

MEMORANDUM OF UNDERSTANDING

Whereas, the Agawam School Committee (hereinafter referred to as “Committee”) and the Agawam Education Association (hereinafter referred to as “Association”) are parties to a collective bargaining agreement, and

Now, therefore, the parties agree as follows for the 2024-2025 school year at Agawam High School:

1. On Tuesdays, Wednesdays, and Thursdays, a thirty (30) minute Flex Block will occur once per day.
2. Reminders for students to schedule Flex time for the week will be added to daily announcements.
3. On shortened weeks, Flex Block is not to exceed more than two (2) days.
4. Flex Block may be excluded from days with delayed start or circumstances deemed unusual by the principal in conjunction with the Association’s secondary vice president.
5. Teachers do not need to prep for Flex Block.
6. Teachers will need to take attendance during Flex Block.
7. Flex block will be used for students to:
 - a. Receive extra help from teachers/support staff
 - b. Complete make-up work, including tests and quizzes
 - c. Meet with school counselors
 - d. Take an enrichment “mini-course”
 - e. School-wide assemblies
8. Enrichment “mini-courses” must be approved by the principal.
9. Enrichment “mini-courses” are voluntarily taught by teachers without financial compensation.
10. Student-driven enrichment “mini-courses” must be posted (via email) for five (5) days. If two (2) or more teachers request to teach a “mini-course”, the principal or designee selects the recipient.
11. Extracurriculars with contractual compensation may not be held during Flex Block with the exception of “Class of” assemblies.
12. If a teacher has a planned absence on a Flex Block day, they will make an effort to cancel their Flex Block for that day. If a teacher is absent, no building substitute will be assigned. Students will report to a predetermined location.

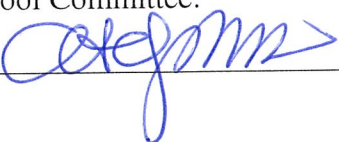
13. The Association and Committee agree a Flex Block subcommittee comprised of equal members from each side will hold its first meeting within thirty (30) days of September 1, 2024, for the express purpose of monitoring Flex Block. The subcommittee will communicate routinely with the staff.

14. Flex Block cannot be used for evaluation purposes for teachers.


15. Teachers will not be required to remain for the purpose of extra help one (1) day per week if students do not show up within ten (10) minutes after student dismissal.

16. There are no other understandings, either verbal or written, between the parties to this Memorandum of Understanding.

On behalf of the Agawam School Committee:

School Committee Chair:  Date: 6-3-24

On behalf of the Agawam Education Association:

President:  Date: 5-29-24

Executive Director:  Date: 5-29-24