

**TENTATIVE AGREEMENT  
 COMPREHENSIVE RESOLUTION OF ALL MOAS**

I. Memoranda of Agreement attached to the contract

| MOA # | Topic                               | Resolution  |
|-------|-------------------------------------|---|
| C#1   | Side letter                         | <b>AGREED:</b><br>Replace with the following:<br><i>The following are all memoranda of agreement in effect between the parties. Any side letter, MOA, MOU or similar document purporting to be an agreement between the parties that is not attached to the contract will be of no further force or effect as of July 1, 2022.</i>  |
| C#2   | School Data Teams                   | <b>AGREED</b> Parties agreed that the MOA will not continue based on the understanding that currently there are no data teams, and teachers are only responsible for collecting data for their students for their instructional use.  |
| C#3   | Scheduling of Middle School Day     | <b>AGREED:</b><br>Revise the first sentence in Paragraph 4 to read:<br><i>This Agreement codifies the current baseline for implementing the six-period day at the middle schools and the implementation of the middle school advisory period. The Board reserves the right to change the schedule of the student school day, and the Association reserves the right to negotiate over the impact, if any, of such change.</i> |
| C#4   | Athletic coaches                    | <b>AGREED.</b> Revised MOA # 4 attached.  |
| C#5   | Workshop Presentation               | <b>AGREED.</b> This MOA will continue   |
| C#6   | Job Share                           | <b>AGREED.</b> The Job Share application will be added, and this MOA will continue.   |
| C#7   | IEP Case Manager & Service Provider | <b>AGREED:</b> The MOA will continue with the following additional sentence:<br><i>"The Board may modify these procedures due to changes in guidance from the State Department of Education, and the Association reserves the right to negotiate over the impact, if any, of such changes."</i>   |

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|------|---|---|
| C#8  | Teaching an additional class                                  | <b>AGREED.</b> This MOA will continue   |
| C#9  | KRONOS usage by teachers                                      | <b>AGREED.</b> The MOA will continue with the following additional paragraph at the end: <i>"The Board reserves the right to terminate this memorandum and/or to modify practices as to monitoring teacher attendance, and the Association reserves the right to negotiate over the impact of any such change."</i>   |
| C#10 | TEAM and Mentor Program                                       | <b>AGREED.</b> This MOA will continue provided the following provision is added at the end of the MOA:<br><i>"This MOA is subject to change by the Board should the State Department of Education change procedures or expectations relating to the TEAM program. The Association reserves the right to negotiate over the impact, if any, of such change."</i>                                   |
| C#11 | AITE Advisory   | <b>AGREED.</b> This MOA will terminate  |
| C#12 | AITE Open House   | <b>AGREED.</b> This MOA will continue   |
| C#13 | AITE Teaching Schedule  | <b>AGREED.</b> This MOA will be amended to replace references to "AIT" with "AITE," and it continue if a new Paragraph 5 is added to read:<br><i>"This Agreement codifies the current teaching schedule at AITE. The Board reserves the right to change the schedule of the student school day, and the Association reserves the right to negotiate over the impact, if any, of such change."</i> |
| C#14 | Scofield Magnet Middle School<br>Exploratory Reading Teachers | <b>AGREED.</b> Reference to Scofield will be added to the MS MOA with Rippowam.   |
| C#15 | Rogers International School                                   | <b>AGREED.</b> This MOA will continue.  |
| C#16 | Teaching in a Non-Stamford Public School                      | <b>AGREED.</b> This MOA will be revised to read: "Teachers assigned to any charter school will agree to the hours of their day, as per the teacher's contract, and in consultation with the SEA and SPS."   |

|       |                   |  |
|-------|-------------------|--|
| SEA#1 | COVID MOA '21-'22 | <b>AGREED.</b> This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below. |
| SEA#2 | COVID MOA '20-'21 | <b>AGREED.</b> This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below. |

