

**AMESBURY SCHOOL COMMITTEE
AND
AMESBURY FEDERATION OF TEACHERS**

20-21 REOPENING MEMORANDUM OF UNDERSTANDING III

This Memorandum of Understanding (hereinafter the “MOU” or the “20-21 Re-Opening MOU III”) is being entered into by and between the Teacher Chapter, Paraprofessional Chapter, and Maintenance and Technician Chapter of the AFT Amesbury, Local 1033, American Federation of Teachers, AFT Massachusetts, AFL-CIO (collectively referred as the “FEDERATION”) and the Amesbury School Committee (hereinafter the “EMPLOYER”) to outline changes in working conditions related to the school reopening plan.

WHEREAS, the Committee and the Federation (collectively, the “Parties”) are party to a collective bargaining agreement with the Teacher and Nurses Unit for the period of September 1, 2020 through August 31, 2023 (hereinafter “the Teacher CBA”) and with the Paraprofessional and Tutors Unit for the period of September 1, 2020 through August 31, 2021 (hereinafter “the Para CBA”) and with the Facilities and Maintenance Unit for the period of July 1, 2020 through June 30, 2023 (hereinafter “the Maintenance CBA”); all of which include provisions relative to the wages, hours and working conditions for unit members; and,

WHEREAS, the Committee and the Federation have entered into a Memorandum of Understanding concerning various issues related to the District’s re-opening for the 2020-2021 School Year (hereinafter, the “20-21 Re-Opening MOU I”); and

WHEREAS, as part of the Re-Opening MOU I the Parties agreed to continue to meet and negotiate over working conditions related to a hybrid model or full-in person return of students; and,

WHEREAS, the Committee and the Federation have entered into a Memorandum of Understanding regarding the transition to a hybrid learning model in general and more specifically at the Elementary level (hereinafter, the 20-21 Re-Opening MOU II); and,

WHEREAS, the duly authorized representatives of the Committee and the Federation have continued to meet and bargain in good faith over the District’s Re-Opening Plans, including the transition to a hybrid teaching model and related issues at the Middle and High School levels; and,

NOW, THEREFORE, in consideration of mutual covenants and promises, the Parties agree as follows:

1. **COLLECTIVE BARGAINING AGREEMENT.** The terms and conditions set forth in the Collective Bargaining Agreements between the Federation and the Committee referenced above will continue in full force and effect, except as modified by the terms of this Memorandum of Understanding.

2. **20-21 RE-OPENING MOU I AND II:** The terms and conditions set forth in the 20-21 Re-Opening MOU I and MOU II shall continue in full force and effect, except as modified by this 20-21 Re-Opening MOU III.
3. **MIDDLE SCHOOL HYBRID MODEL:** The Parties agree to the implementation of the AMS Team Model for Hybrid Learning set forth at Exhibit A.
4. **HIGH SCHOOL HYBRID MODEL:** The Parties agree to the implementation of the AHS Hybrid and Remote Learners Model set forth at Exhibit B.
5. **HIGH SCHOOL LIVE COHORT SUPPORT:** These assignments will be equitably distributed among available and interested educators based on content area. No educator will be involuntarily assigned. Educators will be compensated at the rate set forth at Article IV, Section H of the CBA, which is currently \$30.00 per hour.
6. **HIGH SCHOOL TECHNOLOGY:** The Parties acknowledge that the High School Hybrid Plan relies on the use of hot spots to provide remote learners with synchronous learning opportunities. In the event this technology does not support the Plan as designed, the Parties agree to reconvene to discuss and problem solve.
7. **ENFORCEABILITY.** This Agreement and the terms and conditions found herein can be enforced through the parties' grievance and arbitration procedures outlined in the collective bargaining agreement.
8. **NO PRACTICE OR PRECEDENT.** This Agreement shall neither establish a practice nor set a precedent to any modified working condition herein. Furthermore, during the term of this agreement, there shall be no other changes to working conditions, policies, rules, and/or benefits.
9. **SAVINGS CLAUSE.** If any provision of this Agreement, or the application of such provision to any person or circumstance, shall be held invalid, the remainder of this Agreement, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.
10. **TERM.** This Agreement shall be effective upon execution through and including June 30, 2021. If guidance is amended by DESE or there are regulatory changes by the Commonwealth of Massachusetts, the parties agree to meet and negotiate any changes to this agreement. This agreement may be extended beyond June 30, 2021 by mutual agreement of the parties in writing.

