



**Timberlane Teachers' Association,
AFT-NH #4796, AFT-NH, AFL-CIO
and
Timberlane Regional School Board**

Letter of Agreement

Volunteer Long-Term Subs at TRHS/THMS for 23-24

Whereas the parties, the Timberlane Teachers' Association, AFT-NH #4796, AFT-NH, AFL-CIO (TTA) and the Timberlane Regional School Board (TRSB), have consulted over the impact of the substitute teacher shortage and in particular current situations that has arisen at TRHS and TRMS, the parties agree as follows:

1. It is the position of the parties that there is a significant substitute/classroom teacher shortage with no immediate end in sight.
2. When in the opinion of the district there is a need for a long-term substitute teacher in a specific class at the middle or high school, the district can recruit volunteers to cover the shortage providing compensation for taking on an additional class.
3. Establishing substitutes in this manner shall not serve as a long-term solution to teacher shortages and the district will continue all efforts to hire qualified teachers to fill all positions.
3. No teacher shall be compelled to serve as a long-term substitute.
4. Classes covered shall align with certification of the volunteer.
5. No teacher will be assigned or allowed to cover more than one class in a long-term situation.
6. Preference will be given to scheduling during teacher duty time over preparation time for long-term coverage.
7. The following conditions shall apply for these specific situations only:
 - A.) A teacher who volunteers shall be compensated at the rate of \$60 per class per day covered. The rate has been established given the long-term nature of the coverage.
 - B.) Teachers will not be evaluated for the work performed as a long-term substitute of a class and the performance of such work will not have an impact on the evaluation of the teacher's work performance in their regular assignment.
 - C.) In the event a teacher is unable to continue in this voluntary assignment, it is agreed that they will present this condition to their building principal in a timely manner that enables administration to secure another option with the least amount of impact to students as possible.

This agreement may be modified in writing by mutual agreement of the parties.

IN WITNESS WHEREOF, the parties have entered into and executed this Letter of Understanding on this 17th day of August 2023 by and between the Timberlane Regional School Board and the Timberlane Teachers' Association, AFT-NH #4796, AFT-NH, AFL-CIO.

TIMBERLANE REGIONAL SCHOOL BOARD

Katie Knutsen

Katie Knutsen, Chairperson

08 / 17 / 2023

Date

**TIMBERLANE TEACHERS' ASSOCIATION
AFT LOCAL #4796, AFT-NH, AFL-CIO**

Louis Broad

Louis L. Broad, President

08 / 17 / 2023

Date