

**Memorandum of Agreement
between the
Acton-Boxborough Regional School Committee (the “District”)
and the
Acton Boxborough Education Association (the “Association”)**

The District and the Association agree:

1. The original Memorandum of Agreement for the 2020-2021 school year, signed on September 3, 2020, shall remain in force unless explicitly revised or altered by DESE mandate or by this Agreement.
2. This Agreement shall be considered in effect starting on April 1, 2021 for the remainder of the 2020-2021 school year exclusively, unless revised or extended mutually by both parties.
3. Due to DESE’s change in policy regarding the counting of fully remote days as school days, the District will not consider declaring any remote snow days or heat days as described in the original Memorandum of Agreement for the 2020-2021 school year.
4. The dates of Tuesday, March 30, Wednesday, March 31, and Thursday, April 1 shall be early release days for elementary schools to allow teachers time in their classrooms to prepare for the full return of students on April 5.
5. Wednesdays will remain an early release day for the elementary schools.
6. Wednesday dismissal at the junior high will move to 1:00 pm starting on April 28, 2021.
7. Wednesday dismissal at the high school will move to 1:00 pm starting on May 5, 2021.
8. KN95 masks will be made available to teachers upon request from their building administrator.
9. Classrooms and work spaces will be arranged to allow at least 3 feet of distance between students. A designated teaching area will be established in the front of classrooms that provide a space of at least 6 feet between a teacher and students, with the understanding that some unique roles (e.g. nurses, preschool teachers) may require less than 6 feet of distance.
10. All mask breaks not involving meals will take place outside.
11. Teachers who need to miss time from work in order to receive their COVID-19 vaccine are eligible to use one half FFCRA day for that purpose. Depending on vaccine

appointment scheduling, a full FFCRA day may be used with permission from the Deputy Superintendent. Teachers who need to miss work due to sickness related to vaccination may use a full FFCRA day for that purpose.

- 12.** Clubs, extra help sessions, and meetings may continue to be held remotely for the remainder of the school year.
- 13.** If the District needs to transition any teachers from remote to in-person for the remainder of the school year, that process will be done collaboratively with the Association with attention paid to the documented medical needs of current remote teachers, and, when feasible, remote teacher preference.
- 14.** The District shall provide nurses with all PPE necessary for their role in the District's pool testing program. Teachers shall not be required to perform any tasks of a specialized and/or medical nature related to pool testing, but may be required to assist with non-medical tasks related to pool testing (e.g. student supervision, crossing student names off a list).
- 15.** Each school shall be provided with a tented or covered outdoor area for the purpose of outdoor activities and/or outdoor instruction.
- 16.** Teachers may be required to provide live remote instruction to students ordered to quarantine by local departments of health and/or by the District, as described below:
 - a.** At the elementary level, building principals will work collaboratively with teachers across all schools to determine pedagogically appropriate synchronous remote instructional expectations for each grade. These expectations may include a combination of, but will not be limited to: live remote instruction, recorded lessons, screencasting, periodic Zoom check-ins, and asynchronous work on Seesaw or Google Classroom. Teachers will have at least one school day to prepare before integrating quarantined students into their instructional plans.
 - b.** At the junior high level, teachers will continue to integrate quarantined students into their fully remote sections. If a team does not have a fully remote section after April 28, teachers will provide students with access to instruction through synchronous live streaming, which may be supplemented with some combination of periodic Zoom check-ins, extra help sessions, email communication, and/or asynchronous work on Google Classroom to ensure that quarantined students have access to instruction while they are at home. The Association and the District agree that synchronous live streaming should be made available to quarantined students as often as possible. Teachers will be provided with additional devices in order to facilitate synchronous live streaming when feasible.
 - c.** At the high school level, no later than April 12, teachers will provide students with access to instruction through synchronous live streaming, which may be

supplemented with some combination of periodic Zoom check-ins, extra help sessions, email communication, and/or asynchronous work on Google Classroom to ensure that quarantined students have access to instruction while they are at home. The Association and the District agree that synchronous live streaming should be made available to quarantined students as often as possible. Teachers will be provided with additional devices in order to facilitate synchronous live streaming when feasible.

This AGREEMENT has been duly executed on **April 1, 2021** by the authorized representatives of the Acton-Boxborough Regional School Committee and by the Acton Boxborough Education Association.

ACTON-BOXBOROUGH REGIONAL
DISTRICT SCHOOL COMMITTEE

ACTON BOXBOROUGH
EDUCATION ASSOCIATION

Tessa McKinley, ABRSC Chair

Mike Balulescu, ABEA President

Marc Lewis, ABEA Negotiations Chair