

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE BELMONT SCHOOL COMMITTEE  
AND  
THE BELMONT EDUCATION ASSOCIATION**

**Regarding the Reopening of Schools for the 2020 – 2021 School Year**

**WHEREAS**, the Belmont School Committee (“Committee” or “District”) and the Belmont Education Association (“Union” or “BEA”), collectively referred to as the “Parties”, have engaged in good faith negotiations regarding the reopening of school for the 2020-2021 school year;

**WHEREAS**, the Parties wish to memorialize their understanding about certain aspects of the reopening of school for the 2020-2021 school year;

**NOW THEREFORE**, the parties collective bargaining agreements (“CBA”) and practices shall remain in effect except as modified below for the duration of the 2020–2021 school year:

**1. Modified Work Year**

The work year for all educators covered by this Agreement shall remain unchanged. The number of instructional days for students will be 170 for the 2020-2021 school year. The educator work year will otherwise remain unchanged. The first 10 days prior to the start of the student school year will be reserved for District-directed/scheduled: professional development, training, curriculum work, parent and student outreach, in-person meetings/orientation with students, classroom set-up, and/or other professional duties.

**A. First 10 Days to start the school year**

All days will be remote except for Meet/Greets.

	# of half days
Principal Directed Session	3
Director / Curriculum Directed Session	2
Technology (optional for those who want to attend)	2

Equity	1
SEL	1
Health and safety protocols	1
Teacher Collaboration Time	4
Individual Teacher Time	4
Meet/Greet with students	2
<b>TOTALS</b>	<b>20</b>

*\*This schedule does not indicate the day at which each should happen. This is just a framework for the 20 sessions. Collaboration across the district and at each level would need to occur to determine a schedule with consistency of morning sessions and afternoon work time.*

**B. Meet/Greets**

**During the first 10 days:** Principals will decide the format and staff will have input as to scheduling concerns. They will be held on September 14th and/or 15th outside of the buildings.

**Once instruction begins:** Additional meet/greets may be held on Wednesdays.

**C. Snow Days**

If the district is in remote learning and the buildings are closed for inclement weather, the district will not have to declare a snow day if remote learning can continue. Any program that cannot provide remote learning will not be required to make up the days at the end of the school year.

If the district is in hybrid learning and the buildings are closed for inclement weather, classes will be cancelled for the first five days. Per state law, those days will be made up at the end of the school year.

**2. Teaching Modalities**

The District will consult with the BEA and the Belmont Board of Health to monitor metrics related to: positive case rates and trends in the town of Belmont, the State of Massachusetts and Greater Boston, individual schools, and the District as a whole; the ability of the District and the Belmont community to implement mitigation

measures. Based on guidance from the state and Belmont Board of Health and in consultation with the BEA, the District may move the entire District or individual groups or classrooms within the District one or more times to a fully remote schedule at any time during the school year and may move the District or individual groups or classrooms within the District back to an in-person or hybrid schedule one or more times at any time during the school year.

#### **Transition from In-Person to Remote**

1. If the transition is due to a Health and Safety concern, it is in the best interest of students and staff to transition from In-Person to Remote as quickly as possible.
2. Due to the Health and Safety concerns associated with such a transition, teacher planning time is of secondary concern, and the transition shall be made as soon as the Health and Safety concern is identified.

#### **Transition from Remote to In-Person**

If the transition is because a prior Health and Safety concern has been addressed and remaining in Remote does not pose a substantial Health or Safety risk to students or staff, the District will give teachers and other instructional staff at least two calendar days notice (and by 11:00 am the previous school day) between the announcement of the transition back to In-Person and the implementation of the transition.

### **3. Modified Workday and Schedules:**

#### **A. Instructional Methods**

##### **Remote School** Update links with BPS

- Educators will provide asynchronous & synchronous instruction
- Educators have a choice to teach from home or the building.
- Schedules
  - Elementary Remote Schedule
  - CMS Remote Schedule
  - BHS

##### **Hybrid School**

- Educators will provide asynchronous & synchronous instruction
- Schedules
  - Elementary Schedule
    - Live instruction for core classroom teachers resumes at 1:15 (after lunch).