This Memorandum is subject to ratification by the Committee. The signatories hereto agree to use their best efforts to obtain such ratification.

This Memorandum may be signed in counterparts, which together shall constitute an original. The Parties agree that electronic signatures or signatures by fax and/or scanned and sent via email are acceptable as originals.

Signed by the duly authorized bargaining representatives on the dates set forth below:

AMESBURY SCHOOL COMMITTEE

DocuSigned by:
Katherine Currie
By: _____
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Katherine Currie,
Chair Personnel Committee

Date: 11/24/2020

AFT AMESBURY

DocuSigned by:
Cindy Yetman
By: _____
2D0627DA581343A...
Cynthia Yetman,
President

Date: 11/24/2020

AMS Team Model for Hybrid Learning

COHORT MODELS

The models below include two cohorts for each grade level that are based on the existing teams and will be labelled by the team's color. *For example*, the sixth grade will have a **Blue Team** cohort and a **Red Team** cohort. The highlighted days indicate the days that each cohort will be at AMS for in-person learning. On the two days where a cohort is not in-person, students will be **at home receiving live, synchronous instruction** from their current teachers. Wednesdays would remain asynchronous for all students. Please see illustration below:

Monday	Tuesday	Wednesday	Thursday	Friday
6th Grade Blue Team In-Person	6th Grade Blue Team In-Person	Remote Students access Teachers: 7:45-11:00 am	6th Grade Red Team In-Person	6th Grade Red Team In-Person
6th Grade Red Team Full Remote	6th Grade Red Team Full Remote	Remote Students access Teachers: 7:45-11:00 am	6th Grade Blue Team Full Remote	6th Grade Blue Team Full Remote

In effect, students participating in the hybrid model will continue to receive four days of **live, synchronous instruction** (two in-person and two remote). This allows students to remain on their teams and in their current classes. On their live, synchronous remote days, teachers will teach their students from their own homes until technology improves to the point where teachers can instruct their students from within the building.

REMOTE LEARNERS

This team-based model provides remote students to remain with their classmates and their teachers on their respective two days of **live, synchronous instruction**. Remote learners will have priority access to their teachers on Wednesday mornings during the Student Support Block. In addition, remote learners can access their teachers during CE (Curriculum Enrichment) as they are currently scheduled. CE times vary by team and grade level. In addition, a schedule where **live content support** (certified teacher, but not a student's own teacher) can be accessed will be developed for each grade level. Teachers will be compensated for the extra duty. Please see the sample schedule below:

EXHIBIT A

Monday	Tuesday	Wednesday	Thursday	Friday
6th Grade Blue Asynchronous With access to support from Remote Teachers	6th Grade Blue Asynchronous With access to support from Remote Teachers	Remote Students access Teachers: 7:45-11:00 am	6th Grade Red Asynchronous With access to support from Remote Teachers	6th Grade Red Asynchronous With access to support from Remote Teachers
6th Grade Red Team Full Remote	6th Grade Red Team Full Remote	Remote Students access Teachers: 7:45-11:00 am	6th Grade Blue Team Full Remote	6th Grade Blue Team Full Remote

IN-PERSON SCHEDULE

Monday	Tuesday	Thursday	Friday
5 - Aqua	5- Aqua	5 - Lime	5 - Lime
6 - Blue	6 - Blue	6 - Red	6 - Red
7 - Green	7 - Green	7 - White	7 - White
8- Yellow	8 - Yellow	8 - Orange	8 - Orange

