolution (attached below).
- That Warwick School District will move the three currently titled Lead Teacher positions, for Math, Language Arts and Science (3 subjects areas) to the Da wage level for the 2021-2022 year. The WEA agrees that the lead duty period built into the schedule for these three positions shall not be provided for the 2021-2022 school year.

Also in good faith, both the District and WEA shall continue efforts to complete negotiations towards a full plan for extra-curricular activities and related stipends to be in place before the start of the 2021-2022 school year on July 1, 2021 and to last at least through June 2023 (to align with the current CBA).

### **Warwick School District**

By: \_\_\_\_\_  
Authorized Representative

Date: \_\_\_\_\_

### **Warwick Education Association**

By: \_\_\_\_\_  
Authorized Representative

Date: \_\_\_\_\_

## REFERENCE:

### WARWICK SCHOOL DISTRICT

#### Extra-Curricular & Extra-Duty Contracts – 2020-2021

Supplemental contracts for year-round and fall activities that are reasonably expected to be carried out regardless of the COVID-19 pandemic will be recommended for approval on August 18, 2020. Stipends for activities that cannot occur due to the pandemic or are not scheduled to take place during the first part of the year will not be approved at the August meeting. If the pandemic situation improves and it appears these activities can be carried out during the winter and spring seasons, these stipends will be recommended for approval at a later Board meeting.

Recommendations to the Board for stipends relating to supplemental contracts that may or may not be needed depending on the pandemic circumstances at the time will include certain conditions. If sports or other activities are cancelled at any point due to a continuation of the COVID-19 pandemic, or mandated restrictions due to the pandemic, the District will pay stipends accordingly.

Payment for supplemental contracts will be determined according to the following criteria:

- a. Extra-curricular coaches will not be paid if no in-person work can occur prior to the start of their season. Similarly, marching band and music performance group stipends, activity advisors, extra-duty stipends, etc. will not be paid if no in-person work can occur prior to the start of their activity.
- b. Compensation will be paid at twenty-five percent (25%) of their stipend if they have held scheduled workouts, open gyms, conditioning, practices, and began actively engaging with students (for non sports/band circumstances), etc., and the season/activity is cancelled prior to the official PIAA start date (for athletics and marching band) or if there would be no active student attendance on campus.
- c. Compensation will be paid at fifty percent (50%) of the stipend if the athletic and marching band season has begun as per the official PIAA start date, but the activity is cancelled prior to any athletic competition, adjudicated band performance or start of the originally scheduled activity student engagement, etc.
- d. Compensation will be paid at seventy-five percent (75%) of the stipend if the athletic and marching band season has begun as per the official PIAA start date, and the team has completed at least one scheduled contest/event but less than 50% of the otherwise anticipated regular season contests or activity student engagement duration.
- e. Compensation will be paid at one hundred percent (100%) of the stipend if the athletic and marching band season has begun as per the official PIAA start date, and the team has completed in at least 50% or more of the contests/events or activity student engagements time.
- f. The basic concepts outlined above shall apply to all extra-curricular and extra-duty positions so those individuals have the same opportunity to earn their respective stipends. As the rest of the Extra Curricular CBA schedule is not under the umbrella of PIAA, the Extra Curricular Committee of the WSD and WEA will meet to ascertain the start date and percentages for those impacted. Those who are capable of doing the work from home may still be paid at full stipend.