

## **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 March 5, 2021, the Massachusetts Board of Elementary and Secondary Education adopted additional amendments to Student Learning Time (SLT) regulations on an emergency basis that provide the Commissioner with the authority to determine when district-wide hybrid and remote learning models no longer count for structured learning time; and,

WHEREAS, the Commissioner has elected to use this authority to expand full-time, in-person learning; and,

WHEREAS, the Association and the Committee have met pursuant to Mass. Gen. L. ch. 150E to negotiate changes 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 timing of a return to full in-person learning for students and staff;

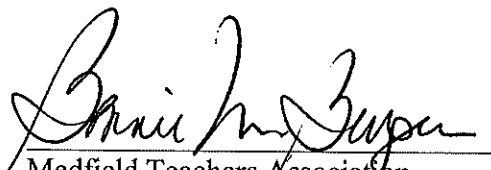
NOW, THEREFORE, the parties hereby agree as follows:

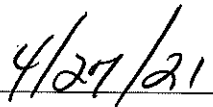
1. Effective March 22, 2021, all students, teachers and staff in Grades 2 through 5 shall return to in-person learning five (5) full days a week. In order to allow the custodial staff to set up each classroom for full in-person learning, Friday, March 19, 2021 shall be a full remote day for all students at the Dale Street, Memorial and Wheelock Schools. For Dale Street, Memorial and Wheelock teachers, the one-hour monthly curriculum meetings in April, May and June and the one-hour faculty meetings in April and May will be eliminated and the five (5) hours of time that would be used for these meetings will be used for teacher planning time instead. Association building representatives shall work with their building principals to identify the best time for teacher planning to take place

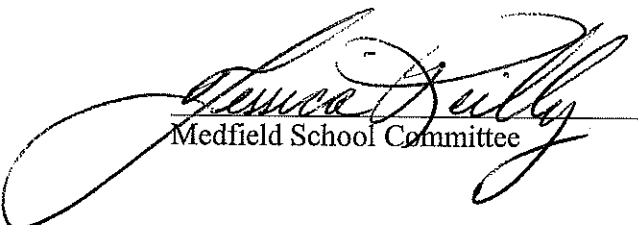
with the understanding that the time can be scheduled at any time during the months of April, May or June. In addition, the last two (2) Wednesdays in March shall be a half day of in-person instruction for elementary students with the afternoon asynchronous instruction. These Wednesdays shall be a full day for elementary teachers, with the afternoon reserved for teacher planning. Starting in April 2021, Wednesdays shall be a full day of in-person instruction at the elementary level for all teachers.

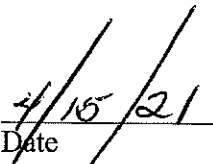
2. Effective April 5, 2021, all middle school students, teachers and staff shall return to in-person learning five (5) full days per week.
3. Effective April 12, 2021, all high school students, teachers and staff shall return to in-person learning five (5) full days per week.
4. For grades 2-12, teachers shall provide livestreaming instruction to all students who: are quarantining due to having contracted COVID-19; have been exposed to COVID-19 as a close contact; all students at the high school who have just recently opted to be fully-remote; or, all students who are absent with a medically documented absence. Teachers may at their choice provide livestreaming instruction to students who are absent from school on a particular day for reasons other than those listed above in this paragraph.
5. In the event that a student in Cohort D wishes to return to full in-person learning, the student may do so provided that the student/family provide at least three (3) weeks' notice to the district of their desire to return to full in-person learning.
6. Teachers will be provided with a supply of masks for their classrooms to provide to students.

7. Unless otherwise specifically modified by a term or terms of this Agreement, the remaining language in the September 24, 2020 reopening agreement and the January 2021 structured learning agreement shall remain unchanged to the extent still applicable.
8. The terms and conditions set forth in the parties' collective bargaining agreement for the period from July 1, 2020 through and including June 30, 2021 shall continue in full force and effect, except as modified by this agreement.
9. This agreement shall sunset on June 30, 2021.

  
Medfield Teachers Association

  
Date

  
Medfield School Committee

  
Date