

Letter of Understanding
between
L'Anse Creuse Educational Support Personnel Association, MEA-NEA
and
The L'Anse Creuse Public Schools Board of Education

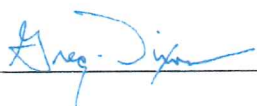
Re: Substitute Shortage Situation

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022–2025 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the L'Anse Creuse Board of Education, hereinafter referred to as "District, and the L'Anse Creuse Educational Support Personnel Association, hereinafter referred to as "Association", hereby agree as follows:

If a bargaining unit employee is absent and a substitute cannot be secured, requiring another bargaining unit employee to be responsible for the duties of the absent bargaining unit employee, then the bargaining unit employee assuming the additional responsibilities shall be compensated for work performed on his/her contractual thirty (30) minute lunch and two (2) fifteen (15) minute breaks at his/her contractual wage. Supervisor approval is required for the additional compensation.

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

L'Anse Creuse Public Schools

By: 

Date: 12/09/2022

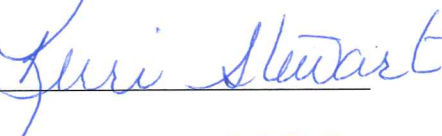
Greg Dixon
Assistant Superintendent for Human Resources
L'Anse Creuse Public Schools

L'Anse Creuse Educational Support
Personnel Association

By: 

Date: 12-12-2022

Lynn Pallach
President
LCESPA, MEA-NEA

By: 

Date: 12-12-2022

Kerri Stewart
President
LCESPA, MEA-NEA