

Hudson Federation of Teachers, AFT #2263, AFT-NH, AFL-CIO
and
the Hudson School Board

Memorandum of Understanding
(Workday and Balanced Pay for Full-Time Paraeducators)

Whereas the Hudson Federation of Teachers, AFT #2263, AFT-NH, AFL-CIO and the Hudson School Board have consulted over the implementation of the new collective bargaining agreement effective July 1, 2023 regarding the issues of work day and method of payment for full-time paraeducators and agree as follows:

1. During negotiations, the School Board requested that teachers extend their work day by twenty (20) minutes and as a result the additional twenty minutes per day became part of the new CBA in Article VI, B.
2. There was no specific discussion at the bargaining table specifically about paraeducators and the additional twenty (20) minutes per day. However, the CBA states that the paraeducators work the teacher workday. There has been confusion about whether or not the additional 20 minutes was intended to apply to the full-time paraeducators.
3. It is the position of the HFT that since Article VI, A states that the use of the word teachers applies to all positions in the bargaining unit there needs to be a Memorandum of Understanding to clarify the intention of the language if different for paraeducators.
4. The parties agree to the interpretation of Article VI, B that the full-time paraeducator workday is seven (7) hours per day.
5. It is understood that any full-time paraeducators who have worked the 7 hours and 20 minutes per day during this school year shall be compensated for the additional time.
6. The District will inform the full-time paraeducators in writing that going forward the workday is 7 hours.
7. As a result of negotiations, the parties also agreed to certain changes in the method of payment of wages per Article IV, E.
8. An issue has arisen when in reference to part-time paraeducators from the Hudson PSRP bargaining unit who accept a full-time HFT paraeducator position, and specifically whether they have the option to continue to receive “balanced” salary payments for their hourly wages.

9. The parties agree that for those part-time paraeducators who were already receiving “balanced pay” before transferring to a full-time paraeducator position may continue to receive their pay through the balanced pay option if they so requested it. This provision shall only apply to those paraeducators who transferred to full-time paraeducators positions on or before December 1, 2023. In the future, any paraeducators moving from part-time to full-time will not be provided with the balanced pay option. The District will notify those paraeducators so impacted and make the necessary adjustments forthwith.
10. This MOU may be modified in writing by mutual agreement.
11. This MOU constitutes a full and complete resolution of the issues addressed herein and shall not constitute an admission of wrongdoing by either party.

Kimberly Bourassa
Hudson Federation of Teachers

12/7/23
Dated

[Signature]
Hudson School Board Chairperson

12-7-2023
Dated