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|--------|---|---|
| SEA#3  | '19-'20 102 Certification Cohort Program                              | <b>AGREED.</b> This MOA will continue.  |
| SEA#4  | '18-'19 102 Certification Cohort Program                              | <b>AGREED.</b> This MOA will continue.  |
| SEA#5  | Resolution of Grievances #810, #811 (class coverage)                  | <b>AGREED.</b> Revised SEA MOA #5 attached.   |
| SEA#6  | AITE FBLA Advisor   | <b>AGREED.</b> The stipend will be added to the contract. This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below.   |
| SEA#7  | Entry of grades into Power Teacher Pro                                | <b>AGREED.</b> Revised SEA MOA #7 is attached.  |
| SEA#8  | Resolution of Grievance #815 (Dolan Construction)                     | <b>AGREED:</b> Revise MOA to read:<br>Before construction or remodeling occurs in a school building, the building principal shall notify the SEA Building Representative. In accordance with Article 9(J) of the collective bargaining agreement, no construction, remodeling or routine repairs shall be made at a unit member's station during school hours if the unit member finds it disruptive. |
| SEA#9  | Resolution of Grievance #778 (Pay for Adult Ed)                       | <b>AGREED.</b> The stipend will be added to the contract. This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below.   |
| SEA#10 | Resolution of Grievance #800, #806 (Middle School Advisory)           | <b>AGREED.</b> This MOA will not continue.  |
| SEA#11 | Cancellation of P-T conference due to inclement weather.              | <b>AGREED.</b> Revised SEA MOA #11 attached.  |
| SEA#12 | Resolution of Grievance #758 (Baseball Coach Information)             | <b>AGREED.</b> This MOA will not continue.  |
| SEA#13 | Resolution of Grievance #763 (Curriculum writing at faculty meetings) | <b>AGREED.</b> This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below.  |
| SEA#14 | Compensation of PGDE Committee members                                | <b>AGREED.</b> Revised SEA MOA #14 is attached.   |
| SEA#15 | Resolution of Grievance #757 (Read 180/System 44                      | <b>AGREED.</b> This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below.  |


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|---------|--|---|
| SEA#16  | Teacher participation in interviews for building-based administrators    | <b>AGREED.</b> Revised SEA MOA #16 is attached.   |
| SEA#17  | Vacancies in teacher leader/growth positions                             | <b>AGREED.</b> The provisions of this MOA have been superseded by revisions to Article 16 in subsequent negotiations. This MOA will not be attached to the contract, and it will have no historical or precedential significance. |
| SEA#18  | iPad configuration in 2013-2014  | <b>AGREED.</b> This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below.  |
| SEA#19  | Transfer of data in 2013-2014  | <b>AGREED.</b> This MOA will continue.  |
| SEA#20  | High School Connection Time and Middle School Advisory                   | <b>AGREED.</b> Revised SEA MOA #20 is attached.   |
| SEA#21  | Job Share MOA from 2012-2013   | <b>AGREED.</b> This MOA will not continue.  |
| SEA#22  | Negotiations over position descriptions.                                 | <b>AGREED.</b> Revised SEA MOA #22 is attached.   |
| SEA#23  | TEAM and Mentor program '13  | <b>AGREED.</b> This MOA will not continue.  |
| SEA#24  | Data Teams Settlement 4/24/2012  | <b>AGREED.</b> This MOA will not continue.  |
| SEA#25  | Terms for Instructional Coordinator Positions                            | <b>AGREED.</b> This MOA will continue.  |
| SEA#26  | Stipends for school psychologists to perform neuropsych evaluations      | <b>AGREED.</b> This MOA will not continue.  |
| SEA#27  | Child Care Scholarships  | <b>AGREED.</b> This MOA will not continue.  |
| SEA#28  | Compensation for middle school teachers assigned two subjects in '10-'11 | <b>AGREED.</b> This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below.  |
| SEA#29  | Assignment of Instructional Coordinators in '10-'11                      | <b>AGREED.</b> This MOA will not continue.  |
| SEA#30  | FBLA advisor expectations and compensation                               | <b>AGREED.</b> This MOA will not continue.  |
| SEA#31  | TEAM Program   | <b>AGREED.</b> This MOA will not continue.  |
| *SEA#32 | Middle school science laboratory supplies                                | <b>AGREED.</b> This MOA will continue.  |
| SEA#33  | Compensation for middle school teachers assigned two subjects in '10-'11 | <b>AGREED.</b> This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below.  |

