

**Memorandum of Agreement between
the Belmont Education Association and the Belmont School Committee
on successor Unit D collective bargaining agreements (2025-2028)
May 19, 2026 Comprehensive Settlement Proposal**

Following successor contract negotiations pursuant to G.L. c. 150E, this Memorandum of Agreement (“MOA”) is entered into by Unit D of the Belmont Education Association (“Association”) and the Belmont School Committee (“Committee”) (collectively, “Parties”).

Except as amended by this MOA, the express provisions of the Unit D 2022-2025 Collective Bargaining Agreement shall be incorporated into the successor 2025-2028 collective bargaining agreement.

Existing contract language to be deleted is struckthrough and additions are underlined.

This MOA is subject to ratification by the Association and approval by a vote of the Committee.

1. Duration Throughout Contract (including Article 42 – Duration):

For successor 2025-2028 Contract, revise effective dates of the expired 2022-2025 Contract to September 1, 2025- August 31, 2028, updating the cover page, the authors’ page/composition of bargaining teams, and throughout the collective bargaining agreement, including Article 42.

2. Housekeeping

Reorder and rename articles in order to align the sequence of all four contracts.
Gender neutral references throughout.

3. Article Three - Sick Leave Amend as follows, maintain other existing language in this article:

3.1 Each employee, ~~other than Building Substitutes~~, shall be entitled to a base of fifteen (15) days sick leave annually. Further sick leave will accumulate to a cap of 181 ~~125~~ days.

~~3.2 — Building Substitutes shall be eligible for seven (7) paid sick days.~~

3.4 – A medical certificate, stating the nature of the illness, that the illness prevented reporting for work, and that the employee is capable of resuming the responsibilities of their position may be required after an absence exceeding five (5) consecutive school days (part or all of a school day) or ten (10) intermittent school days (part or all of a school day) due to personal illness.

4. Article Four – Sick Leave Amend as follows:

Effective July 1, 2025 the Unit D sick bank shall be merged with the Unit A sick bank. Unit D shall access the Sick Leave Bank according to the terms defined in the Unit A agreement.

~~The provisions of Article Four, in its entirety, do not apply to Building Substitutes.~~

~~4.1 A Sick Leave Bank is hereby established for those employees eligible for sick leave who have exhausted their sick leave and who have serious, long term illness.~~

~~4.2 Aides new to the system will contribute one (1) day of sick leave to the bank in the first year of employment. If the Sick Leave Bank is exhausted, it shall be renewed by the contribution of one (1) additional day from each unit member's allowance.~~

~~4.3 The Sick Leave Bank shall be administered by a Sick Leave Bank Committee of four members. Two members shall be designated by the School Administration and two members shall be designated by the BEA, so long as at least one member is a Unit D member. The decision of this committee as to the amount of leave to be granted shall be final and binding. The criteria used by the committee in determining eligibility and amount of leave are as follows:~~

- ~~a. Adequate medical evidence of serious illness (in the form of a doctor's certificate or letter).~~
- ~~b. Exhaustion of previous sick leave.~~
- ~~c. An examination of the history of the way in which previous sick leave has been used.~~
- ~~d. Length of service in Belmont.~~

~~4.4 An initial grant from the Bank shall be limited to ten (10) workdays and can be extended by the Sick Leave Bank Committee only by further demonstration of need under the criteria listed in Section 4.3~~

5. **Excused Leave** amend as follows:

5.1 Annually, members who work a full school year, except Building Substitutes, shall exercise their professional discretion in taking up to four (4) excused leave days with pay for those obligations of a personal nature **that cannot be met outside those normal school hours during which the employee has professional responsibilities, but in no event will such days be used for recreation, or outside occupation.** Members may carry over one (1) unused Excused Day in the subsequent school year, not to exceed five (5) days total.

5.2 Building Substitutes shall receive three (3) days of excused leave.

5.3 The number of days of leave will be prorated based on the member's date of hire during the school year and rounded up to the nearest half day.

5.4 Whenever practicable, notice must be submitted in writing to the Superintendent or the Superintendent's designee at least seventy-two (72) hours before the absence is to occur.

5.5 A two-week notice is required if the excused leave is attached to a holiday weekend or vacation week. Approval must be obtained from the **Superintendent or their designee (e.g. Principal)** to take an excused leave attached to a vacation week.