- CMS Schedule
- BHS Hybrid Schedule (with link)

**B. All Educators**

- Wednesdays will be early release days for contractual meetings and educator preparation.
  - Elementary students dismissal time will be 11:45 am
  - Middle School students dismissal time will be 12:00 pm
  - High School students dismissal time will be 11:30 am
- Elementary focus groups shall be limited to 30 minutes and occur no more than once per week.

**C. Each level/unit agrees to take on the following duties or additions:**

**i. High School:**

1. X-Block (as outlined in the hybrid or remote schedules)
2. Homeroom (as outlined in hybrid or remote schedules)
3. **Unit B** - Educators have taken on additional responsibilities (homeroom/X block) beyond teaching one course to support the unique circumstance of COVID 19 and the 20/21 school year.

**ii. Middle School:**

1. Community Block (as outlined in hybrid or remote schedules)

**iii. Elementary:**

1. Specialist Touch points
2. Additional recess duties
3. Guidance counselors producing outward facing content

**D. PR&R**

The members of the PR&R team agree to have duties during the 2020-21 SY (Article 32.5)

**4. Work Assignments - Simultaneous Teaching ideas: Virtual Participation**

**1. Elementary Hybrid - Remote Students**

- a. Educators may select to have their remote only students cohorted
  - i. Additional ELL/SpEd staff may be needed
  - ii. If there is a significant problem in hiring new staff then students may not be able to be cohorted

- iii. Individual cohorting live-streaming cases where this does not work will be discussed/resolved at the District JLMC
- b. Unit D staff will be hired to work with educators who have 5 or more remote only students
  - i. Students will use their devices in school
  - ii. Technology - *Steve Mazzola: Our regular line last year for the entire district was 500MB. We doubled that line to 1000MB (1GB) in early September. We are anticipating doing an additional upgrade to 2000MB (2GB) sometime next week. We are just waiting for an install confirmation from Comcast.*
    - 1. Placement and setup by technology.

## 2. Middle & High School

- a. Within the agreed upon Middle and High school hybrid model, teachers will instruct their remote-only students during the periods of in-person learning through virtual participation (live streaming). The BPS shall provide training to members to effectively improve remote participation. In addition there will be no PLTs during the 2020/21 school year and the Wednesday meeting times previously set aside for PLTs will instead be used for educator planning for remote or hybrid instruction
- b. At the middle school and high school, in-person and remote-only students will be cohorted into two groups, A and B. Students who have opted for remote-only will participate in all classes with their in-person peers during the designated in-person times. We have carefully cohorted remote-only students into Cohorts A and B to balance class sizes in classes across the school.
- c. BHS virtual participation: During the hybrid schedule, the at home cohort will participate virtually in their scheduled classes by joining the class through Google Meet. Teachers can decide and communicate whether at home students must stay on the entire Meet, or be instructed to complete work outside of the Meet. Teachers of the same course shall collaborate and adopt the same approach to virtual participation. Remote only students will follow the same cohort rules as their hybrid peers: they will stay logged in during in-cohort days, and follow the virtual participation guidance on their out days.
- d. In-Person and Virtual Participation hours are:
  - i. Middle School:
    - 1. Mondays, Tuesdays, Thursdays, and Fridays, 7:45-12:30