|        |   |   |
|--------|---|---|
| SEA#34 | Rogers International School                         | AGREED. This MOA will not continue.   |
| SEA#35 | CALI training in '09-'10                            | AGREED. This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below. |
| SEA#36 | Early Retirement Incentive Plan in '09-'10          | AGREED. This MOA will not continue but it will be included in the collection of MOAs of historical interest, per the MOA below. |
| SEA#37 | AVID classes in 2010                                | AGREED. This MOA will not continue.   |
| SEA#38 | Exploratory reading teachers at Scofield            | AGREED. This MOA will not continue.   |
| SEA#39 | Middle School MOA                                   | AGREED. This MOA will not continue.   |
| SEA#40 | Stamford Academy Teachers                           | AGREED. This MOA will not continue.   |
| SEA#41 | Resolution of Grievance #512 (teachers of the arts) | AGREED. This MOA will not continue.   |
| SEA#42 | Case Manager/PSP IEP Signature Line                 | AGREED. This MOA will not continue.   |
| SEA#43 | Case Manager/PSP IEP Signature Line                 | AGREED. This MOA will not continue.   |
| SEA#44 | AITE Advisory 2005                                  | AGREED. This MOA will not continue.   |
| SEA#45 | Selection of assistant principal at AITE (2005)     | AGREED. This MOA will not continue.   |
| SEA#46 | Filling vacancies during the school year            | AGREED. This MOA will not continue.   |
| SEA#47 | Teaching a 6 <sup>th</sup> period                   | AGREED. This MOA will not continue.   |
| SEA#48 | Speech and language therapy services                | AGREED. This MOA will not continue.   |
| SEA#49 | Medicaid forms                                      | AGREED. This MOA will not continue.   |

STAMFORD BOARD OF EDUCATION

STAMFORD EDUCATION ASSOCIATION

By  7/28/22  
Date

By  7/25/2022  
Date

**MEMORANDUM OF AGREEMENT REGARDING MOAS OF HISTORICAL INTEREST**

In the recently-concluded negotiations over Memoranda of Agreement ("MOAs"), the Stamford Board of Education and the Stamford Education Association agreed that all MOAs that are in force will be attached to the collective bargaining agreement. The parties further agreed as follows.

1. Certain MOAs are no longer in effect and do not serve as precedent for future situations, but these MOAs may be of historical interest.
2. *Agg* The parties have agreed to retain the attached MOAs of historical interest here separately from the collective bargaining agreement.

STAMFORD BOARD OF EDUCATION      STAMFORD EDUCATION ASSOCIATION

By *Abel* 7/28/22      By *[Signature]* 7/25/2022  
Its President      Date      Its President      Date  
*LABOR CHAIR*

## CONTRACT MEMORANDUM # 4

### MOA - ATHLETIC COACHING ASSIGNMENTS

The procedure for establishing coaching assignments is as follows:

The appointment and termination of coaching assignments shall be governed by Conn. Gen. Stat. § 10-222c.

Coaching vacancies will be filled in the following manner: All job openings will be posted for 10 days at least sixty days in advance of the start of the season, when the vacancy is known at the time.

The following will be considered for the selection of candidates where applicable.

- Length of service as a coach in the specific sport.
- Length of service as a coach on the level below that for which applied: *e.g.*, Assistant track coach applying for head track coach position to be credited one year for each two full years' service.
- Written evaluation as coach.

If all of the above factors are equal preference will be given to the unit member. The building principal at the location of the vacancy will review the applicants and make recommendations to the Superintendent of Schools through the Human Resources Office. Where appropriate, the principal will consult with the District Department Head of Interscholastic Sports and, in the appointment of an assistant coach, the head coach of the particular sport. The Superintendent will provide the final approval for all appointments.

## SEA MEMORANDUM # 5

### MEMORANDUM OF AGREEMENT BETWEEN THE STAMFORD BOARD OF EDUCATION AND THE STAMFORD EDUCATION ASSOCIATION CONCERNING CLASS COVERAGE AT THE ELEMENTARY LEVEL

1. Article 16E remains in full force and effect except as set forth below.
2. The parties recognize that rotating class coverage assignments consistent with Article 16(E) may not be feasible in some elementary schools. Therefore, prior to the beginning of each school year, the district will identify those schools where compliance with Article 16(E) is not feasible. Immediately thereafter, the SEA and the district will meet to discuss the reasons the school's compliance with Article 16(E) is not feasible. If SEA disagrees with the district's assessment that compliance with Article 16(E) is not feasible, SEA may grieve the matter. Those identified schools will be allowed to "split" classes on the same grade level. When a class is "split" the students in the absent teacher's homeroom class are split among and assigned to the other classes on the same grade level.
3. The splitting of classes is intended to ensure class coverage when a teacher is absent for one day only.
4. No later than the last Friday of September of each school year, the schools identified by the district in paragraph 2 will create a list by grade level, detailing how each bargaining unit member's class will be "split" when coverage is needed. A copy of the list will be provided to SEA. The list will identify the teacher who will receive additional students, the names of the additional students who will be placed in the receiving teacher's class, and pertinent information for each student, such as information concerning an IEP, medical conditions provided by the nurse, and/or social and emotional concerns not identified in the IEP. The school may modify the list during the school year to accommodate changing enrollment and individual student needs. The school will not modify the list in an arbitrary or capricious manner. The SEA will be provided a copy of the modified list when the changes are made and the circumstances necessitating the change.
5. Consistent with the class size maximums in Article 9A(4), in no event will the placement of additional students in a teacher's class result in more than 25 students total in a class.
6. The parties recognize that there may be exceptional situations which make it impossible to split classes (i.e., when a receiving class is close to the maximum of 25). In those situations, non-classroom teachers will be used to cover a class during their self-directed time only and be compensated per the class coverage hourly rate in the SEA contract.
7. If a class needs to be covered for less than three hours on a day, class coverage will be provided consistent with Article 16(E) and Appendix B of the SEA contract.
8. At the end of each school year, representatives of the SEA and SPS will meet to discuss the effectiveness of splitting classes at each school.




