


Memorandum of Understanding
Between
Orleans Central Supervisory Union
And
Orleans Central Education Association
April 2, 2020

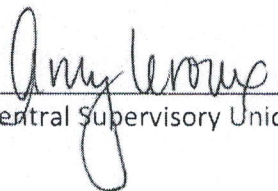
Due to the increased number of students experiencing the effects of trauma and other adverse childhood experiences, we recognize the need for increased support services by trained individuals.

In recognition of the additional education and training needed to provide effective supports, we agree to add a column for "social emotional learning (SEL) specialist to the support staff salary schedule. Requirements for this position are outlined in the attached job description. This column shall be added to the support staff salary schedule beginning July 1, 2020.



Orleans Central Education Association

4/29/20
Date



Orleans Central Supervisory Union

4/27/20
Date

Other Support Staff Wage Schedule

2020-21

Step	Administrative Secretary	Food Service Personnel	Head Food Service Personnel	Custodian	Head Custodian	Head Custodian LRUHS	LRUHS Maintenance Position	Social Emotional Learning Specialist
A	\$ 15.02	\$ 12.50	\$ 14.14	\$ 12.50	\$ 15.16	\$ 21.90	\$ 16.33	\$ 20.00
B	\$ 15.32	\$ 12.75	\$ 14.42	\$ 12.75	\$ 15.46	\$ 22.34	\$ 16.66	\$ 20.40
C	\$ 15.63	\$ 13.01	\$ 14.71	\$ 13.01	\$ 15.77	\$ 22.78	\$ 16.99	\$ 20.81
D	\$ 15.94	\$ 13.27	\$ 15.01	\$ 13.27	\$ 16.09	\$ 23.24	\$ 17.33	\$ 21.22
E	\$ 16.26	\$ 13.53	\$ 15.31	\$ 13.53	\$ 16.41	\$ 23.71	\$ 17.68	\$ 21.65
F	\$ 16.58	\$ 13.80	\$ 15.61	\$ 13.80	\$ 16.74	\$ 24.18	\$ 18.03	\$ 22.08
G	\$ 16.91	\$ 14.08	\$ 15.92	\$ 14.08	\$ 17.07	\$ 24.66	\$ 18.39	\$ 22.52
H	\$ 17.25	\$ 14.36	\$ 16.24	\$ 14.36	\$ 17.41	\$ 25.16	\$ 18.76	\$ 22.97
I	\$ 17.60	\$ 14.65	\$ 16.57	\$ 14.65	\$ 17.76	\$ 25.66	\$ 19.13	\$ 23.43
J	\$ 17.95	\$ 14.94	\$ 16.90	\$ 14.94	\$ 18.12	\$ 26.17	\$ 19.52	\$ 23.90
K	\$ 18.31	\$ 15.24	\$ 17.24	\$ 15.24	\$ 18.48	\$ 26.70	\$ 19.91	\$ 24.38
L	\$ 18.68	\$ 15.54	\$ 17.58	\$ 15.54	\$ 18.85	\$ 27.23	\$ 20.30	\$ 24.87
M	\$ 19.05	\$ 15.85	\$ 17.93	\$ 15.85	\$ 19.23	\$ 27.77	\$ 20.71	\$ 25.36
N	\$ 19.43	\$ 16.17	\$ 18.29	\$ 16.17	\$ 19.61	\$ 28.33	\$ 21.12	\$ 25.87
O	\$ 19.82	\$ 16.49	\$ 18.66	\$ 16.49	\$ 20.00	\$ 28.90	\$ 21.55	\$ 26.39
P	\$ 20.21	\$ 16.82	\$ 19.03	\$ 16.82	\$ 20.40	\$ 29.47	\$ 21.98	\$ 26.92
Q	\$ 20.62	\$ 17.16	\$ 19.41	\$ 17.16	\$ 20.81	\$ 30.06	\$ 22.42	\$ 27.46

Off Step 3%

**ORLEANS CENTRAL SUPERVISORY UNION
JOB DESCRIPTION**

TITLE: Social Emotional Learning Specialist

QUALIFICATIONS:

- Bachelor's Degree (education, human services, or related field)
- An understanding of how school level behavior systems, social-emotional learning, and behavior planning can work together for the benefit of students (as evidenced by trainings, certificates, etc.)

REPORTS TO: Principal

SUPERVISES: N/A

TERMS OF EMPLOYMENT: 1.0 FTE, 187 days per year

POSITION PURPOSE: To strengthen and facilitate the educational process by assisting in the identification and remediation or management of behavior related barriers to learning in individual students, and by promoting a safe and healthy environment in the entire school community.

PERFORMANCE RESPONSIBILITIES:

- Communicate a clear vision to all stakeholders that all students will learn, with a particular focus on students who face social/emotional learning challenges.
- Collaborate with all school personnel to promote a safe and healthy school environment;
- Triage behavior infractions then,
 - Investigate
 - Process with students
 - Communicate with teachers & parents,
 - OR, refer case to the Principal;
 - Collaborate with Principal on decisions related to behavior infractions;
- Enter and track behavior observations on a regular basis;
- Support implementation of classroom-level, social emotional aspects of MTSS (i.e. CICO, behavior planning, celebrations);
- Assist teachers with challenging situations (i.e. simple FBA, BIP, classroom changes);
- Partner with OCSU Social Emotional Coach as needed;
- Act as Designee for Hazing, Harassment, and Bullying (HHB) process.