MEA/MSD Memorandum of Understanding – Inclement Weather Time Accrual

MEMORANDUM OF UNDERSTANDING: This Memorandum of Understanding (MOU) is between the Milford Education Association (MEA) and the Milford School District (MSD) regarding inclement weather as described 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, 2026–2027.

Agreement:

1. Approved extra-time events or activities completed satisfactorily outside the school day shall serve as the mechanism for accruing "banked time."
2. Staff will earn one hour of "banked time" for each hour of active participation in approved extra-time events or activities, based on the official scheduled duration.
3. Approval for using an event or activity as inclement weather make-up time will be communicated to all involved staff prior to the event.
4. Staff must be actively engaged in the approved event or program to earn credit.
5. The District will provide a system to track participation. Each staff member is responsible for maintaining individual records, and administrators will maintain verification records of "banked time."
6. "Banked time" may be accrued from the first staff workday through the last day of May.
7. Accrued "banked time" may be used in lieu of missed time on inclement weather days when students are not present, not to exceed three (3) days (7.5 hours each).
8. The Superintendent or designee will determine the inclement weather make-up days applicable to all eligible staff. No individual scheduling will be permitted.
9. Staff choosing not to participate in tracking events will be required to make up inclement weather days as determined by administration.
10. Earned "banked time" is non-transferable between staff and does not carry over from year to year. It cannot be used for additional compensation or carried into the following school year.
11. Employees must enter a School Business absence in Frontline for "banked time" usage, noting "Inclement Weather Time" in the comments.

Non-Precedential Clause:
The compromise 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 Bargained Agreement, except as set forth herein.

Signatures:

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

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