- ii. High School:
    - 1. Mondays, Tuesdays, Thursdays, and Fridays, 8:00-11:55
  - iii. The district shall hire five (5) additional Unit D staff at the middle school and five (5) additional Unit D staff at the high school to support educators teaching in-person and virtual participation students simultaneously. Unit D support will be provided for those teachers who have the highest number of remote-only students. These staff members will be assigned by the principal, assistant principals, and the directors working in collaboration and consultation with the Joint Labor Management Committee at each school.
3. The Belmont Public School Technology Department will set up and provide a sample model for setting up the technology for remote-only student participation (that includes the teacher's laptop, desktop, and SMART Board). Educators have the right to adjust the layout and technology as they see fit. Webcams with enhanced microphones, speakers, and extension cords will be provided.
  4. The teacher will establish norms and expectations for engaging with remote-only students. Teachers will have the ability to control what is streamed to remote-only students. Each teacher will determine where to fix the camera in a manner that enables the teacher to use their discretion to best focus viewing on instructional content.
  5. As with the elementary level, middle and high school models will undergo a review process. This process will take place in January 2021 with the district Joint Labor Management Committee.
  6. Students who are quarantined, or have an excused medical absence, will be allowed to live stream with a live streaming cohort.
  7. The district will provide technology training for Unit D members who need support to perform their duties.

## **5. Work Location**

- A. Unit A members are not required to be in the building unless their students are in person.
- B. Unit B members will continue to fulfill their various job responsibilities with students and staff with a mix of in-building and remote work locations, using their professional judgement and as directed by their supervisor.
- C. Unit D members are not required to be in the building unless their students are in person or as assigned by the principal.

- D. Elementary specialists and CMS Encore teachers are not required to be in the building at any time.
- E. All educators (elementary, middle, high) can teach, attend contractual meeting obligations and hold extra help hours from home when the majority of in-person students leave for lunch, provided that their drive home does not preclude them from meeting their contractual obligations
- F. Educators who have been granted a work@home accommodation will virtually teach their classes from home. The district will provide an in-class (unit D) supervisor to monitor the students who are in-person.
- G. Meetings and professional development activities
  - a. When students are in remote or hybrid all meetings and professional development will be remote.
- H. Parent-teacher conferences
  - a. When students are remote or hybrid, all back to school nights and parent conferences will be remote.

**6. Equipment and Materials**

The District shall provide all educators with all needed equipment and materials including: laptops for Unit A & B; chromebooks for unit D, individual issues with chromebooks may be raised and laptops provided; webcams; microphones; and any agreed-upon grade/subject specific subscriptions.

**7. Health and Safety:**

**A. Health and Safety Reporting and Committee**

The Association Health and Safety Committee (HSC) and Superintendent and/or his designees shall meet upon request of either party and respond to requests for information. The HSC shall make recommendations to the Superintendent to address health and safety concerns.

Belmont Public School staff should email their building principal and BEA PR&R representative to report concerns regarding health and safety within the building. No educator or student shall suffer any adverse effect for reporting any health and safety concerns.

**B. Symptoms and Confirmed Cases**

At a minimum, the District will abide by all BPS Nursing and Safety COVID-19 Protocols posted on the BPS website and pursuant to the guidance of the Belmont Board of Health in response to any educator and staff, or member of their household, showing COVID-19 symptoms and/or testing positive. This

shall include disinfecting and sanitizing, quarantining, notification of close contacts, closing classroom or school buildings.

When an individual tests positive for COVID-19 in school, contact tracing will be performed by the nursing department or Belmont Board of Health, and all close contacts (as defined by CDC) will be notified.

The educator or staff member will keep the name of the student or staff member who tested positive confidential at all times.

**C. Safety Protocols**

The District shall publish and enforce face covering policies, and cleaning and sanitizing routines. Mask breaks and snacks may be offered in the classroom, location identified by the building principal, or outside at the discretion of the educator

- i. All spaces designed for more than one person shall be set up to allow for six (6) feet between chairs.
- ii. The District shall attempt to have 6-foot markings on doors, floors and/or walls where students and staff may frequently congregate.
- iii. Hallways and entrances/exits shall be marked for one-way travel as the District deems appropriate.
- iv. On school buses, the District will adhere to DESE safety guidelines.

**D. Ventilation**

- i. BPS will work to ensure that all classrooms and learning spaces maintain a clean air change rate per hour (ACH) of 4.0 to 6.0 with a target of 5.

Classrooms and learning spaces that are shown to satisfy the 4.0 ACH standard will exhibit signage reflecting that they satisfy the 4.0 ACH standard. Classrooms or learning spaces that are shown to not satisfy the 4.0 ACH standard contemplated by these provisions shall be temporarily closed by the district and exhibit signage reflecting the failure of the specific classroom or learning space to satisfy the 4.0 ACH standard.

