

## **MEMORANDUM OF AGREEMENT**

This Memorandum of Understanding (hereinafter the “MOA”) is being entered into by and between the Mount Greylock Regional School Committee (collectively referred as the “Committee”) and the Mount Greylock Education Association (hereinafter the “Association”) to outline changes in working conditions related to the school reopening plan.

### **RECITALS**

- A. In an effort to be cautious for the safety and well-being of all students and staff, the parties believe a multi-phased reopening plan will limit community infection rates including staff and students.
- B. The Committee and the Association met and negotiated and/or impact bargained over changes to working conditions pursuant to M.G.L. c. 150E.
- C. This MOA shall be in effect for the 2020-2021 school year only. This MOA shall not be considered as a past practice, or in any way binding or precedent setting for any future same or similar situation.
- D. All provisions of the Collective Bargaining Agreement (CBAs) between the Mount Greylock Regional School District, School Committee (Committee) and the Mount Greylock Regional Education Association (Association) shall remain intact unless explicitly addressed in this MOA.

### **CONDITIONS**

In consideration of mutual promises and covenants set forth herein, the Parties, subject to ratification, hereto agree as follows:

#### A. PROFESSIONAL DEVELOPMENT

From August 31, 2020 through September 15, 2020, the parties agree to the following:

- i. Staff members who have thus far submitted medical accommodation requests will participate remotely until their status is resolved.
- ii. During the week of August 31 - September 4: Staff members will attend the morning PD session in-person. They will have the choice to attend afternoon sessions remotely or remain on campus.
- iii. For the remaining 6 days of PD: Staff members will attend in-person.
- iv. While in the buildings and working in classrooms during PD, there will be no more than 2 people in a room.
- v. Larger groups may be assembled outdoors while wearing masks and practicing social distancing.

B. PHASED IN REOPENING PLAN

- i. Grades K through Six
  - a. Sept. 16 - Oct. 2: 2 weeks of students remote, staff in the buildings.
  - b. Oct. 5 - onward: Monday, Tuesday, Thursday, Friday AM/PM with A/B cohorts.
  - c. Teachers may work from home on remote Wednesdays.
  - d. For families that have opted for purely remote, they will be in a separate “remote academy” model. They will be in a separate cohort from the hybrid group.
    - Teachers assigned to work in duplicative assignments (including assignments in multiple grades K+other, 1-2, 3-4, 5-6) will receive a stipend of \$5,000.
- ii. Grades Seven through Twelve
  - a. Sept. 16 - Oct. 2: 2 weeks of remote.
  - b. Oct. 5 onward: AARBB hybrid schedule for 7-12.
    - Teachers may work from home on remote Wednesdays.
- iii. All dates in this Section B (Phased in Reopening Plan) are subject to the Metrics below in Section C (Metrics).

C. METRICS

- i. The following metrics will result in remote instructions:
  - a. If guidance from the National Centers for Disease Control (CDC), Massachusetts Department of Public Health (DPH) or the Williamstown Public Health official indicates that the district should move to remote learning.
  - b. Test Positivity Rates of 3% or greater in Berkshire County.
  - c. Test Positivity Rates of 3% or greater in the combined member towns.
  - d. Under the state’s new community COVID-19 ranking model (which is determined by the Weekly COVID-19 Public Health Report), a rating of Yellow or Red in either of the member towns of Lanesborough and Williamstown for three (3) consecutive weeks.
    - <http://massgis.maps.arcgis.com/apps/View/index.html?appid=9f5b8ae8d0e24a1b98c55f704aaa24f3>
    - Metric subject to State guidance on map interpretation.
  - e. Under the state’s new community COVID-19 ranking model (which is determined by the Weekly COVID-19 Public Health Report), a rating of grey or green in either of the member towns of Lanesborough and Williamstown for three (3) consecutive weeks will result in a return to in-school instruction after school closure due to three (3) consecutive weeks of yellow or red.
    - <http://massgis.maps.arcgis.com/apps/View/index.html?appid=9f5b8ae8d0e24a1b98c55f704aaa24f3>
    - Metric subject to State guidance on map interpretation.
  - f. The Committee agrees to regularly provide any information it received regarding the above-listed metrics.

D. SPECIAL EDUCATION

- i. Special Educators, including PreK and service providers, have to be available in the buildings as needed to ensure FAPE.

E. SAFETY PRECAUTIONS

- i. No snack times in the classroom during a.m. or p.m. sessions at the elementary schools, except if required by 504 Plan or IEP.
- ii. At the middle/high school Student lunches will not be in the classrooms for grades 7-12.
- iii. The district will work towards two (2) air exchanges per hour (ACH) and UV-C in all buildings.
- iv. Teachers working in rooms below 2 ACH will be given five (5) KN95 masks.
- v. Staff covering lunch duty will be given five (5) KN95 masks.
- vi. A portable air purifier unit will be put in any rooms below 2 ACH.

MOUNT GREYLOCK REGIONAL SCHOOL COMMITTEE

By \_\_\_\_\_ Date Signed \_\_\_\_\_  
Chairperson

MOUNT GREYLOCK EDUCATORS ASSOCIATION

By \_\_\_\_\_ Date Signed \_\_\_\_\_  
President