

Memorandum of Agreement Between
the High Point Regional Board of Education
and the High Point Education Association
December 10, 2021

The High Point Regional Board of Education (“Board”) and the High Point Education Association (“HPEA”) agree to the following terms for a successor collective negotiations agreement for the term of July 1, 2021 through June 30, 2024, subject to ratification and approval by the parties and development of a salary guide acceptable to both parties:

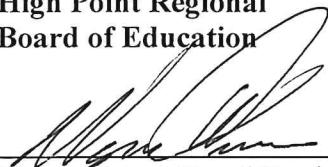
1. The Tentative Agreement between the Board and the HPEA dated effective August 5, 2021 (“Tentative Agreement”), shall be incorporated herein and reflected in the final collective negotiations agreement.
2. Article I, Section A, Paragraph 6 shall be changed to “Learning Disabilities Teacher-Consultant”.
3. Article I, Section A, Paragraphs 16 through 19 shall be deleted.
4. In addition to the amendments set forth in the Tentative Agreement, Article VII, Teachers, Section C shall be further amended to add new Paragraph 6 as follows:
 6. The Board, through its administration, shall be entitled to assign Teachers to duties that begin prior to the normal employee workday (“AM Duties”), thus extending the workday for Teachers assigned to such positions, which assignments shall be subject to the following conditions:
 - a. During the period of time that a Teacher is assigned to an AM Duty (e.g., marking period), the Teacher will not be assigned to perform other duties (e.g., lunch duty, study hall duty, etc.).
 - b. There shall be no more than four (4) AM Duty positions/assignments per day.
 - c. At the beginning of each marking period and any time the need for AM Duty positions arises, the administration shall post by e-mail all Teachers regarding the need for AM duty volunteers. If more Teachers volunteer for AM Duties than there are AM Duty positions, Teachers shall be assigned in accordance with their seniority such that the Teachers with more seniority shall be assigned before those with less seniority. If not enough Teachers volunteer for AM Duty as there are open positions, the administration may assign Teachers involuntarily to AM Duty positions in the order of reverse seniority such that Teachers with the least amount of seniority in the District shall be assigned until the positions are filled.
 - d. The start time for each AM Duty shall be determined by the administration but in no event shall the AM Duty be longer than forty (40) minutes.

5. Article VII, Secretaries, Section A, Paragraph 6: Replace “in exchange for either Monday or Friday off” with “in exchange for one day off that week.”
6. Article VII, Paraprofessionals, Section A, Paragraph 2: The following shall be added to the end of this section: “Proper documentation is required to support payment.”
7. Article VII, Paraprofessionals, Section A, Paragraph 4: “Director of Special Services” shall be replaced with “immediate supervisor”.
8. Article VII, Clerk/Typist, shall be deleted in its entirety.
9. Article VII, Cafeteria Workers, shall be deleted in its entirety
10. The following shall be added to the end of Article VIII, Section D: “Extra-curricular positions held by those who are not otherwise employed by the Board in positions covered by this Agreement shall be posted annually. Although the Board retains its managerial prerogative to appoint administrators or certified staff not otherwise employed in the District to extracurricular positions upon the recommendation of the Superintendent, such appointments shall only occur after the posting of such positions that allow for Teachers to apply for such positions prior to Board action.”
11. Article X, Section A, Paragraph 6: “he” shall be replaced with “s/he”.
12. Article X, Section B shall be deleted in its entirety. Sections C and D shall be renamed/numbered accordingly.
13. Article XI, Section C, Paragraph 3, shall be revised as follows:
 - a. Subparagraph c): Remove “The Webmaster shall not be eligible for this compensation if he retires prior to the end of the 2019-2020 school year.”
 - b. Subparagraph d): Remove “and cafeteria workers”
 - c. Subparagraph e): Remove “and cafeteria workers”
14. Article XIII, Section A, Paragraph 6: Replace “semester” with “marking period” throughout.
15. Article XV, Substitutes, Section B, Paragraph B, replace “fifteen (\$15.00)” with “thirty (\$30.00)”.
16. Article XVIII, Section D shall be replaced with the following: “Electronic copies of this Agreement shall be made accessible to all employees covered by this Agreement.”
17. Article XXI, Section A, Paragraph 5 shall be deleted in its entirety. The remaining Paragraphs shall be renumbered accordingly.
18. Salary shall be increased at the following rates as compared to the total combined salary for the respective categories of HPEA members for the prior school year, inclusive of guide movement:
 - a. Teaching Staff Members (Certified Employees)


- i. 2021-22 2.00%
 - ii. 2022-23 2.60%
 - iii. 2023-24 2.80%
- b. Non-Certified Staff (Secretaries/Custodians/Paraprofessionals/Webmaster)
 - i. 2021-22 2.23%
 - ii. 2022-23 3.25%
 - iii. 2023-24 3.50%
- c. Extracurricular Guide
 - i. 2021-22 No percentage increase; guide adjusted as noted below
 - ii. 2022-23 2.00%
 - iii. 2023-24 2.00%

19. For the 2021-2022 school year, the Extracurricular Guide shall be adjusted/replaced according to the HPEA proposals presented on September 21, 2021, copies of which are attached hereto and incorporated herein. The percentage increase for 2022-2023 shall utilize the adjusted 2021-2022 Extracurricular guide as the base amounts to be increased, and the 2023-2024 guide shall use the 2022-2023 guide as the base amount to be increased.
20. Salary increases for the current (2021-2022) school year shall be paid retroactively. Retroactive payments shall be issued within a reasonable amount of time following the full approval/ratification of the final salary guides by both parties.
21. All other terms of the recently expired collective bargaining agreement shall remain in full force and effect unless otherwise modified by applicable law.


**High Point Regional
Board of Education**



 Wayne Dunn, Board President



 Spencer Arnold, Board Vice President


 Tina Palecek, Board Secretary

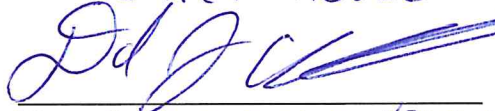
 Deborah Anderson, Board Member

 Patricia Nugent, Board Member

High Point Education Association



 Name: CARLA MANCUSO




 Name: DAVID S KIENZEL



 Name: CHRISTINA DIMATEO



 Name: LISABETH SIMINA



 Name: PAULO BATISTA

Ben Kaplan
Name: BENJAMIN KAPLAN

Janet Brummell
Name: Janet Brummell

Beth Watton
Name: Beth Watton

Name:

Name: