

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into by and between the Vantage Career Center Board of Education (“Board”) and the Vantage Teachers Organization (“VTO”), collectively, “the parties,” and is for the express purpose of addressing issues related to pay for teachers supervising overnight student trips.

WHEREAS, the parties are subject to a collective bargaining agreement with effective dates of July 1, 2024 through June 30, 2027 (“CBA”);

WHEREAS, the parties wish to establish compensation for teachers that accompany students on overnight trips;

NOW, THEREFORE, the parties agree to the following:

1. The CBA does not currently require the Board to compensate teachers for overnight hours when they accompany students on overnight trips to approved career technical student organization activities.
2. All teachers that have accompanied students on overnight trips during the 2024-2025 school year to approved career technical student organization activities at the District, Regional, State or National level or have accompanied students to other overnight events as requested by the Administration shall be paid two hundred dollars (\$200) for each instance of overnight supervision from 12:00 midnight - 8:00 am. in addition to any amount due for daytime supervisory duties under Article VII, Section B, Youth Activities.
3. Effective July 1, 2025, Article VII, Section B, Youth Activities, shall be amended as follows:

All teachers will be compensated according to the following when they accompany students outside the normal teacher workday to approved career technical student organization activities at the District, Regional, State or National level or when they accompany students to other events as requested by the Administration:

\$100	2 - 4 hours outside normal workday
\$200	4 - 8 hours outside normal workday (Maximum additional compensation on a regular school day)
\$300	Over 8 hours (Maximum compensation on non-instructional days only)
\$200	Overnight hours (the district will pay a maximum of one female teacher and one male teacher, designated by the teachers present, for each instance of overnight supervision)

The Career Technical teacher of a student attending a National level competition will have the option to attend with the student and be compensated accordingly, unless the Superintendent determines that the teacher to student ratio creates impractical travel expenses for the District. Any teacher who is receiving compensation through other means for accompanying students to approved CTSO activities shall not receive additional compensation through this Section.

4. Unless specifically provided in this MOU, all terms and conditions set forth in the CBA shall remain in effect unless the parties agree, in writing, to modify or alter the terms and conditions.
5. The VTO agrees to waive any right to file a grievance or an unfair labor practice charge with the State Employment Relations Board complaining of the facts and events that gave rise to this MOU or the action to be taken pursuant to this MOU except to enforce the above provisions and terms.

FOR THE BOARD

President

Date _____

Treasurer

Date _____

FOR THE VTO



President

Date 4-30-25