

MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF AGREEMENT** is entered into by and between the AFT Amesbury, Local 1033, American Federation of Teachers, AFT Massachusetts, AFL-CIO (hereinafter the “Federation”) and the Amesbury School Committee (hereinafter the “Committee” or “Amesbury”) on the dates set forth below.

WHEREAS, the Committee and the Federation are parties to two consecutive successor collective bargaining agreements for the period of September 1, 2019 through and including August 31, 2020 and September 1, 2020 through and including August 31, 2023 (hereinafter referred to as the “19-23 CBA” or the “CBA”); and

WHEREAS, since entering into the aforementioned 19-23 CBA, Amesbury has built a new elementary school, the Sgt. Jordan Shay Memorial Lower Elementary School (“Shay”) and will be moving and restructuring certain grade levels beginning with the 2023-2024 school year; and,

WHEREAS, Amesbury Elementary School (“AES”) and Cashman Elementary School (“Cashman”) grades PreK – 2 will move to Shay; AES grades 3 – 5 will move to Cashman; and Middle School grade 5 will move to Cashman; and

WHEREAS, the Parties’ bargaining representatives have met and negotiated in good faith over the above-described decisions; and,

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

1. Teachers who will be moving school locations as described above will be provided with the following time for packing and unpacking:

A. Packing:

Three (3) hours of release time on the three (3) PRT Days scheduled for June 15, 16 and 20 for packing purposes.

B. Unpacking:

August 29, 2023 - Convocation Day (8 a.m. – 3 p.m.):

Approximately three (3) hours will be made available for unpacking purposes.

August 30, 2023 - Professional Development Day (8 a.m. – 2 p.m.):

PreK-5 will have the full day for unpacking;

Grades 6- 12 will participate in professional development activities.

Week of August 28, 2023 through September 1, 2023 at noon:

Teachers may submit time slips for up to three (3) hours for unpacking purposes, to be paid at the then current contractual rate which as of the date of execution of this Agreement is \$40.00/hour.

Buildings will only be available on September 1, 2023 until noon.

2. August 31, 2023 will remain a District-wide Professional Development Day.
3. Elementary Evening Event – August 30, 2023 from 6:00 p.m.-8:00 p.m.:

The elementary “Meet and Greet” for the 2023-2024 will take place on August 30, 2023.

Elementary teachers will attend from 6:00 p.m.-8:00 p.m. for the following activities.

PreK-2: Meet and Greet (6 p.m.-7 p.m.)
 Planning Time (7 p.m.-8 p.m.)

Building tours will take place during the teacher planning time hour, to be run by administration.

Grades 3 – 5: Planning Time (6 p.m.-7 p.m.)
 Meet and Greet (7 p.m.-8 p.m.)

Building tours will take place during the teacher planning time hour, to be run by administration.

This will be considered as one of the two (2) evening events/open house meetings referenced at Article IV, Section A.3 of the CBA and will replace the “Celebration of Learning” typically held in the spring.

The Parties’ agreement to hold the elementary meet and greet as an evening event for the 2023-2024 school year shall not constitute or set any precedent or past practice as to how these activities are handled in future years.

4. Library Packing and Unpacking at CES, AES and Shay:

Packing and unpacking will be completed on school days, including the June 2023 PRT times set forth at Paragraph 1.A above.

Substitute coverage will be provided to allow the library to remain open during the packing and unpacking.

- 5. The provisions of this Agreement are limited to the issues of the packing and unpacking necessitated by the moves referenced above. This Agreement shall establish no precedent or past practice between the Parties as to any other issue.

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:
 By: Elizabeth McAndrews
 Elizabeth McAndrews,
 Superintendent

Date: 8/2/2023

AFT AMESBURY

DocuSigned by:
 By: Cynthia Yetman
 Cynthia Yetman,
 President

Date: 8/2/2023