

**MEMORANDUM OF AGREEMENT BETWEEN  
SPRINGFIELD SCHOOL DISTRICT NO. 19 AND  
SPRINGFIELD EDUCATION ASSOCIATION**

**SPRINGFIELD ACADEMY OF ARTS AND ACADEMICS (A3)**

The parties to this agreement, The Springfield Education Association (“Association”) and Springfield Public Schools (“District”) agree to the following modifications of the Licensed Agreement (“Agreement”) between the Association and the District:

**Article VI. PAID LEAVES**

With respect to “days” under all sections a “day” for teachers at A3 will be defined as an eight-hour (8-hour), forty-two-minute (42-minute) day.

**Article IX. WORK SCHEDULES**

With respect to “days” under all sections of Unpaid Leaves, a “day” for teachers at A3 will be defined as an eight-hour (8-hour), forty-two-minute (42-minute) day.

**Article IX. WORK SCHEDULES**

Under the terms and duration of this Memorandum of Agreement (“MOA”), all provisions of Article IX. WORK SCHEDULES will apply to teachers at A3 except as noted: IX.C, IX.D, and IX.R.

**Building Hours**

Building hours at A3 will not exceed eight (8) hours forty-two (42) minutes a day and will generally occur between 7:30 a.m. and 5:00 p.m.

**Duty Days**

The salary schedule set forth in Article XII is based on one hundred seventy-six (176) contract days, including six (6) paid holidays for teachers at A3.

**Parent Conferences/Parent Communication**

A3 teachers will be provided a minimum of two (2) non-student workdays throughout the year, in order to have parent-teacher conferences for the purposes of communicating student progress and academic difficulty to parents of their students.

**Professional Development**

With respect to “days” under all sections in Article XXI PROFESSIONAL DEVELOPMENT a “leave day” for teachers at A3 will be defined as an eight-hour (8-hour), forty-two-minute (42-minute) day.

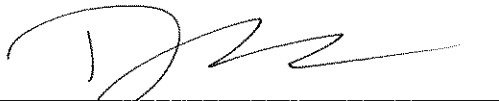
The parties agree that this memorandum will be reviewed prior to the end of the 2022-2023 school year.

**Terms and Precedent**

All other provisions of the Agreement not expressly modified by this MOA shall remain in full force and effect. Any dispute regarding an alleged violation, or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the Agreement between the two parties. This MOA shall not set precedent for any future actions.

Dated this 17th day of August, 2022.

  
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For the Association

  
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For the District

  
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For the Association