9. Either party may reopen this Agreement after the 2018-2019 school year.

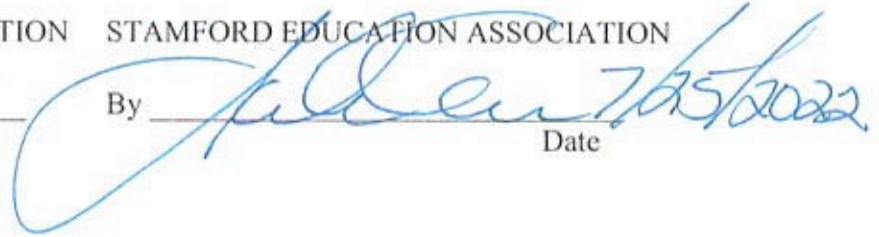
STAMFORD BOARD OF EDUCATION

STAMFORD EDUCATION ASSOCIATION

By

 7/28/22  
Date

By

 7/25/2022  
Date

SEA MEMORANDUM # 7

MEMORANDUM OF AGREEMENT BETWEEN THE STAMFORD BOARD OF  
EDUCATION AND THE STAMFORD EDUCATION ASSOCIATION  
CONCERNING THE ENTRY OF GRADES INTO POWER TEACHER PRO

Power Teacher Pro will be updated on a bi-weekly basis as detailed below:

- Entering individual assignments
- Entering a period based score for categories,  
e.g. a weekly/bi-weekly classwork or homework grade

*(Nothing shall preclude a teacher from entering updates more often at his/her discretion)*

- Teachers will post all assignments that impact a student's grade for the course in Gradebook
- A teacher's reporting term calculations, as presented on a course syllabus, will be used to calculate quarter grades (category weights).
- Gradebook calculations will be used to create reporting term grades. (Overrides are permitted but are the exception.)
- Gradebook calculations will be used to reflect a running average of student standing for the course overall. (Y1, S1, S2. Note: Y1 is the final cumulative average for the year. S1/S2 are the final cumulative averages for a single semester class. S1 is the 1<sup>st</sup> semester and S2 is the 2<sup>nd</sup> semester.)
- The district will provide new teachers training regarding how to use Power Teacher Pro.

STAMFORD BOARD OF EDUCATION

STAMFORD EDUCATION ASSOCIATION

By

Date

7/28/22

By

Date

7/25/22


SEA MOA # 11

The Stamford Board of Education and the Stamford Education Association agree as follows:

Should the district cancel an early release day for elementary parent-teacher conferences due to inclement weather, the district shall reschedule the early release day.

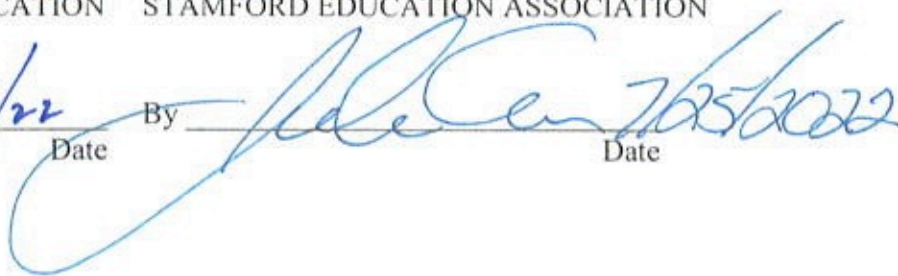
STAMFORD BOARD OF EDUCATION    STAMFORD EDUCATION ASSOCIATION

By

 7/28/22

Date

By

 7/25/2022

Date

## SEA MEMORANDUM # 14

### MEMORANDUM OF AGREEMENT BETWEEN THE STAMFORD BOARD OF EDUCATION AND THE STAMFORD EDUCATION ASSOCIATION CONCERNING COMPENSATION FOR MEMBERS OF TEACHER MEMBERS OF THE PGDE COMMITTEE