LIVE REMOTE SCHEDULE

Monday	Tuesday	Thursday	Friday
5 - Lime	5 - Lime	5 - Aqua	5 - Aqua
6 - Red	6 - Red	6 - Blue	6 - Blue
7 - White	7 - White	7 - Green	7 - Green
8 - Orange	8 - Orange	8- Yellow	8- Yellow

REMOTE LEARNING TEAM

We also explored the possibility of a remote learning team. However, the amount of redistribution of students between teachers would be extensive unless we were able to hire many additional teachers.

MOVEMENT WITHIN THE BUILDING

Sixteen different locations have been identified as teaching stations (Four grade levels and four content areas for each team). Students will remain in their assigned classroom for each of their content area classes (Math, ELA, Science and Social Studies). These teachers for each team will move from classroom to classroom (4 total) to teach all of the students on their team.

MASK BREAKS

Designated outdoor locations have been identified for students to take mask breaks. These will occur at scheduled times that vary by grade level. In addition, teachers will have the opportunity to implement mask breaks at their discretion.

EAST TEACHERS

Students will receive synchronous EAST instruction. The schedule for EAST teachers will include two in-person days and two remote days. However, the actual days may vary from the Monday, Tuesday or Thursday, Friday schedule of their colleagues.

AHS HYBRID LEARNING PLAN

COHORT MODELS

The model below includes two cohorts - Red and White. The highlighted days indicate the days that these cohorts will be at AHS for in-person learning. On the opposite cohort days, students will have the ability to live stream into their classrooms. They will also have access to content area teachers each block. Wednesday will continue to be asynchronous for all learners. Cohorts are already prepared and factor in things like siblings with different last names, tier 2 learners, and EL students.

MON	TUE	WED	THU	FRI
Red In Person	Red In Person	ASYNC All	White In Person	White In Person

BELL SCHEDULE

We will use the following bell schedule.

Time	Block
7:40 - 8:25	Block A
8:35 - 9:20	Block B
9:30 - 10:15	Block C (Extended Passing Time)
10:35 - 11:15	Block D
11:25 - 12:10	Block E
12:10 - 1:05	Block G - EXCEPT BAND
12:10 - 12:45	LUNCH - BAND ONLY
12:50 - 1:30	Block G - BAND ONLY
1:10 - 1:40	LUNCH - EXCEPT BAND - Grab and Go
1:50 - 2:30	Support Block

REMOTE LEARNERS

In order to meet the needs of remote learners, we have revised our plan to allow them to gain access to the live instruction within their current classes by using hotspots and live streaming through Google Meet. In addition, live content support will be available based on the table below. This may not be their assigned teacher, but one licensed in the content area and familiar with the curriculum. These remote teachers will sign on and be available for support on M, T, Th, F. Remote learners will have access to their assigned teachers daily during Support Block.

SUPPORT BLOCK SCHEDULE

During these times, all students regardless of learning model will be able to make individual and/or small group appointments with their teachers. These meetings may be done virtually or they are permitted to come into the building, with the exception of Wednesdays which will remain remote.

MON	TUE	WED	THU	FRI
1:50- 2:30	1:50- 2:30	7:30- 10:45	1:50- 2:30	1:50- 2:30

LIVE CONTENT SUPPORT

Regardless of cohort model, we will use the following bell schedule. Teachers who choose to participate will be compensated at the hourly rate if this block falls into their duty time.

Block	Content Area Available
A	English, Math
B	Social Studies, SPED
C	English, Math
D	Science, PE, World Language
E	Computer Tech, Engineering
G	FCS, VMPPA

PEER TO PEER COLLABORATION/SEL SUPPORT

In order to continue to offer peer collaboration, teachers will be encouraged to find ways for remote learners to work with in-person students (ex. Partnering on a project). We will also have two counselors offering SEL Support Group for remote learners each week.