

**MEMORANDUM OF AGREEMENT**

**(LTSP RATE OF PAY)**

This Agreement is entered into this    day of September, 2022 by and between the Providence Teachers Union, AFT Local 958, ("Union") and the Providence Public School District ("PPSD"), pursuant to the parties collective bargaining agreement (CBA).

**WHEREAS**, the parties have conducted good faith bargaining over terms and conditions of employment for all certified teachers employed by PPSD;

**WHEREAS**, said negotiations have resulted in a Collective Bargaining Agreement ("CBA") for the period of September 1, 2020 through August 31, 2023;

**WHEREAS**, said CBA provides for the compensation rate of certified teachers employed as Long-Term Substitutes in Pool ("LTSPs");

**WHEREAS**, the parties recognize that due to the economic and market uncertainties caused by the global COVID-19 pandemic there is a shortage of certified teachers willing to work for PPSD as LTSPs;

**WHEREAS**, the parties recognize the need to provide additional incentive to certified teachers to work for PPSD as LTSPs to alleviate the coverage burden on Elementary and Secondary teachers throughout PPSD;

**NOW WHEREFORE, THE PARTIES AGREE AS FOLLOWS:**

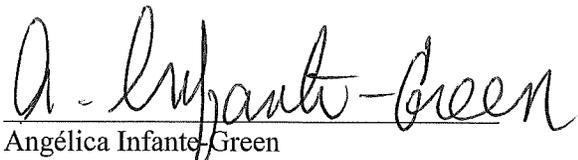
- 1) For the 2022-2023 School Year, and only the 2022-2023 School Year, the parties agree to amend the CBA to provide for the following adjusted compensation for LTSPs:

	Current	Adjusted
Long Term Substitute in Pool (LTSP) - Year 1	\$150	\$225
LTSP -year 2	\$200	\$249
LTSP - year 3 and beyond (normal step 1)	\$244	\$249

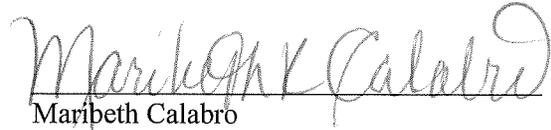
- 2) This Agreement shall be null, void and of no further force or effect upon 11:59 p.m. of the last day of the 2022-2023 school year.
- 3) This Agreement constitutes the entire agreement between the PPSD and the Union, with respect to the matters set forth herein. This Agreement may not be altered, amended, modified or otherwise changed in any respect or particular whatsoever, except by writing duly executed by authorized representatives of all parties to this Agreement, which writing must specifically reference an amendment to this Agreement. The Parties shall make no claim at any time or place that this Agreement has been altered orally or modified in any respect whatsoever.
- 4) This Agreement shall not constitute a practice or a precedent and shall not be utilized by any party in any proceeding except to enforce the terms contained herein.

PROVIDENCE PUBLIC SCHOOL DISTRICT

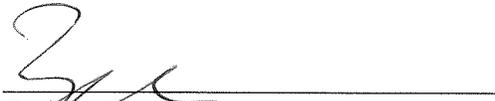
PROVIDENCE TEACHERS UNION  
AFT LOCAL UNION 958



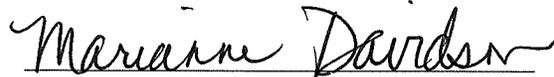
Angélica Infante-Green  
Commissioner of Education



Maribeth Calabro  
President, Providence Teachers Union



Zachary Scott  
Deputy Superintendent of Operations



Marianne Davidson  
Executive Director of Member Services

Approved as to form and correctness:



Charles A. Ruggiero, Esq.  
General Counsel, Deputy City Solicitor