

**Memorandum of Understanding**

**RE: Carryover of Extra-Curricular Hours**

**THIS AGREEMENT** made this 16<sup>th</sup> day of February, 2021 (the "Agreement")

BETWEEN

**HANOVER SCHOOL DIVISION**

(hereinafter referred to as the "Employer")

-and-

**HANOVER TEACHERS' ASSOCIATION OF  
THE MANITOBA TEACHERS' SOCIETY,**

(hereinafter referred to as the "Association")

(collectively "the Parties")

**WHEREAS:**

- A.** As a result of the COVID-19 global pandemic, the parties recognize that there has been limitations on the opportunity for extracurricular activities, an as such accumulating extracurricular hours;
- B.** The Collective Agreement (Article 12) indicates in part that "a teacher who has contributed less than fifty (50) hours within a particular school year shall be allowed to carry over those hours for two consecutive school years".

**THEREFORE**, the parties hereby agree to the following temporary process for the 2020/21 school year:

- 1. For the purposes of this MOU, teachers who do not accumulate the required 50 hours of extra-curricular hours in 2020/21 will be allowed to carry forward their earned hours for three consecutive school years into 2021/22. Article 12 language will be changed from "a teacher who has contributed less than fifty (50) hours within a particular school year shall be allowed to carry over those hours for **two** consecutive school years" to **three** consecutive years. Effectively 2018/19, 2019/20 & 2020/21 hours may be carried forward to 2021/22.
- 2. All earned extra-curricular days are to be used according to the Collective Agreement and as such, this Agreement has no bearing on the maximum leave carry forward parameters.
- 3. This Agreement forms a temporary addendum to the Collective Agreement. In the event that any term of this Agreement is in conflict with the terms of the Collective Agreement, this Agreement shall prevail, but only to the extent of the conflict, and only within the terms of this Agreement.
- 4. The parties make this Agreement on a without precedent or prejudice basis.
- 5. Unless it is ended or extended by mutual agreement, this Agreement expires on the final day of the 2021/22 school year and the language of the Collective Agreement returns to original wording.

**IN WITNESS WHEREOF** the Employer has caused this Agreement to be executed as duly attested by the signatures of its proper officers of the Employer.

**HANOVER SCHOOL DIVISION**



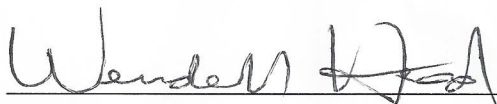
Chairperson



Secretary-Treasurer

**IN WITNESS WHEREOF** the Association has caused this Agreement to be executed as duly attested by the signatures of its proper officers of the Association.

**HANOVER TEACHERS' ASSOCIATION**



President



Collective Bargaining Chair