

MEMORANDUM OF UNDERSTANDING BETWEEN THE STAMFORD PUBLIC SCHOOLS BOARD OF
EDUCATION (BOE) AND THE STAMFORD EDUCATION ASSOCIATION (SEA) REGARDING MOA
CONCERNING TEACHING ADDITIONAL CLASSES MIDDLE SCHOOL AND HIGH SCHOOL)

The Stamford Public Schools is experiencing a shortage of educators, which has resulted in an inordinate number of additional class positions being offered for compensation at the middle and high schools. In order to streamline the hiring process for filling these positions, the parties agree to the following modifications to the MOA-Teaching Additional Classes (Middle School and High School) for the 2023-2024 school year only:

1. Teaching additional class positions (i.e., .1 and .2 positions) will be posted internally for 48 hours, commencing July 16, 2023. Only SEA members may voluntarily apply for the additional class position postings.
2. Candidates will not be interviewed, and selections shall be made in the following order: Tier A, B, C, and D:

Tier A: Selection shall be based on the following criteria:

- a. Candidate is qualified (holds the required certification);
- b. Candidate's self-directed period is the same period as the additional class to be taught; and
- c. Most senior candidate.

Tier B: If there are no eligible unit members in Tier A, selection shall be based on the following criteria:

- a. Candidate is qualified (holds the required certification);
- b. Switching the candidate's self-directed and collateral duty periods will permit the candidate to teach the additional class during the new/switched self-directed period; and
- c. Most senior candidate.

Tier C: If there are no eligible unit members in Tiers A and B, selection shall be based on the following:

- a. Candidate is eligible to teach under an emergency educator's certificate.
- b. Candidate's self-directed periods are the same period as the additional class to be taught.
- c. Candidate's certifications are most closely aligned to the area of need (Humanities, STEM, etc.); and
- d. Most senior candidate.

Tier D: If there are no eligible unit members in Tiers A, B, and C, selection shall be based on the following:

