

Memorandum of Agreement between the School Committee and the Educational Association of Worcester, Instructional Assistants, effective September 1, 2010 through August 31 , 2013.

**ARTICLE VII - GENERAL.** Revise Paragraph J by deleting the phrase "possesses a Bachelor's Degree, an Associates Degree, or 3/4 of the requirements of a Bachelor's Degree from a college or university accredited by one of the six regional accrediting agencies, or other institutes mutually agreed upon by the Association and the Committee" and replace it with "is highly qualified". Replace the last sentence with the following language: "Instructional Assistants who serve as a substitute for less than a full school day shall be compensated in increments of one-half hour. A formal mechanism and procedure shall be established by the Administration to govern the manner of requesting substitute coverage; the manner of approval of substitute coverage; and the manner of assignment of substitute coverage. Absent approval by the Principal, the substitute work by the Instructional Assistant shall not be compensated. The Principal retains absolute discretion and authority as to the determination and selection of Instructional Assistants in the school to utilize for substitute coverage.