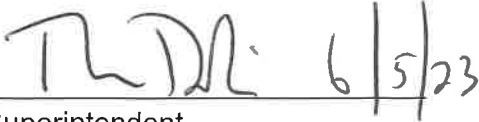



Memorandum of Understanding
Between
Hartford Education Association
And
Hartford School District
Teacher Adjacent
May 31, 2023

1. This MOU replaces the previous MOU signed on March 30, 2023.
2. Hartford School District will make all new non-administrative positions known to the Hartford Education Association for job description review and contract determination for collective bargaining within ten days of creation and prior to hire. The Hartford School District agrees to negotiate with the Hartford Education Association prior to the creation of new positions or titles.
3. All current staff designated as "teacher adjacent" will be recognized in either the support staff or professional staff bargaining unit. The term "teacher adjacent" will no longer be used. The term "Mental Health Support Staff" will be used in the Support Staff CBA to identify the group previously referred to as "Teacher adjacent."
4. All current staff designated as "teacher adjacent" will retain their current level of pay and benefits derived from the professional staff bargaining unit CBA.
5. If licensure is appropriate through the Agency of Education, the Hartford School District will offer these individuals provisional licenses through the Agency of Education process in the Fall of 2023.
6. The Hartford School District will make every effort to hire licensed staff (either by the Office of Professional Regulation or the Agency of Education) for positions at teacher level pay whenever possible.
7. A salary schedule addendum will be added to the Support Staff Agreement which matches the teachers' salary schedule and all other professional level benefits for which they are eligible will apply to mental health support staff.
8. The district will negotiate immediately with HEA leadership to provide equal opportunity for other support staff who have similar training and experience, but who were not hired under teacher adjacent pay.
9. The HEA agrees that this agreement resolves the grievance filed pertaining to teacher adjacent positions as written.



Superintendent

 6/2/23

HEA President

Appendix A.4
Mental Health Support Staff

Staff must hold a minimum of a Bachelor's level degree in Psychology, Social Work, Counseling or another related degree **and** a minimum of three years related experience or a Master's level degree **and** related experience.

If current Mental Health Support Staff leave their position, new hires must hold a minimum of a Bachelor's level degree in Psychology, Social Work, Counseling or another related degree.

FOR SALARY SEE APPENDIX 1A, 1B and 1C of the PROFESSIONAL CONTRACT