Any classroom or learning space being utilized as part of in-person instruction must achieve a 4.0 ACH standard or else will be temporarily off-limits consistent with the preceding paragraphs of this provision.



- ii. For all other spaces, the district will provide signs noting the space is open or closed according to the recommendation of the air exchange report provided by the engineers hired by the District.
- iii. All occupied spaces shall achieve a 4.0 ACH standard before and after occupancy.
- iv. All mechanical ventilation will be set to provide 50% fresh air and demand-controlled ventilation systems should be disabled.
- v. Occupied spaces shall be maintained at a temperature of at least 62 degrees.
- vi. All filters shall be changed twice between January and April
- vii. Each building has an isolation room for staff and students who are showing COVID symptoms. Isolation rooms shall have one air purifier when available. Unit members who opt to cover the isolation room shall be provided with increased PPE and a hazard pay stipend of \$50.
- viii. The District shall post on-line the most recent air exchange reports for each building.
- ix. Air purifiers will be placed, programmed, and monitored by a trained facilities department employee.

**E. COVID-19 Testing**

- i. If required by the district, any testing cost (including co-pays and deductibles) not covered by an individual's health insurance will be paid for/reimbursed by the District.

**F. Personal Protective Equipment:**

- i. Hand sanitizer and disinfecting wipes (or sanitizing spray and paper towels) will be available in each classroom
- ii. The District shall maintain a sufficient supply of:
  - disposable masks
  - N-95 masks, or KN-95 if -N95 masks are unavailable.
  - face shields
  - protective outer clothing
  - disposable gloves
  - Plexiglass protection will be provided in all office spaces for administrative assistants and for members assessing students and considered close contacts.

While educators are encouraged to use their own cloth masks, educators who need a mask will be provided with one. The District shall, upon request, provide additional PPE from the district supply to any educator whose work with students that requires them to violate the social distancing guidelines or who is at high risk according to CDC guidelines. The District shall provide educators KN-95 masks (or KN-95) or face shields upon request.

All staff and students shall be required to wear masks (excluding mask breaks and when eating) unless they provide medical documentation otherwise.

**G. Cleaning Products**

- i. Educators will supervise students' age-appropriate cleaning their individual spaces.
- ii. Buildings and classrooms will be cleaned with the appropriate cleaner chemicals daily by school custodians.
- iii. There shall be a deep cleaning between cohorts on Wednesdays and Weekends.
- iv. Central Office Protocols will be implemented at each school to ensure the safety of administrative assistants. Protocols will be published on each school's web page.

**H. Cohorting**

- i. The District shall attempt to minimize the moving of children from classroom to classroom.
- ii. The District shall attempt to minimize the mixing of students.

**I. Health and Safety Training**

- i. Training and information regarding COVID shall include what COVID is, its symptoms, how it spreads, how to take preventive measures including the use and cleaning of masks and other PPE, hand-washing, sanitizing work spaces, social distancing and the importance of taking preventative measures.
- ii. All sinks used by students and staff shall have proper hand-washing instructions posted.
- iii. Students, staff, and parents/guardians shall be responsible for reviewing the health and safety protocols posted on the district's website.

**8. Leaves of Absence:**

Notwithstanding paid leaves available under the CBA and state and federal statutes, an educator may request an unpaid leave of absence and provide the reasons and any supporting documentation for the request, which is subject to the sole discretion of the Superintendent. This provision is not subject to the grievance and arbitration procedure.

**Leaves** - Year long leaves without pay shall be granted without pay if requested by August 23, 2020 - 9 full year unpaid leaves have been approved.

9. **Sick Leave:** The parties shall establish a "COVID 19 Day" Bank. Every member will contribute one sick day and individual members may contribute one additional sick day. Any days remaining in the "COVID 19 Day" Bank at the end of June 2021 will be transferred proportionally to each unit's Sick Bank. Herein the term "COVID-19 Day" shall mean a day in which an Association member does not report to work nor fulfill district sanctioned remote work duties but receives full pay without the use of contractual leave time due to potential or actual COVID-19 exposure consistent with section 9b. Any day where an Association member works remotely pursuant to a district sanctioned assignment will be considered a normal workday.

- A. In the event that an educator who shows symptoms of COVID-19, contracts COVID-19, is told to quarantine, or cannot report to work because of a need to care for a dependent who contracts COVID-19, then the educator may work remotely, in consultation with the school nurse and approval by the building principal. If the educator is unable to work remotely then they may take a COVID-19 Days.
- B. If a staff member has COVID-19-like symptoms, the member will complete the staff absence follow up form and maintain contact with their building's school nurse and principal. They may return to school per CDC guidelines. If a medical provider makes an alternative diagnosis for the COVID-19-like symptoms, the individual may return to school based on the recommendations for that alternative diagnosis (e.g., influenza or strep pharyngitis). A note of alternative medical clearance must be obtained and given to the building nurse.
- C. The Committee will comply with all aspects of the Emergency Paid Sick Leave Act and the Emergency Extended Family Medical Leave Act and all other state and federal mandates.
- D. The decision to use or not use leave shall not waive an individual's rights under any federal law, state law, or term of the CBA, although the District may require the individual to first exhaust or concurrently comply with any applicable federal or state law regarding leave or term of the CBA.

## **10. Evaluation**

### **Evaluations During Remote Instruction**

#### **Unit A & B**

For educators with professional teacher status on Self-Directed Growth Plans the following changes will be in place for the 2020-21 school year:

<b><u>Unit A Contract Language (page #)</u></b>	<b><u>Adjustment for 2020-21</u></b>
The Evaluator's first observation of the Educator shall take place between September 15 and November 30. Observations required by the Educator Plan shall be completed by June 1st. The Evaluator may conduct additional observations after this date, provided there is mutual agreement between the educator and evaluator. (56)	The Evaluator's first observation of the Educator shall take place between September 30 and December 18. Observations required by the Educator Plan shall be completed by June 1st. The Evaluator may conduct additional observations after this date, provided there is mutual agreement between the educator and evaluator.
Unannounced observations may be in the form of partial or full-period classroom or worksite visitations. (56)	For remote learning, the evaluator will request the link for the google meet no later than the beginning of the day that they will observe.
No less than two weeks before the due date for the Formative/Summative Evaluation report, which due date shall be established by the Evaluator with written notice provided to the Educator, the Educator will provide to the Evaluator evidence of family outreach and engagement, fulfillment of professional responsibility and growth, and progress on attaining professional practice and student learning goals. The educator may also provide to the evaluator additional evidence of the educator's performance against the four Performance Standards. (formative, 57; summative, 58)	Educator does not share evidence related to standards.  Educator does share update/progress on goals.
The <b>Formative</b> Evaluation report provides written feedback and ratings to the Educator about his/her progress towards attaining the goals set forth in the Educator Plan, performance on each performance standard and overall, or both. (57)	On the formative evaluation form, provided the educator continues to demonstrate proficiency as noted in the observations, the Evaluator only clicks the (proficient) rating for the standards and overall, and clicks the

	appropriate box for the goals. Evaluator does not write anything in the text boxes
The evaluation cycle concludes with a <b>summative</b> evaluation report. For Educators on a one or two year Educator Plan, the summative report must be written and provided to the educator by May 15th. (58)	On the summative evaluation form, provided the educator continues to demonstrate proficiency as noted in the observations, the Evaluator only clicks the (proficient) rating for the standards and overall, and clicks the appropriate box for the goals. Evaluator does not write anything in the text boxes

For educators in their first three years in Belmont on Developing Educator Plans the following changes will be in place for the 2020-21 school year:

<u>Unit A Contract Language (page #)</u>	<u>Adjustment for 2020-21</u>
Developing Educator Plan, year 1: -4 unannounced observations -1 announced observation (55)	Developing Educator Plan, year 1: -3 unannounced observations -1 announced observation
For Educators in their first year of practice, the Evaluator will meet with each Educator by October 15th (or within one month of the Educator's first day of employment if the Educator begins employment after September 15th) to assist the Educator in completing the self-assessment and drafting the professional practice and student learning goals which must include induction and mentoring activities. (54)	For Educators in their first year of practice, the Evaluator will meet with each Educator by October 30th (or within one month of the Educator's first day of employment if the Educator begins employment after September 15th) to assist the Educator in completing the self-assessment and drafting the professional practice and student learning goals which must include induction and mentoring activities.
The Evaluator's first observation of the Educator shall take place between September 15 and November 30. Observations required by the Educator Plan shall be completed by June 1st. The Evaluator may conduct additional observations after this date, provided there is mutual agreement between the educator and evaluator. (56)	The Evaluator's first observation of the Educator shall take place between September 30 and December 18. Observations required by the Educator Plan shall be completed by June 1st. The Evaluator may conduct additional observations after this date, provided there is mutual agreement between the educator and evaluator.
Unannounced observations may be in the form of partial or full-period classroom or	For remote learning, the evaluator will request the link for the google meet no

worksite visitations. (56)	later than the beginning of the day that they will observe.
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**For all educators (developing and self-directed plans) in Unit B** the following changes will be in place for the 2020-21 school year:

<b>Unit B Contractual Language (page #)</b>	<b>Adjustment for 2020-21</b>
The Evaluator's first observation of the Administrator shall take place between September 15 and November 30. Observations required by the Educator Plan shall be completed by June 1st. The Evaluator may conduct additional observations after this date, provided there is mutual agreement between the Administrator and evaluator. (11)	The Evaluator's first observation of the Administrator shall take place between September 30 and December 18. Observations required by the Educator Plan shall be completed by June 1st. The Evaluator may conduct additional observations after this date, provided there is mutual agreement between the Administrator and evaluator.
Unannounced observations may be in the form of a school site or work site visitation or any other means deemed useful by the Evaluator. Visitations may include, but are not limited to: staff meetings, team meetings, classroom visits with supervising evaluator, walkabouts within the school or department, or individual conferences with students or parents. (12)	For remote learning, the evaluator will request the link for the google meet no later than the beginning of the day that they will observe.

**For Unit B members on self-directed growth plans,** the following changes will be in place for the 2020-21 school year:

<b>Unit B Contractual Language (page #)</b>	<b>Adjustment for 2020-21</b>
No less than two weeks before the due date for the Formative/Summative Evaluation report, which due date shall be collaboratively agreed upon by the Administrator and Evaluator, the Administrator shall provide to the Evaluator evidence of family outreach and engagement, fulfillment of professional responsibility and growth, and progress on attaining professional practice and student learning goals. The Administrator may also	Administrator does not share evidence related to standards.  Administrator does share update/progress on goals.

provide to the evaluator additional evidence of the administrator's performance against the four Performance Standards. (formative, 13; summative, 14)	
The <b>Formative</b> Evaluation report provides written feedback and ratings to the Administrator about his/her progress towards attaining the goals set forth in the Educator Plan, performance on each performance standard and overall, or both. (13)	On the formative evaluation form, provided the administrator continues to demonstrate proficiency as noted in the observations, the Evaluator only clicks the (proficient) rating for the standards and overall, and clicks the appropriate box for the goals. Evaluator does not write anything in the text boxes
The evaluation cycle concludes with a <b>summative</b> evaluation report. For Administrators on a one or two year Educator Plan, the summative report must be written and provided to the Administrator by June 1st. (14)	On the summative evaluation form, provided the administrator continues to demonstrate proficiency as noted in the observations, the Evaluator only clicks the (proficient) rating for the standards and overall, and clicks the appropriate box for the goals. Evaluator does not write anything in the text boxes

Unit A evaluation - adjustments to deadlines for goal meetings and goals

	Original Deadline	New Deadline
Evaluators meet with educators in their first year in Belmont	Oct. 30	<b>Nov. 6</b>
Evaluators meet with all other educators	Nov. 1	<b>Nov. 6</b>
Educators submit goals in TeachPoint	Nov. 1	<b>Nov. 13</b>
Evaluators approve goals	Nov. 15	<b>Nov. 20</b>

#### **11. Professional Development Day**

- A. September 1 on the 2020/21 calendar will be replaced by Tuesday, November 3. This day will be a professional development day for Units A, B, C, and D. Prior to November 3, the JLMC will discuss if this will be an in-person or remote with the option from their school.

