

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

THE AGAWAM SCHOOL COMMITTEE

AND

THE AGAWAM EDUCATION ASSOCIATION

The District and the Union jointly agree to this Memorandum of Understanding (MOU) for remote learning for the 2020-2021 school year. This MOU will not set precedent.

1. Unless explicitly outlined below, all provisions of the Collective Bargaining Agreement (CBA) shall remain in full force and effect.
2. If the model change is from a hybrid model to a remote model, then the schedule established in the hybrid model remains intact until the current semester ends. If a daily schedule change is deemed necessary for the remote model, then a new schedule for the remote model must be finalized and presented to teachers two weeks before its start date.
 - a. Schedule changes, at the building-level, would take effect after a prolonged quarantine of longer than two weeks. Schedules will be created at the building level, allowing for four hours of synchronous instruction by all teachers. These schedules will be effectively communicated to staff and families.
 - b. If a remote model needs to be followed by a particular class, cohort, or building, but not by the entire district, the teacher should follow the hybrid model offering synchronous instruction to students of all cohorts.
3. Work in Buildings:
 - If we go remote for up to ten (10) work days, we teach from home, with the option to go into the building, at the teacher's discretion, if determined by the superintendent that the buildings are safe to enter.
 - If we go remote for over ten (10) work days, we report to work in buildings, unless we receive administrative approval to teach remotely or are instructed to do so by the superintendent, pending all health and safety precautions have been followed.
 - At any time, the superintendent, in consultation with the health agent, may require teachers to teach remotely based upon safety concerns.
 - The superintendent will notify staff, in a timely manner, if inclement weather prohibits travel and entrance into the buildings. Work from home will be required.
4. Instructional Schedule:
 - Staff shall post assignments for the students on the designated platform.
 - Staff shall be available during the normal school hours of the grade-level or courses at which they are teaching, unless approved by administration.
 - Administrators will work effectively to create equitable schedules for all teachers.
 - Staff shall provide synchronous and asynchronous student instruction each day based on each teacher's in-person daily schedule. Teachers shall maintain four hours of

synchronous instruction per day. Staff may offer additional educational supports such as, but not limited to, breakout sessions, individualized instruction, enrichment activities, collaboration, and/or social-emotional check-ins and/or strategies throughout the normal workday.

5. Illness:
 - Aside from outlined here, all rules regarding leaves in the CBA shall apply.
 - If a teacher is assigned to cover a class, the teacher will be paid an additional thirty-three dollars (\$33.00) per hour for coverage in the current hybrid model. However, if we revert back to a traditional model or another model that reflects our traditional model past practice will be followed.
6. The District shall take all steps within its power, including accepting extensions, to extend timelines for advancing or renewing current licenses based on barriers to educators' ability to earn PDPs, take or pass MTEs, and meet other coursework or program requirements. The District and AEA have a shared commitment to work cooperatively to assist members in maintaining licensure when there is a risk of lapse through no fault of the staff member.
7. Unless modified as above, all the terms of the Hybrid MOU between the parties shall remain in full force and effect.

The agreement will be effective upon execution by the parties.

Signed:

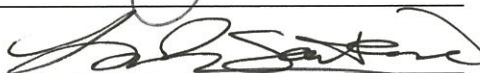
On behalf of the Agawam Education Association:

President



Date: 10/15/2020

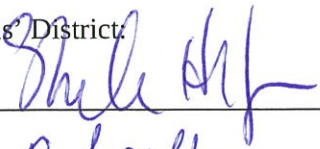
Executive Director



Date: 10/15/2020

On behalf of the Agawam Public Schools District:

Superintendent



Date: 10/16/20

Mayor



Date: 10/27/20