

Memorandum of Agreement
Canton Teachers Association/Unit E

July 1, 2016 – June 30, 2018

The purpose of the Memorandum of Agreement (“MOA”) is to add a new position to the collective bargaining agreement between the Canton School Committee and the Canton Teachers Association for Unit E. The following articles are hereby modified:

Article 1, Recognition is hereby amended by adding “Athletic Trainer” to the positions included in the bargaining unit.

Article 6, Regular Work Year/Payment Method

Paragraph a is hereby amended by adding the following sentences: “The Athletic Trainer will have the option of having his/her pay distributed over twenty-one (21) or twenty-six (26) substantially equal pay checks beginning with the first regular payroll in September.”

A new paragraph “f” is hereby added, to read as follows: “The Athletic Trainer will be paid at an annual rate set forth in Appendix A. Such rate is based upon an expectation of approximately 1200 hours to be worked per year. The Athletic Director will assign work days and work hours, which will typically take place outside of the student school day and/or school year and may include weekends and holidays when necessary for coverage of athletic practices or events. The Athletic Director will endeavor to arrange hours to accommodate the need of the Athletic Trainer for personal time off for reasons such as illness so long as consistent with workload and district needs, provided that the Athletic Trainer’s pay will be reduced in the event the need for time off exceeds that which can reasonably be accommodated in the schedule based upon workload and district needs.

On occasion, with authorization from the Athletic Director, the Athletic Trainer may be required to work over forty (40) hours during a particular week in order to cover athletic practices or events. In such circumstances the Athletic Trainer will receive overtime pay (at time and one half) for time worked over forty (40) hours during that week.

Article 12, Reduction in Force. Paragraph a is hereby amended to add “Athletic Trainer” to the definition of classifications.

Article 15, Sick Leave Policy; Article 16, Bereavement Leave; and Article 18, Personal Business Days. As the Athletic Trainer does not receive paid time off, the Athletic Trainer is excluded from the definition of “employee” in these articles.

Article 19, Evaluation is hereby amended by adding the following: “The Athletic Director will evaluate the Athletic Trainer using a mutually agreed upon evaluation instrument.”

Appendix A is hereby amended by adding the following:

Athletic Trainer

FY 17 – annual rate of \$39,996 (based on an hourly rate of \$33.33/per hour, with the expectation of approximately 1200 hours to be worked during the fiscal year

FY 18 – annual rate of \$40,800 (based upon an hourly rate of \$34.00, with expectation of approximately 1200 hours to be worked during the fiscal year

This Memorandum of Agreement is hereby signed and sealed by the duly authorized representatives of the parties.

FOR THE COMMITTEE

FOR THE ASSOCIATION

_____ Date

Patricia M. Phalan/dme

Date 8/16/16