~~5.6 — Excused leave may not be used for outside employment.~~

6. **Article Six – Bereavement Leave** Amend as follows:

1. In the event of a death in the immediate family of an employee as defined below, the Committee will grant the employee up to a maximum of **five (5)** ~~four (4)~~ consecutive **bereavement** ~~funeral~~ leave days, provided that payment will only be made for those days upon which the employee has responsibilities and shall not apply to Saturday, Sunday, holidays or days falling within the employee's vacation period.

2. **For purposes of this article** "immediate family" is defined as the ~~administrator's spouse, domestic partner, child, parent, or sibling~~ **employee's spouse, child, parent, sibling, grandparent, grandchild, parent-in-law, spouse of a sibling or child, aunt, uncle, niece, nephew, domestic partner, or other member of the member's immediate household.**

3. ~~Three (3) days in accordance with the terms of Section 1 above shall be granted in the case of the death of the administrator's grandparent, parent in law, or member of the administrator's immediate household, or the spouse or child of a sibling or son-in-law, daughter-in-law, or grandchild.~~ **In accordance with the provisions of Section 1 above, one (1) day of leave will be allowed to attend the funeral service or other obligations in the case of the death of a relative or close friend not otherwise included in this Article.**

4. Upon request from a member, an additional day may be granted by the Superintendent or designee.

7. **Article Seven – Work Year / Work Week / Work Day / Work Load** Amend **Article Seven Number 2** as follows:

~~7.2 All Unit members work on an hourly basis for the school system. In the event there is a need to schedule professional aide time that is different from these limits, the changes shall be made at the recommendation of the Superintendent of Schools or the Superintendent's designee; after consultation with the administrator affected by the changes.~~ In cases where reduction in the number of hours **for an aide or number of of an aides in an individual building, or in cases where other school system needs require the reassignment or transfer of Unit members,** a necessity, seniority shall be given consideration **but the decision shall be based** upon the needs of the school and the particular position involved. **To the extent possible, unit members shall be entitled to at least two-weeks' notice and the opportunity to meet with the Superintendent or**

designee (at the unit member's request) prior to a permanent change in work hours or building assignment during the school year.

Any Reductions in Force shall be conducted in accordance with Article 20.

8. **Article Seven – Work Year / Work Week / Work Day / Work Load** Amend Article Seven Number 5 as follows:

The workday for a full-time position is defined as not less than the length of the student day. The work day shall be inclusive of a thirty (30) minute daily unpaid lunch period.

Beginning in the 2027-2028 school year, the workday for a full-time position will include an additional fifteen minutes of paid time per day beyond the student day. These fifteen (15) minutes shall be for purposes of preparation and/or collaboration with other educators.

The additional fifteen (15) minutes per day for preparation and/or collaboration will be scheduled by Building Principals, in consultation with the Unit D member, before or after the student day.

[Note, this 15 minutes per day in lieu of 30 minutes per week.]

*Note: The student day will increase by 15 minutes beginning in the 2026-2027 school year; thus Unit D's work day will be extended by 15 minutes.

Unit members may attend professional development and meetings on Wednesdays according to the schedule in the Unit A Collective Bargaining Agreement. Except for required trainings pursuant to Section 7.10, below, attendance at such Wednesday professional development and meetings shall be voluntary for Unit D members. Unit members shall be compensated at their regular rate of pay for the time they spend participating in such meetings or professional development.

7.12 - The district shall endeavor to appropriately match the skill set of each Unit member with the needs of individual students, but the final decision shall be based on the needs of the school system, as determined by the Superintendent or designee.

7.14 The administration may schedule educators for up to four (4) hours total during the first day of school, when students are not present, and the first day of school for students if such day is an early release day. Those four (4) hours may be all on one day or may be divided across the two days, at the administration's discretion, and may be used for District-wide and/or building-based meetings or trainings, or other school business, as determined by the Superintendent or designee. The remainder of the time will be educator-directed and may be used to set up their work spaces, and meet

with their building and grade level teams, complete any mandated training, and otherwise prepare for the start of the school year. Lunch and break periods will be scheduled during the educator-directed portion(s) of the day(s). In addition, the Association shall be provided with not less than fifteen (15) minutes to meet with BEA staff in each building on the first day of the work year. Such fifteen (15) minutes shall not be deducted from the four (4) hours dedicated to the administration.

