

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. For Phase III and as of May 11, 2020, members of the bargaining unit will provide new curriculum to students and families through Google Classroom and other approved platforms. Unit members will be guided by the Remote Learning document insofar as Phase III requirements are concerned.

META and MERSDSC will revisit frequency of posting to Google Classroom on an ongoing basis. META understands that posting frequency may vary by building.

META and MERSDC agree to change April vacation from four days to one. MERSD will observe April 21st as a vacation day. This may result in a change to the last day of school depending on DESE or gubernatorial guidance.

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 the last day of the 2019 - 2020 school year. The parties anticipate having additional guidance from DESE that will allow the parties to revise as needed to

address the educational needs brought about by the closure of school districts through the last day of this school year. If parties are unable to agree to modifications of this document, this MOA will stand until such an agreement can be completed.

Joanne Seaman
For the Association: META Co-president

5.7.20
Date

Abigail Donnelly
For the Association: META Co-president

5.7.20
Date



5.7.20

For the Manchester-Essex Regional School District
School Committee

Date