

Memorandum of Agreement

between the
Webster Central Schools District
and the
Webster Teachers Association

Whereas the positions of Long Term Substitute has existing language regarding benefits under Article 5050 and 8010 in the WTA Collective Bargaining Agreement, that is limiting our candidate acceptance rates, and furthermore

Whereas the decreasing long term substitute candidate acceptance rate is related to the WTA Collective Bargaining Agreement language that establishes limitations to qualify for benefits


Whereas there is a shortage of applicants for long term substitute positions, it is therefore

Agreed that Article 5050, shall be adjusted as follows:

Article 5050 – Long Term Substitute


A Long Term Substitute is defined as a teacher who is employed by the District to take the place of a teacher who is on Board-approved leave of absence. Appointment as a Long Term Substitute for a teacher who is on Board-approved leave of absence will be effective from the first working day of the approved leave. Only certified teachers will be hired as a Long Term Substitute. If no certified teachers can be found after a reasonable effort, the District may ask for a waiver from the State Education Department, Bureau of Teacher Education and Certification. A Long Term Substitute will initially be placed on salary in the same manner as a probationary teacher. In order to receive benefits under Article 8010, the Long Term Substitute must ~~either be appointed to a term of service starting no later than October 1 of a school year and lasting until the end of that school year, or be appointed to a third consecutive term of service scheduled to last one semester~~ be appointed to a term of service of at least three (3) months. A Long Term Substitute will receive any other fringe benefits provided to probationary teachers. All benefits provided will be on a prorated basis.

By their signatures below, the parties hereby agree to the terms and conditions described above.



Chris Wojtas
WTA President
02/24/22

Date



Brian Neenan
Superintendent of Schools
2/15/22

Date

* Approved by the WTA Executive Board and Representative Council on 02/15/22 .