

## **MEMORANDUM OF AGREEMENT**

### **~2022-23 Attendance Incentive~**

This Memorandum of Agreement (hereinafter "Attendance Agreement") is made by and between the BRIDGEPORT BOARD OF EDUCATION ("Board") and the BRIDGEPORT EDUCATION ASSOCIATION/CEA/NEA ("Association"). The Board and the Association are together referred to herein collectively as the "Parties."

WHEREAS, the Board is desirous of reducing the number of absences from work by bargaining unit members; and

WHEREAS, the Association is amenable to encouraging such reduction where safe, reasonable and possible, now


THEREFORE, the Parties hereby agree as follows:

1. Every bargaining unit member:
  - a. with perfect attendance for the fall semester will receive \$1,000.00 payable within sixty (60) days following January 27, 2023.
  - b. with only one (1) absence in the fall semester will receive \$500.00 payable within sixty (60) days following January 27, 2023.
  - c. with perfect attendance for the spring semester will receive \$1,000.00 payable within sixty (60) days following June 30, 2023.
  - d. with only one (1) absence in the spring semester will receive \$500.00 payable within sixty (60) days following June 30, 2023.
  - e. with perfect attendance for both the fall and spring semesters will receive an additional \$250.00 payable within sixty (60) days following June 30, 2023.
  - f. with two (2) or three (3) absences in the fall semester will be eligible for only 50% of the spring semester incentive payment.
  - g. with four (4) or more absences in the fall semester will be ineligible for the spring semester incentive payment.
  
2. For members commencing employment or returning to work after the start of the school year, the following limitations apply:
  - a. Employee's first day is later than the first work day for the bargaining unit, but on or prior to October 15, employee is eligible for 75% of first semester/100% of second semester incentive payment described in paragraph one.
  - b. Employee's first day is on or after October 16 through January 27, employee is eligible only for second semester incentive payment described in paragraph one (c) and (d).
  - c. Employee's first day is on or after January 28 through March 15, employee is eligible for 50% of second semester payment as described in paragraph one (c) and (d).

- d. Employee's first day is on or after March 16, employee is not eligible for the second semester incentive payment described in paragraph one.
3. For the purpose of this Attendance Agreement, "perfect attendance" is defined as missing no days from work. However, the following exceptions and exclusions apply: absences for union business per Article IX of the collective bargaining agreement, approved professional development, approved field trips, jury duty or other legally/judicially-mandated court or administrative appearances beyond the control of the member, and other similar situations do not count as absences for the purpose of determining eligibility for the incentives described in paragraph one. **Personal days and sick days do count as absences in determining whether the teacher had perfect attendance.**
  4. Article 6.1.2 of the collective bargaining agreement is hereby modified to eliminate the two (2) and five (5) bonus sick leave days.
  5. This agreement is valid for the 2022-23 school year only.
  6. Except as expressly changed herein, all provisions of the collective bargaining agreement then in effect remain in full force and effect, unaltered by this Attendance Agreement.


IN WITNESS WHEREOF, the Parties, intending to be legally bound hereby, have executed this Attendance Agreement.

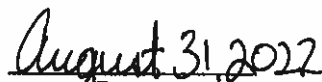
BRIDGEPORT BOARD OF EDUCATION

  
\_\_\_\_\_  
Michael Testani,  
Superintendent of Schools

  
\_\_\_\_\_  
Date

BRIDGEPORT EDUCATION ASSOCIATION/  
CEA/NEA

  
\_\_\_\_\_  
Ana Batista,  
President

  
\_\_\_\_\_  
Date