7.16 – To the extent reasonably practicable, educators shall have access to secure, designated space in each of the school buildings to which they are assigned to store personal items such as purses or bags.

9. **Article Eight – Vacancies, Job Postings, and Job Descriptions** amend as follows:

8.3 The provisions of Article 8.3 do not apply to Building Substitutes. ~~The Committee and the Association agree to expand the use of Classroom Assistant Pre-K and K through Grade Four (4). The job description would be that which is currently in effect for existing Classroom Assistants, Pre-K and K. By agreeing to this provision, the Committee does not waive any right it may have to create new positions. The parties agree that the principal will determine appropriate placement of either a Classroom Assistant or a Professional Aide~~ all Unit D members based on the job responsibilities to be accomplished. This determination will be made based on existing job descriptions and student needs, including those required by the Individual Education Plan (IEP).

8.6 Members of Unit D shall not be solely responsible for individually managing disciplinary student interventions. This does not preclude Unit D from implementing a student behavioral plan, assisting teachers or administrators, or complying with the terms of such interventions as part of their regular duties.

10. **Article Twelve – Salary and Other Compensation** Rename **Article “Salary”** to **“Salary and Other Compensation”** and add a new **Article Five Section 4** as follows:

12.4 Mileage Allowance: Bargaining unit members who are required to use their automobiles for authorized employment-related travel to professional development opportunities or authorized work-related responsibilities shall be compensated at the IRS rate. Educators who are assigned to more than one work location shall be compensated at the IRS rate for in-district travel between worksites. Such mileage reimbursements shall not be available for in-district travel for other reasons, such as meetings or professional development. Educators shall submit for mileage allowance in a form or other means, as directed by the Superintendent or designee. Educators must submit all mileage allowance requests for the time period of July 1 through December 31 by no later than January 10 of the following year; all mileage allowance requests for the time period of January 1 through June 10 must be submitted by June 15 and all mileage allowance requests for the time period of June 11 through June 30 must be submitted by noon on June 30.

11. **Article Thirteen 13 – Holidays** amend to **Paid Holidays** and as follows:

Each member of the unit shall be entitled to the following paid holidays:

Martin Luther King Day
Presidents' Day
Memorial Day
Juneteenth
Indigenous People's Day
Veteran's Day (if falls on work day)
Thanksgiving Day
Friday after Thanksgiving

12. **Article Fourteen – Family Medical Leave** Amend as follows:

~~14.1 The School Committee and the Association agree to abide by the terms of the Memorandum of Agreement on Parental Leave. (See Appendix B)~~

14.1 Employees who (1) have worked in the District for at least 12 months, (2) are assigned to work at least the regular work hours for Unit D, as set forth in Section 7, above, and (3) have worked at least 60% of their regularly-scheduled hours in the past 12 months, will be eligible for the benefits to which they would be eligible under the FMLA if they had worked 1250 hours in the prior year, under the same terms and conditions that would apply if they were eligible for FMLA leave, except that Unit D members will not be entitled to intermittent leave, unless specifically approved by the Superintendent or designee. To the extent possible, such unpaid leave shall run concurrently with any contractual leave and any other statutory leave. Special rules for educators under the FMLA shall apply to Unit D members.

13. **Article Seventeen – General** Add new **Section 3** as follows:

17.3 The Committee agrees to provide for payroll deduction of individual premium payments for disability insurance, with premium costs to be paid by the employee. These vendors shall include the MTA and any other vendors as mutually identified by the Town and Association.

17.4 Outside vendors who solicit bargaining unit members shall be mutually approved by the Committee and the Association. The Committee shall not permit outside vendors who have not been mutually approved to solicit on school grounds. The Committee shall make reasonable efforts to prevent outside vendors who have not been mutually approved from soliciting via electronic systems maintained by the Committee. The Parties recognize, however, that school addresses and electronic mail addresses are public records and the Committee is unable to prevent all solicitations

by vendors.

14. **Article Twenty-Two - Tuition Reimbursement and Professional Development** Rename Article Twenty-Two “Tuition Reimbursement” to “Tuition Reimbursement and Professional Development” and amend as follows:

22.3 Unit members will be provided with and will complete training as needed to perform their job duties or meet the needs of the District’s students according to the terms specified by this article.

The cost of such required training shall be paid by the District and such training shall be completed during the work day. If the training cannot reasonably be completed during the work day, the unit member may be required to attend such training outside of the regular work day and shall be entitled to payment based on the unit member’s hourly rate. At the unit member’s request, and with approval of the Superintendent or designee, compensatory time off may be substituted for such payment.

In addition, unit members are encouraged to take professional development offerings within the system. The Superintendent shall notify all Unit D members of the dates of professional development for the following year not later than the last day of the previous school year. Unit D Members may enroll in the Skillful Teaching, IDEAS and SEI Endorsement Workshops on a voluntary basis, without pay and with prior approval of Superintendent or designee. If they are assigned to attend any training by the Superintendent or designee, Unit Members will be paid at their regular hourly rate for such attendance. ~~On a space available basis, unit members will be enrolled on a first come / first enrolled basis after giving priority to Belmont teachers. When there are financial considerations for professional development offerings and these opportunities are offered to paying enrollees, after giving priority to teachers from participating EDCO districts, then unit members will be given priority for such professional development.~~

The Committee and the Association shall create a joint working group to make recommendations for a Unit D professional development plan that is aligned with the district strategic plan and that takes place during Wednesday meetings as outlined in 7.5 of this CBA. The working group will also consider and make recommendations on improvements to the Unit D mentoring program. The working group will meet at least twice monthly from September 2026 to April 2027 and will make recommendations to the parties by May 1, 2027. The working group will automatically terminate on June 20, 2026, unless the parties agree to extend it.

The working group shall include one Unit D member from each school, for a total of no more than seven (7) Unit D members. The parties shall each select their respective representatives to the working committee. The seven (7) Unit D members appointed to the working group shall receive a stipend of \$500 for their work on the committee.

22.4 Beginning in 2022-23, the School Committee agrees to fund an annual tuition reimbursement account of \$5,000. Upon the successful completion of a district-approved course of study workshop, a bargaining unit member will receive tuition reimbursement of up to \$900 \$250 within a school year.

- All courses taken for tuition reimbursement must be pre-approved by the Superintendent and/or Director of Human Capital.
- Tuition reimbursement is contingent upon a bargaining unit member clearly articulating in writing how the successful completion of the requested course or workshop will lead to improved student outcomes or is relevant to the work of a licensed professional recognized within the Belmont Public Schools. Educators must present evidence of payment and receipt of credit for the course or workshop on a form provided by the School Dept.
- Application and reimbursement approval procedures will ensure that funds are distributed twice a year, in December and June.
- Successful completion of a course shall mean the satisfactory completion of a course with a grade of "B" or better from an accredited educational institution, or a passing grade, if an alpha/numeric grade is not available.
- Educators will notify intent to file for reimbursement by May 15th.
- For members of the District affinity group, these reimbursements also may be used to fund the MTEL (up to twice per year per member) and MTEL preparation work.

22.6 Educational Support Personnel (ESP) to Certified Educator Pipeline:

1. The Employer shall make reasonable efforts to provide opportunities to support bargaining unit members in the pursuit of positions as certified educators.
2. The Employer will annually provide employees with information related to state-sponsored tuition reimbursement programs for bargaining unit employees seeking to become certified educators. The Employer may also provide employees with additional resources to obtain tuition support.

15. Article Twenty-Four – Job Protection Amend **Section 1** as follows:

24.1 No unit member who has successfully completed one (1) full year of service in their position shall be disciplined or dismissed during the school year without good cause. ~~Effective at the end of the 2015-2016 school year~~ No unit member who has successfully completed three (3) ~~five (5)~~ full years of service in the bargaining unit shall be dismissed without good cause.

Good cause shall be defined as any ground that is not arbitrary, irrational, unreasonable, in bad faith, or irrelevant to the sound operation of Belmont Public Schools.

16. Article Twenty-Five 25.2 - Leave of Absence add new section as follows:

25.1 Unit members who have completed at least five (5) years of employment in a unit position may request a one (1) year unpaid leave of absence. All leaves must be for a term of one academic year. The request for leave should be made as soon as is practicable but no later than one week before the last week of school for the next academic year. Once the request for leave has been approved, the request may not be withdrawn.

During a school year, in the event of a personal or family emergency, a unit member may request an unpaid leave of absence for the remainder of that school year, subject to approval by the Superintendent.

If, during a leave of absence, extenuating circumstances occur such that the need for the leave of absence no longer exists, and if a vacant position exists for which the unit member is qualified, the unit member may request to return to work prior to the end of the academic year, subject to approval by the Superintendent, as long as it is not unreasonably withheld.

