

**MEMORANDUM OF AGREEMENT**  
**BY AND AMONG**  
**THE EAST PROVIDENCE EDUCATION**  
**ASSOCIATION/NEARI/NEA AND THE**  
**EAST PROVIDENCE SCHOOL DEPARTMENT**

This agreement is made and entered into this 27<sup>th</sup> day of June \_\_, 2015 between the East Providence Education Association/NEARI/NEA "Union", and the East Providence School Department "EPSD".

WHEREAS, the Union and the EPSD have worked collaboratively to:

- enhance and diversify professional development opportunities, and;
- restructure the twelve (12) hours that comprise the contractually-required two (2) days of professional development;

In consideration of the mutual promises contained herein, the parties hereby agree:

1. Each teacher is expected to document a total of twelve (12) professional development hours starting on July 6, 2015 and ending at the conclusion of the 2015 – 2016 school year.
2. The EPSD will offer one day (six hours) of professional development the day after the last day of school for teachers who do not complete twelve (12) hours prior to the end of the 2015 – 2016 school year.
3. Teachers must complete a total of twelve hours of professional development by the last day of the 2015 - 2016 school year.
4. These hours must be completed outside the regular school day.
5. The EPSD will schedule professional development opportunities throughout the year during the summer, beginning, middle and end of the 2015 – 2016 school year.
6. Teachers may also enroll in professional development opportunities, including webinars, beyond those offered by the EPSD but will be responsible for any costs incurred and will be required to submit a certificate of completion that includes the hours of participation.
7. Teachers may develop a Professional Learning Community (PLC) around a specific topic, strategy, book, etc. Plans must be documented and approved/rejected by the Administration within one week of submittal.

8. Teachers may facilitate professional development with the submission and approval of plans, as detailed in #7 above, for any session offered. (A facilitator's professional development training session will be offered in Fall 2015.)
9. A facilitator will earn professional development hours for any session that s/he conducts.
10. This agreement will sunset at the conclusion of the 2015 – 2016 school year unless renewed by the parties prior to the last day of school.

For the East Providence School  
Department

By \_\_\_\_\_  
Superintendent



For the East Providence Education  
Association/NEARI/NEA

By \_\_\_\_\_  
President, EPEA/NEARI/NEA