#### **12. Goals:**

- A. The BPS & the Association shall draft a Professional Practice goal and Student Learning goal that fit the unique situation of 2020/21 knowing that all educators will need to undertake remote, hybrid, and a return to school. Educators may opt to create their own goals.
- Option #1 - Goal supplied for Educators: Professional Goal - INSERT GOAL & Student Goal - INSERT GOAL
  - Option #2 - Option to create both Professional/Student Goals

**13. Technology Integration Specialists** - Three (Elem, Middle, High) positions will be posted and considered Unit A positions for one year. Internal candidates will maintain all rights under the Unit A Contract as if they were in the position that they held during the 2020/21 school year.

#### **14. Other COVID Issues**

- A. **Staff Absences** - The District JLMC will approve protocols for staff absences and the principal will communicate the synchronous or asynchronous work day with families

B. **Children of Staff in the Buildings**

Throughout the 2020-21 school year when a staff member is working with students in the buildings during Phases 1-3, staff members shall be allowed to bring their children into the building with them provided that the following conditions have been met:

- The child has been immunized as if a BPS student.
- Child has passed the symptom checker prior to entering the building.
- The member's children shall observe all social distancing requirements (except between family members)
- The member's children shall wear masks at all times
- The member's children shall work independently
- It is the responsibility of the member to ensure that their child does not interrupt or detract from the member's teaching and/or other duties.



- The member must sign a waiver releasing the district from liability.
- All decisions will be at the discretion of the Superintendent.

C. Coverages

- i. Any Unit A or Unit B employee who covers for a Unit A employee shall be paid at the rate of \$40 per hour in addition to their regular pay.
- ii. Any Unit D employee who covers for a Unit A employee shall be paid at the rate of \$15 per hour in addition to their regular pay. This replaces article 7.8 of the Unit D contract.

This agreement is subject to the grievance and arbitration process of the parties' CBAs.

This agreement and all other working conditions that arise out of responding to the COVID pandemic do not set a precedent or prejudice the parties in the future.

Upon request of either the BEA or the School Committee, the parties will meet to negotiate any unforeseeable impacts in working conditions.

Either Party may propose changes to or extend this Agreement at any time during or beyond the 2020-2021 work year, which the parties shall bargain pursuant to Chapter 150E. The parties shall bargain in good faith to reach mutual agreement. If the parties cannot reach agreement, then either party may pursue the Chapter 150E impasse resolution procedure through the Department of Labor Relations (DLR).

Per DESE's "Initial Fall School Reopening Guidance of June 25, 2020" (p. 12) all districts are required to plan for three possibilities on the continuum of re-opening: Remote, Hybrid, and In-person learning. The district reserves the right to bargain a plan for the third option (in-person learning) in order to comply with DESE guidance, which the parties shall bargain pursuant to Chapter 150E. The parties shall bargain in good faith to reach mutual agreement. If the parties cannot reach agreement, then either party may pursue the Chapter 150E impasse resolution procedure through the Department of Labor Relations (DLR).

This Memorandum of Agreement is subject to ratification by the Belmont Education Association and approval by the Belmont School Committee.

Agreed to on the date(s) indicated below. Those signing represent they have the authority to bind their respective party. The Parties electronic signatures shall be deemed authentic signatures.

Belmont School Committee

Andrea H Prestwich

Date:

12/28/2020

Date:

Belmont Education Association

John P Sell

Date:

12/9/20

Date: