

**ADDENDUM to OCTOBER 28, 2021 MEMORANDUM OF  
UNDERSTANDING  
BETWEEN THE LANCASTER SCHOOL DISTRICT AND THE TEACHERS  
ASSOCIATION OF LANCASTER  
November 18, 2021**

This addendum to the October 28, 2021, Memorandum of Understanding on Independent Study is agreed upon by the Lancaster School District (District) and the Teachers Association of Lancaster (TAL).

The parties agree:

**SHORT TERM INDEPENDENT STUDY**

- Short Term Independent Study modifications will be implemented on December 8, 2021.
- Classroom teachers will continue to provide Short Term Independent Study until December 8, 2021.

**LONG TERM INDEPENDENT STUDY**

- The revised program design for Long Term Independent Study will be implemented on January 10, 2022.
- The student cap of no class exceeding 38 for Long Term Independent Study will go into effect on January 10, 2022.
- The additional compensation for teachers who do not have their own workspace, who desire their own workplace will be effective on November 29, 2021.
- The District will provide Long-Term Independent Study LAVA bargaining unit members with the same \$450 monthly stipend for November, that was agreed upon for August, September, and October. The additional compensation for TK-3 grade classes over 29 students, 4-6 grade classes over 34 students, and 7-8 grade classes over 35 students, will be effective on December 1, 2021.

The MOU and this Addendum requires approval of the Lancaster Board of Trustees and will be placed on the agenda on December 14, 2021.

  
Kym Hickman, TAL Negotiations Chair

Date: 11.19.21

  
Gina Whipple, TAL President

Date: 19 NOVEMBER 2021

  
Lexy Conte, Deputy Superintendent HRS

Date: 11/19/21

  
Dr. Michele Bowers, Superintendent

Date: 11/19/21