

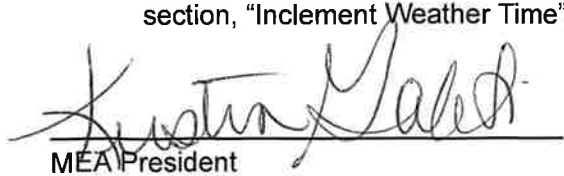
**MEA / MSD Agreement - Inclement Weather Time Accrual**

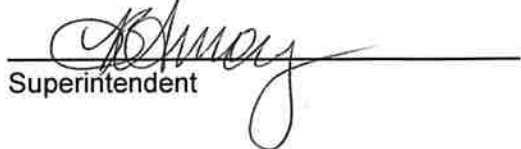
WHEREAS, this is a Memorandum of Agreement between the Milford Education Association (MEA) and the Milford School District (MSD) regarding inclement weather as outlined in Article VI, Section 6.3.1 of the Agreement between the Milford School District Board of Education and the Milford Education Association, DSEA/NEA, Teachers and Paraprofessionals, 2023-2025; AND

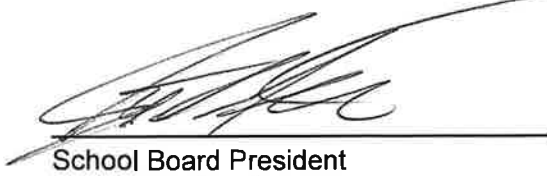
WHEREAS, the MEA and MSD acknowledge changes are needed regarding how employees accrue "banked time" to offset possible inclement weather days;

NOW, THEREFORE, MEA and MSD do hereby agree to the following:

1. The parties agree that the satisfactory completion of extra time events/activities outside of the school day, and approved by the administration, shall serve as the mechanism through which employees may accrue "banked time".
2. Staff will earn one hour of "banked time" per one hour of active participation in approved extra time events/activities occurring outside of the school day based on the official time span of the scheduled activity.
3. Prior to an event/activity taking place, the approval for its use as time for inclement weather make-up will be communicated to all staff involved.
4. In order to receive credit for time earned, staff members are expected to be actively involved in the approved program or event.
5. The District will provide a system of tracking staff participation in approved events/activities. Each staff member will maintain individual records of their time. A record of "banked time" will also be maintained by school administrators for verification.
6. The "banked time" may be accrued from the first staff workday to the last day of May.
7. At the end of the school year, such participation will be used in lieu of time missed on inclement weather days when students are not present, not to exceed two (2) total days (7.5 hours each day).
8. The "banked time" may only be used for workdays added to the teacher and paraprofessional calendar due to inclement weather. "Banked time" cannot be used for regularly scheduled staff workdays at the end of the year.
9. Days for which accumulated time may be used will be determined by the Superintendent or designee, and shall apply to all staff who have earned such time. No individual scheduling of those days will occur.
10. Any staff member not wishing to participate in tracking these events will be required to make up the number of inclement weather days required as determined by the administration at the end of the school year.
11. Earned days are not transferable from staff-to staff, or year-to-year. The "banked time" through this agreement, may not be used for additional compensation or carry over into the following school year.
12. Employees must enter a School Business absence in Frontline noting in the comment section, "Inclement Weather Time".

  
MEAs President

  
Superintendent

  
School Board President

  
Date Signed