



**AGREEMENT BETWEEN
WESTMINSTER SCHOOL DISTRICT
AND
WESTMINSTER TEACHERS ASSOCIATION**



May 8, 2025

Secondary Additional Period Teaching Assignment

The Westminster School District (District) and Westminster Teachers Association (WTA) agree to this Memorandum of Understanding (MOU). As agreed upon through the bargaining process that took place in the 2024-2025 school year, the District and WTA have collaboratively agreed upon additional assignment pay for teaching an additional period at a proportional rate of pay.

This MOU describes the purpose and process for certificated classroom teachers. The MOU is effective for the 2025-2026 school year only, beginning upon the execution of this MOU and ending June 30, 2026.

For the 25-26 school year, additional assignment pay for teaching an additional period (either 0 period or during a prep period), will be calculated proportionally, based on the number of instructional periods normally assigned at a school site. For example:

- Teachers at a site teaching 7 periods with 1 prep period can earn an additional 1/7 pay
- Teachers at a site teaching 6 periods with 1 prep period can earn an additional 1/6 pay
- Teachers at a site teaching 5 periods with 1 prep period can earn an additional 1/5 pay.

1) Process

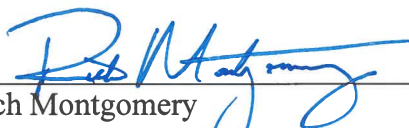
- Each spring, a form or email will be sent to each secondary teacher regarding application/selection of teachers for an available additional period.

2) Determination Factors

- The site administrator will give equal and fair consideration to the following criteria for selection: credentialing, facilities, master schedule (e.g., student course requests, class size, minimizing program changes, availability), history of additional assignments within prior two years, evaluation(s), expertise, teacher interest, circumstances specific to the particular school site.
- Department chair selection does not imply preference to receive an additional period. If a department chair receives an additional period in consecutive years, the administrator responsible for the placement shall provide rationale to all affected applicants.

3) Interest Forms

- Teachers will complete a return response email or form which will indicate interest or non-interest in being considered for an additional period and an acknowledgement of the selection process and criteria. If the employee's circumstances change after returning the response, it is their responsibility to inform the site administrator of the change in interest.


Rich Montgomery
Deputy Superintendent, Human Resources

6/4/25
Date


Kim Bui
WTA President

6/4/25
Date