

MEMORANDUM OF AGREEMENT

NOW COME the Medfield Teachers Association (hereinafter “the Association”) and the Medfield School Committee (hereinafter “the Committee”) and hereby agree as follows:

WHEREAS, on December 15, 2020, the Massachusetts Board of Elementary and Secondary Education amended state regulations to require that public school districts have a minimum number of hours of live instruction in the hybrid and remote learning models over a ten-school day period and any school districts that did not currently meet the new regulations were required to amend their learning models by no later than January 19, 2021 to comply with the amended regulations; and,

WHEREAS, the reopening agreement negotiated between the Association and the Committee does not meet the new amended regulations; and,

WHEREAS, the Association and the Committee have met pursuant to Mass. Gen. L. ch. 150E to negotiate changes to the parties’ reopening agreement so that they are in compliance with the new state regulations; and,

WHEREAS, the parties wish to memorialize the terms of their negotiations so that all stakeholders are clear on the new expectations for live instruction at each level of the district;

NOW, THEREFORE, the parties hereby agree as follows:

1. Article V, Section 3.

Hybrid Learning

Section 3: Strike “Wednesday shall be a half (½) day of remote learning” and replace with the following language:

“Beginning on Wednesday, February 10, 2021, Wednesdays will become a half-day of in-person learning for alternating cohorts. These days will be fully synchronous for the cohort not in-person.

The Wednesday schedule will be as follows:

Medfield High School	7:30 a.m. -11:30 a.m.
Blake Middle School	8:00 a.m.-12:00 noon
Elementary Schools (K-5)	9:00 a.m. -12:30 p.m. (Student lunch at Noon)”

2. Article V, Section 4. Remove Section 4 and replace it with the following language:

“The Medfield Public Schools is committed to providing quality learning experiences for both at home and in-person learners when teaching in a hybrid model. The Medfield Public Schools also acknowledges that the new regulations recently approved by the Massachusetts Board of Elementary and Secondary Education provide a baseline for the minimum amount of synchronous instruction for students at home and in person. To that end, the parties agree to the following schedules for Medfield students beginning on January 19, 2021:

Elementary

- Grades 1-5 shall have live synchronous teaching for 20 minutes at morning meeting each day. In addition, all grades will have live synchronous learning classes each day as outlined below:
- Grade 1 – Two (2) synchronous learning blocks of at least 35 minutes each day focused on core subjects;
- Grades 2-3 - Two (2) synchronous learning blocks of at least 40 minutes each day focused on core subjects; and,
- Grades 4-5 - Two (2) synchronous learning blocks of at least 45 minutes each day focused on core subjects;

Middle School

- All core subjects are fully synchronous. The definition of core subjects shall be as set forth in 603 CMR 27.02.

High School

- All core subjects are fully synchronous. The definition of core subjects shall be as set forth in 603 CMR 27.02.

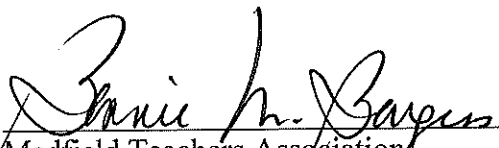
3. Article V, Section 5. Strike the following language, “Members will not be requested and/or mandated to simultaneously live stream with in-person and remote students in their classroom during any period of hybrid learning. However, any member who wishes to engage in live streaming shall have the option to do so.”

4. Article VI, Section 1.

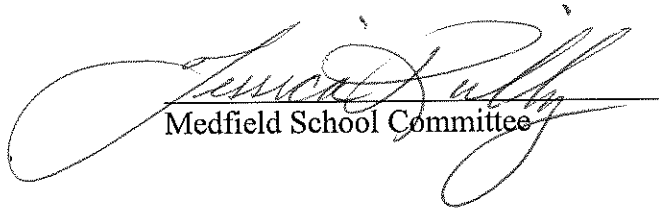
Remote Learning

Section 1. Add the following language at the end of Subsections A, B, and C each: “Starting on January 19, 2021, four (4) hours per day of synchronous learning is required. Schedules will be developed by the building principal and will fall within the current teacher workday.” Add the following language at the end of Subsections A and B: “In the event that the District moves to a fully remote model, all educators will continue to follow the hybrid schedule for the first two weeks of full remote learning. If the District remains in a full remote model for more than two weeks, the expectation for educators shall be that they provide four (4) hours per day of synchronous learning.”