~~If a unit member takes an unpaid leave of absence of any duration, the unit member is ineligible for unpaid leave of absence for another five (5) years of employment.~~

Military Leave: A leave of absence will be granted to any educator who is inducted into any branch of the armed forces of the United States. Upon return from such leave, within the time required by law, the educator shall be placed on the salary schedule at the level which they would have achieved had they remained actively employed in the system during the period of absence up to a maximum of two (2) years. Benefits under Federal or State law shall not be diminished by this Section.

25.2 Other leaves of absence without pay and/or increment may be granted by the Superintendent.

All benefits to which a member is entitled at the time the leave of absence commences, including unused accumulated sick leave, shall be restored upon return from such leave. It is recognized that no specific position can be held open during such leaves, but in all instances every effort will be made to assign a member to a substantially equivalent position as is then available to the one held at the time the leave commenced.

To the extent permitted by the Town's insurance policy or practice, the educator may have the option to remain in the health and life insurance programs by payment of the required premium.

25.3 Leaves With Pay

While on a leave an educator will be considered actively employed in the school system, and all rights and benefits to which an educator is entitled shall be credited and available to the educator. To the extent permitted by law, the educator shall have the option to remain in the fringe benefit program such as health/life insurance by contributing the amount the educator would have been required to contribute if actively employed, and the Town shall contribute the amount it would have normally contributed.

Upon return from such leave, the educator shall be restored to the position that the educator held at the time the leave commenced. If the position has been abolished, the educator shall be assigned to a substantially equivalent position. If a reduction in force has taken place in accordance with the terms of this Agreement, the educator on leave shall be subject to such terms as if actively employed. This provision shall not prevent an educator from accepting a more favorable position in the school system if offered by the Superintendent or the Superintendent's designee.

17. **Article 26 – Diversity, Hiring, and Retention** Amend **Article Twenty-Six Section a** as follows:

26(a) District-wide, building based, and new employee orientation shall include components on diversity and at least one staff professional half day shall be devoted to diversity. Unit members will be provided with and will complete training as needed to perform their job duties or meet the needs of the District's students. Such training will be directed by the Superintendent or designee, who shall have the sole discretion to determine which training is needed for unit members to perform their job duties or meet the needs of the District's students. Nothing herein prevents unit members from asking for specific training they wish to be covered under this provision, though the ultimate decision is for the Superintendent or designee.

The cost of such required training shall be paid by the District and such training shall be completed during the work day. If the training cannot reasonably be completed during the work day, the unit member may be required to attend such training outside of the regular work day and shall be entitled to payment based on his or her hourly rate. At the unit member's request, and with approval of the Superintendent or designee, compensatory time off may be substituted for such payment.

26(b) The district will continue to implement building-based Equity Teams and a District Equity Team that meet at least once per month to discuss issues of equity, diversity and inclusion. BEA members of the District Equity Team shall elect a Co-Chair to collaborate with the DEIW. The Director of DEIW shall have final authority to recommend to the Superintendent on any matters addressed by the team. The BEA co-chair of the district equity team shall receive an annual stipend of \$750.

18. **Article 27 – Parental Leave** Eliminate **Appendix B BPS Parental Leave Policy** and replace with a new **Article Twenty-Seven “Parental Leave”** as follows:

- (a) Parental leaves of absence will be provided to educators to the extent required by, and subject to the provision of, applicable laws, including the Massachusetts Parental Leave Act General Laws Chapter 149, Section 105D (“MPLA”), and the Family and Medical Leave Act, 29 USC 2601 et seq. (“FMLA”). Whenever possible, such leave under the MPLA and FMLA and any leaves taken under the terms of Articles 14 and 27 shall run concurrently.
- (b) Contractual parental leave will also be provided under the following conditions:
 - a. Up to twelve (12) weeks (no more than sixty (60) work days) may be taken for parental leave. The first ten (10) work days will be paid parental leave days, which will be paid at the educator’s regular rate, without deduction from sick leave. The second ten (10) work days will be paid parental leave days, which will be paid at the educator’s regular rate, without deduction from individual sick leave, to be drawn from the BEA sick leave bank. Such days shall be automatically approved, and applicants will be exempt from the procedures specified in the Unit A Collective Bargaining Agreement, Article 7. The remaining forty (40) days are unpaid but educators may access their own accrued sick leave and/or personal days to be paid during their leave.
 - b. The twelve weeks under this policy shall commence within one calendar year of the arrival of the child or birth of the child.
 - c. Educators must be employed for a minimum of one (1) year to be eligible for this benefit.
 - d. If both parents are employees of the Belmont Public Schools, both members will be entitled to parental leave individually.
- (c) Notice of Intended Leave. Educators shall provide written notice to the Superintendent regarding the intention to take leave under this provision. Such notice shall include the anticipated date of departure, intention to return to work, and anticipated length of leave. When possible, educators shall provide this notice at least sixty (60) days prior to the intended leave. In the event of extenuating circumstance, the sixty (60) day written-notice period of parental leave may be waived. In the event the educator cannot provide sixty (60) days of notice, the educator shall provide as much advance notice as possible in the circumstances.
- (d) Notice of Return. The date of the anticipated return will be established with the Superintendent at the time the leave commences. An educator is entitled to return from parental leave before the expiration of the parental leave

