

# Agawam Education Association

## *Unit B - Remote Learning MOU*

The Department of Elementary and Secondary Education (DESE) advisory on reopening released on June 25, 2020, requires Districts to develop three (3) plans to educate students, including a plan for remote learning. To that end, the District and the Union jointly agree to this Memorandum of Understanding (MOU) for remote learning.

1. Unless explicitly outlined below, all provisions of the Collective Bargaining Agreement (CBA) shall remain in full force and effect. Additionally, the agreed upon Hybrid Learning MOU stands as the basis for the remote learning model.
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 paraprofessionals two weeks before its start date.
3. Work in Buildings:
  - If we go remote for one week, we support students from home, with the option to go into the building, at the paraprofessionals discretion, if determined by the superintendent that the buildings are safe to enter.
  - If we go remote for two weeks, we support students from home with the option to go into the building, at the paraprofessionals discretion, if determined by the superintendent that the buildings are safe to enter.
  - If we go remote for over two weeks, we report to work in buildings, unless we receive administrative approval to support students 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, based on safety concerns, may require paraprofessionals to work remotely.
  - 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. Remote Instructional Schedule:
  - When the hybrid model changes to the remote model, a new schedule shall be informed in regard to class start time, length, assignments and all support paraprofessional assignments. Allowing the option to work from home or within the classroom, if issues arise.
    1. Schedule changes, at the building-level, would take effect after a prolonged quarantine of longer than two weeks.
    2. Schedules will be created at the building level, allowing for a maximum of four hours of synchronous instruction. These schedules will be effectively communicated to staff and parents.
    3. If a remote model needs to be followed by a particular class, building, but not the entire district, the paraprofessional should follow the hybrid model offering support to the synchronous instruction of students in all cohorts.
  - Paraprofessionals will support synchronous and/or asynchronous student instruction each day.
  - Paraprofessionals shall be available for 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 school hours of the

building based grade-levels or courses at which they are assigned to support, as directed by their supervising teacher and/or building administrator.

- Administrators will work effectively to create equitable schedules for all paraprofessionals.
- One hour per month, paraprofessionals are required to attend their buildings faculty meeting which they will be compensated for. These meetings shall be scheduled by the building principal at the start of the school year to promote consistency.
- Paraprofessionals covering for teachers out sick, delivering instruction synchronously, in a remote classroom or small group as approved by the building Principal, will be compensated at their hourly rate plus an additional \$15 per hour for full remote school day hours.

5. Illness: Aside from outlined here, all rules regarding leaves in the CBA shall apply.

6. 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:

Unit B Coordinator

*[Signature]*

Date:

10/30/20

Executive Director

*[Signature]*

Date:

10-22-20

On behalf of the Agawam Public Schools' District

Superintendent

*[Signature]*

Date:

10/30/20

Mayor

*[Signature]*

Date:

10/27/20