## MEA/MSD Memorandum of Understanding – Temporary Constable

**MEMORANDUM OF UNDERSTANDING:** This Memorandum of Understanding (MOU) is between the Milford Education Association (MEA) and the Milford School District (MSD) regarding a temporary Constable position and Article XIV, Section 14.3 of the Agreement Between the Milford School District Board of Education and the Milford Education Association, DSEA/NEA Paraprofessionals and Constables, 2025–2027.

**Agreement:**

1. The District may post and fill one temporary Constable position in accordance with the applicable posting and selection provisions of the Collective Bargaining Agreement.
2. The posting and employment offer shall clearly identify the position as temporary and specify the anticipated beginning and ending dates of the assignment.
3. The employee selected for the temporary position shall receive the compensation and benefits applicable to the Constable position under the Collective Bargaining Agreement.
4. For purposes of this temporary position only, the final sentence of Article 14.3 shall not apply. Continued employment beyond the ninety-calendar-day probationary period shall not result in the employee automatically obtaining regular employment status.
5. The temporary appointment shall end automatically on the date identified in the posting and employment offer unless MEA and MSD mutually agree in writing to extend the appointment.
6. The expiration of the temporary appointment shall not constitute discipline, discharge, or layoff and shall not be subject to the grievance procedure.
7. The employee shall not be guaranteed continued employment or placement in another District position after the temporary appointment ends. The employee may apply for other posted vacancies and will be considered in accordance with the Collective Bargaining Agreement and the District's standard hiring procedures.
8. Except as specifically modified by this MOU, all other provisions of the Collective Bargaining Agreement shall remain in full force and effect.

**Non-Precedential Clause:**

The agreement reflected in this MOU shall be without precedential value and is not intended to, nor shall it be, construed as an interpretation or modification of the Collective Bargaining Agreement, except as expressly set forth herein.

**Signatures:**

MEA President: Amy Hurd Date: 10/23/26

MSD Superintendent: [signature] Date: 10/23/26