

## **SUPPLEMENTAL MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND BOARD OF EDUCATION OF THE NEWBURGH ENLARGED CITY SCHOOL DISTRICT, hereinafter referred to as "the District" and THE NEWBURGH TEACHERS' ASSOCIATION ( REPRESENTING THE TEACHERS AND TEACHING ASSISTANTS BARGAINING UNIT), hereinafter referred to as "the Association";**

**WHEREBY**, the Association and the District agree that it is in their mutual interests to create a smooth staff reorganization model:

- A. In reference to the SMOA dated December 16<sup>th</sup>, 2008, the District agrees that paragraph A includes all unit members at South Junior High School in the 2008-2009 school year.
- B. In reference to the SMOA dated December 16, 2008, the District agrees that paragraph B includes all unit members at Heritage Junior High School and Heritage at Stewart in the 2008-2009 school year.
- C. The District agrees to allow senior teachers in any certification area who are laid off the right of first recall to certification flexible teaching positions that are vacant or regular substitute positions of a semester or more, consistent with tenure area rights, which include: SAVE grades 7-12, ISS grades 7-12 , Computer Lab Instructors grades 7-12 based upon the content of instruction, Dean of Students (if available) and TOSA based upon content area, for which the District considers them to be most qualified.
- D. The order of choice of all open positions of teachers in schools that are affected by reconfiguration or staff reductions will be:
  - North Junior High School and Heritage at Stewart combined;
  - Temple Hill and Meadow Hill combined;
  - District K-12

This movement will reflect the agreed upon procedure outlined in the April 2, 2008 SMOA and further referenced in the December 16, 2008 SMOA.

- E. All Teaching Assistants that are affected by reconfiguration or staff reductions shall be placed on a list based on seniority to choose any open positions, except

for positions that were previously one-on-one assignments and or require special skills training in A.B.A.

F. All unit members at North Junior High School in the 2008-2009 school year shall be afforded the following rights:

- For the 2010-2011 school year, every unit member shall revert back to their pre-June 30, 2009 standing as described in the April 2, 2008 SMOA.

The provisions of this Supplemental Memorandum of Agreement shall sunset, becoming null and void in all regards as of close of business on June 30, 2011.

**SO AGREED** this 22<sup>nd</sup> day of May, 2009.

THE DISTRICT

BY: Jill-E Duke

THE NTA

BY: Philip Cordella