

**MEMORANDUM OF AGREEMENT (“Agreement”)
BETWEEN
The Revere School Committee (“Committee”)
AND
The Revere Teachers Association (“Union”),
collectively referred to as the “Parties”**

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

WHEREAS, the Committee and the Union 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, notwithstanding any contrary provision in the Parties’ collective bargaining agreement or practices, the Parties hereby agree as follows for the duration of the 2020-2021 school year, unless otherwise mutually decided by the Parties:

- 1. Work Year:** The work year for all educators covered by this Agreement shall remain unchanged. The number of instructional days for students will be at least 170 for the 2020-2021 school year. The Educator work year will begin on September 1, 2020. The first nine days will be reserved for: District-directed professional development, training, curriculum work, parent and student outreach, classroom set-up, collaboration time, and/or other duties. The school year for students will begin on September 16, 2020. An additional four days will be required: two additional days may be either student days or professional development days depending on the need to transition among remote, hybrid, and/or in person learning and two additional days shall be professional development days.

The District shall begin the student year in a remote model. All students shall work remote and educators shall provide instruction from their classroom or workspace or their home, pursuant to Paragraph #5 below.

- 2. Beginning of Work Year:** Educators shall work remotely through September 11, 2020. Absent a reasonable accommodation for medical reasons pursuant to the ADA, educators shall report to their classroom or office on one (1) workday, either September 14, 2020 or September 15, 2020 (for professional development), and one (1) workday between September 16, 2020 through September 18, 2020 (for parent/student orientation), for a total of two (2) workdays. Both on-site days shall be determined at the discretion of the Superintendent or her designee.

3. **Building Closure:** The District shall adhere to DESE/DPH standards of COVID-19 indicators (number of cases per 100,000) when determining whether students remain in a remote learning model, or transition to hybrid learning model.

If the City of Revere reverts to City Reopening Plan Phase II, Educators shall have the option to complete their work from home.

If the City of Revere reverts to City Reopening Plan Phase I, all District buildings will close to all students and educators.

As directed or provided in their schedules, educators shall be responsible for instruction of students whether students are physically in their classroom or working remotely.

4. **COVID-19 Testing:** If available and when individuals consent, staff and students shall be tested for COVID-19 at least one week prior to the transition to a hybrid model and shall continue weekly while the District operates a hybrid model.
5. **On-Site Work:** Effective September 21, 2020, educators shall report to their classroom/workspace three (3) days per week during five (5) day weeks and two (2) days per week during weeks with less than five (5) work days. Educators may access their school building any day.
6. **Ventilation:** The District shall provide ongoing and reasonable assurance of adequate ventilation in the Beachmont, Garfield and High Schools prior to a transition to a hybrid model.
7. **Ongoing Negotiations:** The Parties agree that negotiations shall continue regarding, but not limited to, educator evaluations, scheduling in the hybrid model and childcare.

Agreed to on the date(s) indicated below. The Parties' electronic signatures shall be deemed authentic signatures.

REVERE SCHOOL COMMITTEE

REVERE TEACHERS ASSOCIATION

Date:

Date: