

Agreement to Modify the 2013-14 Dover Teachers' Union  
Collective Bargaining Agreement

The Dover Teachers' Union and the Dover School District agree to the following:

- 1) Article IV(E)(1) in the 2013-14 agreement will be deleted and replaced with the following:

The School Board will not change existing preparation period allowances and practices in the Middle School unless such changes result from changes in the overall school schedule. However all teachers who currently have preparation time in their schedule will have at least one preparation period equal to one class period under any new schedule.

- 2) Article IV(E)(2) in the 2013-14 agreement will be deleted and replaced with the following:

Elementary teachers may be excused from their classrooms during such time as classes are receiving instruction in ~~art, music, or physical education~~ related arts classes. If the ~~art, music, or physical education~~ related arts teacher is absent, the School Board will provide a substitute. There will be a daily ~~forty (40)~~ **forty five (45) minute** continuous preparation period at the elementary level for classroom teachers with student-instruction responsibilities, and those teachers shall have an additional ten (10) minutes of preparation time at the beginning or end of their lunch time. It is the intent of both parties to sustain this length of preparation periods beyond the 2013-14 school year, depending upon district resources making it possible,

- 3) A new section, Article IV(E)(3), will be added to the 2013-14 agreement as follows:

A committee consisting of six high school members of the DTU, the high school principal, and the Superintendent (or designee) shall meet to reach an agreement relative to equity in the award of preparation time, with the goal of adjusting the length of high school preparation periods for implementation on the first day of second semester of the 2013-14 school year.. An agreement to modify Article IV(E) will be submitted to the School Board and the DTU for ratification no later than 12/16/13. If the parties do not ratify an agreement, high school preparation periods will remain unchanged from 2012-13.

- 4) The Memorandum of Understanding Regarding Preparation Periods attached to the 2013-14 DTU CBA will be removed from the Agreement.