#### General Statement

Stamford Public Schools in conjunction with the Stamford Education Association and the Stamford Administrators' Unit have established a collaborative evaluation committee process. All parties are in agreement and are committed to creating an evaluation system that fosters growth and professional learning.

The Stamford Public Schools PGDE Committee is overseen by a Steering Committee selected by the SAU and SEA consisting of four teachers and four administrators. The Steering Committee will make necessary ProTraxx adjustments, deliver communications and make recommendations to the PGDE Evaluation Committee. The PGDE Evaluation Committee is a representative group of teachers from each school and select administrators charged with developing, implementing, monitoring, and revising, the teacher and administrator evaluation growth and development plan, and professional learning/development for the district. Members meet to monitor, review, discuss and revise or design current evaluation and professional learning practices and make decisions on recommendations from the Evaluation Steering Committee. Members will be expected to be working participants in sub-groups during these meetings.

#### Major Responsibilities

- o **Become your school's go to person** providing answers and training on the current teacher/administrator evaluation plans.
- o **Be able to explain** the evaluation categories and processes for each.
- o **Be able to demonstrate** the ProTraxx process (or a successor process).
- o **Deliver professional development** on teacher rights, required documents and their content, for each section of the evaluation process.
- o **Be willing to mediate** in your building to mutual agreement the first round of informal disputes when problems occur.
- o **Be a contributing member of a subcommittee**, willing to work outside of the meeting times, if necessary. (Examples of subcommittees: dispute resolution process, rubric redevelopment, professional development, create evaluation manual, new teacher and administrator training, orientations, and administrator calibration, to name a few)
- o **Attend all committee meetings** whether during or after school (4-6pm). Approximately one per month.

#### Qualifications

- o Comfort with using computers for communication
- o Comfort with using and demonstrating the ProTraxx system (or a successor system)



**SEA MEMORANDUM # 16**  
**(Revised by agreement May 23, 2022)**

**MEMORANDUM OF AGREEMENT BETWEEN THE STAMFORD BOARD OF EDUCATION  
(BOE) AND THE STAMFORD EDUCATION ASSOCIATION (SEA) REGARDING TEACHER  
PARTICIPATION IN THE INTERVIEW PROCESS FOR BUILDING BASED  
ADMINISTRATORS**

The BOE and the SEA agree to the following concerning teacher participation in the interview process for building-based administrators:

1. When a building based administrator position becomes vacant, the district will notify SEA that a vacancy exists and the interview process for eligible candidates will soon begin. When the vacant position is a principal position, the Executive Director of Human Resources will notify SEA. When the vacant position is other than a principal position, the principal will notify SEA.
2. The Board, acting through the Superintendent or his/her designee, shall establish the interview process for a vacant building-based administrator position. Two teachers or more per round who are assigned to the building in question and designated by the SEA shall be included in the interviews, as specified in the established interview process. Final interviews by Central Office Administrators are not considered a "round."
3. As to the teacher(s) designated by the SEA, the SEA may decide that only tenured teachers will be eligible to serve on an interview committee. When seeking teachers to serve on an interview committee, SEA will inform teachers that the goal is to have diversity of members in terms of discipline, level (elementary/middle/high school), race, gender, and /or age.
4. The Board reserves the right to invite other tenured teachers who are assigned to the building in question or have a district-wide assignment to participate in the interview process, taking into account diversity of members in terms of discipline, level (elementary/middle/high school), race, gender, and /or age.
5. As appropriate, either Human Resources or the principal will provide guidance on compliance with legal requirements in conducting such interviews, and shall simultaneously reach out to all members of the interview committee to seek input regarding specific questions and/or topics to ask candidates during the interview.
6. It is understood that the interview committee's recommendation is advisory and not binding on the superintendent or the BOE.

  
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President, SEA

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Executive Director of Human Resources

## SEA MEMORANDUM # 20

### MIDDLE SCHOOL ADVISORY

#### OBJECTIVE

Middle school is a time of rapid change for developing adolescents. Advisories give students a time and place where their non-academic needs can be addressed. Advisory will provide guidance and the monitoring that benefit young adolescents. When students are able to make a connection outside formal instructional time with at least one caring adult, academic and personal outcomes can improve.

