

Memorandum of Agreement
Between the
Manchester Essex Teachers Association
and the
Manchester Essex Regional School District School Committee

As a result of negotiations in the matter of school closings in response to COVID-19 by the parties to the Collective Bargaining Agreement between META and MERSDSC, the following are modifications to terms and conditions of the 2019-2022 Collective Bargaining Agreement:

META and MERSDSC agree that the period of school closure is not intended to replace or replicate classroom time in terms of instruction. Members of the bargaining unit will provide supplementary enrichment activities to students and families through Google Classroom. Building principals and directors may require members to establish and communicate a minimum of one (1) and maximum of two (2) office hours for daily response to emails from students and parents/guardians. Members may provide feedback to students but will not review beyond what is necessary for continuity of skills, require, or grade work.

META and MERSDSC will revisit frequency of posting to Google Classroom no later than March 24. META understands that posting frequency may vary by building.

The District will continue to maintain members' contractual benefits; compensation will not be affected by school closures. Building principals will be responsible for communicating negotiated expectations to unit members and families. Unless otherwise directed by DESE, the District shall pause the educator evaluation schedule, including for members on growth or directed plans. The District shall hold members harmless for educational outcomes as a result of the shortened school year.

If a unit member becomes ill, s/he will inform his/her building principal(s). An ill unit member will not be required to post or respond to work during the term of the illness. The District will not require medical documentation for the illness. Such absences due to illness will not be charged against the unit member.

The parties to this Memorandum of Agreement recognize that the circumstances related to the closure of the District's schools may remain in flux and that there may be need for additional conditions that they need to reduce to writing by way of either subsequent memoranda or through modification of the terms of this Memorandum of Agreement.

Upon execution of this Memorandum of Agreement, the content of this Memorandum of Agreement is hereby incorporated into the existing collective bargaining agreement between the parties and is made a part thereof.

The agreement shall remain in effect through April 3, 2020 at which time we anticipate having additional guidance that will allow the parties to revise as needed to address a potential elongated shutdown. If parties are unable to meet or come to an agreement before April 3, this MOA will stand until such an agreement can be completed.

Joanne Seaman
For the Association: META Co-president

March 27, 2020
Date

Abigail Donnelly
For the Association: META Co-president

March 27, 2020
Date



3.25.20

For the Manchester-Essex Regional School District
School Committee

Date