5. Article VI, Section 1(C). Add the following new language after the first sentence of this section: “Effective as of January 19, 2021, based on the increase in synchronous learning for students, educators shall insert a checklist as a slide in virtual notebooks instead of the asynchronous assignments required prior to this Agreement.”
6. All specialists shall livestream Cohorts A and B simultaneously during their classes, with one cohort live and one remote. The District recognizes the challenges this may pose to physical education teachers and principals will work collaboratively with them on solutions.
7. Based on the current Wednesday hybrid model negotiated in this Agreement and in place as of February 10, 2021, revised schedules, where applicable, are attached to this Agreement as appendices.
8. Educators are expected to take attendance three to five minutes after class has started. If students arrive after this time period, the educator shall attempt to update attendance if possible in his/her professional judgment, however, the priority shall be on providing the best lesson possible.
9. Effective February 10, 2021, specialists shall provide nine (9) fifteen-minute classes to elementary students on Wednesdays.
10. The parties to this agreement agree that no later than thirty (30) calendar days after the signing of this agreement, the parties will reconvene to discuss the vaccination of bargaining unit members and reducing the distance that all staff maintain from all students and other staff members to three (3) feet. If vaccines are not available within thirty (30) calendar days of the signing of this agreement, the parties will reconvene within five (5) school days of the superintendent being notified that vaccines are available.
11. Unless otherwise specifically modified by a term or terms of this Agreement, the remaining language in the reopening agreement shall remain unchanged.


Medfield Teachers Association

March 3, 2021
Date


Medfield School Committee

March 4, 2021
Date

ELEMENTARY

Memorial Wednesday Schedule

9:00 - Arrival

9-12

Instruction (In-Person & Synchronous for Off Cohort)

Mask Break/Snack

15 minute special (PE/music)

12:00 - Lunch

12:30 - Dismissal

Wheelock Wednesday Schedule

9:00 - Arrival

9-12

Instruction (In-Person & Synchronous for Off Cohort)

Mask Break/Snack (Teacher discretion)

15 minute special (PE/music/Art) (potentially WL)

12:00 - Lunch

12:30 - Dismissal

Dale Street Wednesday Schedule

9:00 - Arrival

9-12

Instruction (In-Person & Synchronous for Off Cohort)

Mask Break/Snack

30 minute special (PE) or 15 - 30 minute special (Art)

12:00 - Lunch

12:30 - Dismissal

BLAKE MIDDLE SCHOOL

** As of 2/10/21

Blake

No GO Block

8:00-8:30

G Period

8:35-9:00

F Period

9:00-9:10

Mask Break

9:15-9:40

E Period

9:45-10:10

D Period

10:15-10:40

C Period

10:45-11:10

B Period

11:15-11:40

A Period

11:45-12:00

Advisory/Extra Help via Zoom

MEDFIELD HIGH SCHOOL

WEDNESDAY	
7	7:30 - 7:58
6	8:03 - 8:31
5	8:36 - 9:04
4 (+ 12 Min mask break)	9:09- 9:49
3	9:54 - 10:22
2	10:27 - 10:55
1	11:00 - 11:29
Teacher CPT	28 minute classes 12:00-2:30

Mask Break 1	9:09 - 9:21
Mask Break 2	9:37 - 9:49

ADVISORY WEDNESDAYS	
7	7:30 - 7:55
6	8:00 - 8:25
5	8:30 - 8:55
4 (+ 10 Min mask break)	9:00 - 9:35
3	9:40 - 10:05
2	10:10 - 10:35
1	10:40 - 11:05
ADVISORY	11:10 - 11:30
	25 minute classes

Mask Break 1	9:00 - 9:10
Mask Break 2	9:25 - 9:35