

Memorandum of Agreement
The Arlington Public Schools
And
The Arlington Education Association (Unit A)
Spring 2020 Athletic Stipends

The Arlington Public Schools (APS) and the Arlington Education Association, Unit A (AEA) have reached the following agreement with respect to Spring 2020 Athletic Stipends.

The current school closure necessitated by the State of Emergency ordered by Governor Baker due to the COVID-19 pandemic has led the Massachusetts Interscholastic Athletic Association (MIAA) to cancel the Spring Athletic Season. Therefore, the parties have reached the following understandings and agreements:

1. Schools in Massachusetts were originally closed on March 13 due to the Covid-19 pandemic. The Spring Athletic season was scheduled to begin on March 16, 2020. The coaches had been hired at that point and had been working on necessary preparations for the spring season.
2. The initial closure was for two weeks, and the MIAA delayed the start of the spring season to March 30, 2020, with the understanding that the date could further be extended. That indeed turned out to be the case, as the Governor next ordered that schools remain closed until May 4, and then subsequently ordered that schools remain closed for the remainder of the school year.
3. When there was still a possibility that students would return to schools this school year, the MIAA was planning for an abbreviated spring season. When schools were ultimately closed for the rest of the school year, the MIAA canceled the season.
4. APS and the AEA have agreed that coaches will receive one-half of the spring stipend. This agreement recognizes that coaches did work to prepare for the spring season and remained ready to commence the season if schools would have reopened. This agreement also recognizes that the season was cancelled and no official in-season

practices or games took place. Additionally, athletic fees for the spring season have been refunded or were not collected at all.

5. The spring stipends are typically paid over six installments, meaning the coaches will receive three of those installments, and then payment of the stipends will cease. Those payment dates in which stipend installments were paid were April 17, May 1, and May 15.
6. This Spring 2020 Athletic Season will count as a year toward step advancement for coaches..
7. This agreement is only for the Spring 2020 Athletic Season and will not set a practice or precedent.

Agreed to on this ___ day of _____ 2020.

For the Arlington Public Schools:

For the AEA-Unit A:

Len Kardon, Chair, School Committee

Jason Levy, President

Kathleen Bodie, Superintendent