period on five (5) days' notice and provided a physician's statement of good health is submitted upon request.

Any authorized, unpaid extended leave does not constitute a break in service. While on any authorized, unpaid extended leave, the staff member does not accrue seniority. (Except for Military leaves and leaves for teacher exchange)

A staff member on any authorized extended leave is subject to the Reduction in Force provisions of the collective bargaining agreement as if actively employed.

19. **Article 31 – Mentoring** Add new **Article Thirty-One** as follows:

The parties agree to pilot an orientation and mentoring program for interested Unit D members. Mentoring shall be 1:1 and match an experienced member with one who would like support. Mentors may be selected based on experience, similarity in position to mentee, Affinity Group membership, and/or other factors relevant to the efficient administration of the school district. Reasonable efforts shall be made to assign an affinity-alike mentor when requested and when affinity-alike mentors are available. Mentoring shall occur during the work day utilizing contractual preparation and collaboration time.

20. **[Job Description: Professional Aide, Preschool – 12]** amend as follows:

Qualifications: Experience working with children required
Experience or training in education preferred
Bachelor's degree ~~required~~ **preferred***

*In lieu of the possession of a Bachelor's degree, a candidate may present a passing score on the "ParaPro Assessment," which measures the reading, writing, and math skills and knowledge that is needed for adequate classroom assistance. The BPS will waive the "ParaPro Assessment" for any Unit member who does not hold a Bachelor's degree and is employed as of August 31, 2025.

21. **Wage Proposals:**

COLAs:

- FY 26: 3%
 - One-time "Ratification Payment" of \$1200/unit member:
 - Available only if ratified on or before May 22, 2026 (before budget goes to Town Meeting).
 - Available only to current Unit D members at the time of ratification.
- FY 27: 3%
- FY 28: 3% (additional 15 minutes per day beyond student day for preparation and consultation in lieu of 30 minutes per week)

Schedule Changes

- RBT/BCBA column added in FY 27 as below:

RBT/BCBA in Training
\$38.13
\$40.04
\$42.04
\$44.15
\$46.35

- Eliminate Step 1 for all other scales in FY 27

22. Add Appendix D Athletic Trainer

Athletic Trainer

- A. This position will report directly to the Director of Athletics & Student Activities and will be responsible for:
 - a. Working with students during athletic contests and practices starting in August through the month of June
 - b. Supervising strength & conditioning activities and weight room use as outlined by the Director of Athletics & Student Activities
 - c. Being available for contests that occur on weekends or over school vacations
- B. The Athletic Trainer will be paid at an annual rate of up to \$80,000 based on educational background and prior experience
- C. The Director of Athletics & Student Activities will assign work days and work hours, which will typically take place outside the student school day and/or school year and may include weekends and holidays when necessary for coverage of athletic practices or events.
- D. The Director of Athletics & Student Activities will endeavor to arrange hours to accommodate the need of the Athletic Trainer for personal time off for reasons such as illness so long as consistent with workload and district needs, provided that the Athletic Trainer's pay will be reduced in the event the need for time off exceeds that which can reasonably be accommodated in the schedule based upon workload and district needs.
- E. The Director of Athletics & Student Activities and Athletic Trainer will review weekly schedules to mutually determine when the Athletic Trainer is oversubscribed. In such instances, the Belmont Public Schools will hire an hourly rate trainer to support the additional needs of the program.