

SETTLEMENT AGREEMENT

(Att. 6)

UNION COUNTY EDUCATIONAL SERVICES COMMISSION

and

WESTLAKE EDUCATION ASSOCIATION

On August 11, 2020, the UCESC Board of Directors notified the Westlake Education Association of the decision to uphold the Superintendent’s denial of compensation to teachers at Hillcrest Academy – North and South Campuses for credit retrieval duties completed during State-mandated fulltime remote learning in March – June, 2020.

The UCESC Board of Directors agrees to the following remedy proposed by the Westlake Education Association on February 1, 2021 in lieu of referring this matter for advisory arbitration (Level 4 Grievance).

Grievance:

In February 2020, Hillcrest Academy – North and South Campus teachers were presented guidelines for requesting extra service compensation for credit retrieval duties completed beyond their assigned instructional schedules.

Teachers were compensated for credit retrieval duties per the guidelines until the Commission shifted to remote learning in March 2020, whereupon revised guidelines were not communicated to teachers in a clear and timely manner resulting in the denial of further extra service compensation.

Settlement:

The UCESC Board will compensate Employee # 102539 and Employee # 100306 for credit retrieval duties completed in April, May and June 2020 as reflected on extra service forms submitted with the WEA proposal dated February 1, 2021.

Terms of Agreement:

This settlement agreement is presented with the understanding that it resolves the grievance filed on June 23, 2020 and satisfies the UCESC Board’s obligation to compensate teachers for credit retrieval duties completed during the 2019-2020 school year. The assignment and compensation for future credit retrieval duties will be addressed during contract negotiations and incorporated into the new collective bargaining agreement.

Westlake Education Association

Union County Educational Services Commission

Date: _____

Date: _____