Some goals of advisory:

- Develop relationships to support student growth
- Help each student to access the academic and social options the school provides

#### CONTENT AND MATERIALS

This advisory time shall include broad themes identified by the Advisory Committee that are structured around marking periods and must be addressed during the year. Teachers shall have the discretion to utilize the time as they deem appropriate provided the themes are addressed. The Advisory Committee has developed a scope and sequence of themes for each grade level. Themes may include but are not limited to college and career readiness, bullying, internet safety, progress reports, time management, and personal safety. There will be no lesson plans. Prepared activities and information to support the themes shall be made available to teachers and used at their discretion.

#### FREQUENCY/STRUCTURE

Advisory time will be as scheduled twice per week for approximately twenty-four minutes. Rogers shall retain its current advisory. Any changes must be negotiated by the parties. Scofield may maintain its current advisory, however, it must assign staff as delineated below. If Scofield chooses not to maintain its current advisory, it must adhere to this MOA

#### GROUPING

- All certified staff will have an advisory cohort, except those identified below. Each cohort will be heterogeneously grouped by grade level and students will be equally distributed among staff with a goal of no more than 16 students per cohort but in no case more than 18.

- To meet the distribution goal above, Special Education teachers may be paired together and assigned a cohort or may be assigned a self-contained advisory cohort if an IEP requires.
- Guidance Counselors, psychologists, speech and language pathologists, and social workers will be assigned to work with a specific number of advisory cohorts to provide assistance to the teachers assigned to advisory. They will also present information and provide advice to students concerning academic, career, and personal/social areas of development, e.g., Naviance.
- Teachers who teach only one grade level will receive cohorts specific to their grade level each year. The goal for all others is to be allowed to keep their cohorts for three years.

There may be students who would benefit from alternative strategies during advisory. These students will be referred to the appropriate guidance counselor or other student support staff member to provide alternative strategies. With approval by the principal or designee, these students may participate in advisory under the auspices of social workers, psychologists, speech and language pathologists, and guidance counselors.

#### STUDENT ACCOUNTABILITY

Students are required to attend and participate in all advisory sessions. Teachers shall be responsible for taking attendance. Participation (PA), and non-participation (NPA) will be recorded by the teacher on a quarterly basis. Students receiving an NPA will not be eligible for the honor roll.

#### TEACHER EXPECTATIONS

- Teachers facilitate discussions on relevant themes.
- Teachers provide students with a safe, non-judgmental environment.
- Teachers help students to discuss and possibly solve immediate concerns or problems.
- Teachers help students set goals and review goals periodically.

#### ADVISORY COVERAGE

No teacher with an advisory cohort will receive students from another cohort to provide coverage. When the advisory teacher is not available, a principal may assign a guidance counselor, speech and language pathologist, social worker or psychologist to provide coverage.

ASG STAMFORD BOARD OF EDUCATION ASSOCIATION

By ASG [Signature] Date 7/28/22

STAMFORD EDUCATION ASSOC. ASG

By [Signature] Date 7/25/22




SEA MEMORANDUM #22

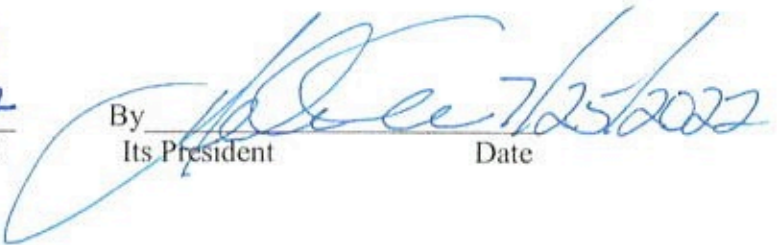
NEW AND/OR REVISED JOB DESCRIPTIONS

When a new and/or revised job description within the SEA bargaining unit is proposed by the Superintendent, the Superintendent/Central Office shall share the job description with the SEA. After discussion, (if requested by the SEA), the SEA reserves its right to demand to bargain over the job description in accordance with the TNA, and the Board reserves the right to respond in accordance with the TNA.

STAMFORD BOARD OF EDUCATION

STAMFORD EDUCATION ASSOCIATION

By  7/28/22  
Its President Date  
LABOR CHAIR

By  7/25/2022  
Its President Date