

MEMORANDUM OF UNDERSTANDING

The Gary Community School Corporation (the “School Corporation”) and the Gary AFT Union (hereinafter collectively referred to as the “Parties”) are entering into this Memorandum of Understanding as part of the 2020-2021 Master Teachers Contract.

REASON FOR THE MEMORANDUM OF UNDERSTANDING

A. The COVID-19 pandemic during the 2020-2021 school year resulted in teachers having increased workloads and responsibilities based upon the constant changing circumstances presented by the pandemic.

B. The parties were unaware during the time of formal bargaining in the Fall of 2020 that additional ESSER II and III funds were going to become available to local public schools for COVID related purposes during the Spring semester in 2021.

C. The parties would like to compensate teachers for the extra work performed and dedication exhibited to their students during the 2020-2021 school year throughout the pandemic.

D. Accordingly, the Parties desire to provide a teacher appreciation stipend to eligible members of the bargaining unit using the ESSER II and III funds in accordance with the terms of this Memorandum of Understanding.

Therefore, the Parties agree as follows:

1. Eligible members of the bargaining unit to receive the one-time stipend are those who
 - a. were an active employee during the 2020-2021 school year;
 - b. attest that additional duties were completed due to the COVID-19 pandemic; and
 - c. receive direct supervisor agreement that additional duties were completed due to the COVID-19 pandemic
2. For the 2020-2021 school year, the parties desire for each eligible member of the bargaining unit to receive a one-time stipend in the sum of \$2100.00 for their extra work and dedication to the students of the School Corporation during the COVID-19 pandemic. The one-time stipend contemplated herein will be paid to each eligible bargaining unit member by no later than May 15, 2021.
3. This Memorandum of Understanding will be part of the 2020-2021 master teacher contract and will expire on May 15, 2021.

GARY COMMUNITY
SCHOOL CORPORATION

Gary AFT

By: _____
Emergency Manager

By: _____
Union President

Ratification Date: _____

Ratification Date: _____