

**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  
October 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, the Parties’ July 28, 2020 MOA 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. Leaves:** The District agrees to comply with the parties’ collective bargaining agreement, state law and federal law regarding employee leaves and compensation.
- 2. Article XVI (Sick Leave):** For the 2020-2021 school year, teachers in their first three years of employment shall be advanced their annual fifteen (15) sick leave days in lieu of receiving them on the last day of each month from September through June at a rate of 1.5 days per month.
- 3. Article XVII (Sick Leave Bank):** For the 2020-2021 school year, membership in the sick leave bank shall be open to all educators regardless of time employed with the District, accumulated sick leave days or prior written notice of requested leave to the Superintendent.
- 4. Illness/Sickness:** While the District is in a remote learning model, if an employee or an immediate household member is feeling ill, but is not diagnosed with COVID-19 or seeking medical attention for COVID-19 or otherwise eligible for leave time under the Families First Coronavirus Response Act (FFCRA) they shall contact their Principal or the Principal’s designee to notify of their illness. Teachers will consult with principals to determine if adjusting their three days of in-building instruction would remediate the situation. Every effort will be made to honor all teacher requests. If the educator is capable of working remotely, that educator may be directed to work remotely, outside the school building. This will be referred to as a remote medical day. The ability for an educator to work remotely is at the discretion of the District but will not be unreasonably withheld; the educator shall have a maximum of 7 remote medical days in the 2020-2021 school year under this provision. The same applies in the event that an educator is

required to quarantine. If such educator is unable to work remotely during the illness, they shall use sick leave consistent with the parties' collective bargaining agreement.

## **5. School Schedules:**

- a. Educators shall have professional discretion to direct the use of students' learning time to best fit their students' learning styles and particular needs within the confines of the individual educator's published schedule.

To illustrate, an educator may plan to extend a whole group session into an adjacent small group sessions to finish a lesson. Alternately, an educator may choose to release students for asynchronous work prior to the end of a scheduled synchronous whole group block.

- b. Educators recognize that scheduled transitions for some students will be fixed due to the scheduling of supplemental or intervention services. In those cases, their schedule alterations may not be applicable to all students in the group.

No educator will assume a colleague's scheduled time without prior agreement between colleagues.

- c. School administrators will typically honor the professional judgement articulated by the educator; however, administrators will continue to oversee instructional practices and identify necessary changes in practices for individual educators.

## **6. Educator Evaluations:**

- a. The Parties agree to complete all pending evaluations from the 2019-2020 school year by November 15, 2020. The evaluation cycle for the 2020-2021 school year shall begin on November 1, 2020 and end on the last day of school in the 2020-2021 school year.

All educators, with observation cycles that were completed in the 2019-2020 school year, or who are in the middle of an evaluation cycle, or who are educators new to the Revere Public Schools, shall have an evaluation cycle for the 2020-2021 school year beginning/continuing on September 16, 2020; however, observations of classroom practice shall not begin until November 1, 2020.

- b. During the initial stages of remote learning (until the District transitions to a hybrid model or until January 3, 2021), all observations shall be announced and may occur in-person (with the evaluator in the room) with consent of the educator, or remotely with the evaluator in the remote classroom. Any observations that occur in a remote classroom will require the evaluator to be visible and verbally announce their presence. All monitoring or observation of the work performance of an educator will be conducted with the educator's knowledge.

If the District is in a remote model after January 3, 2021, all announced and unannounced observations may occur in-person (with the evaluator in the room) with consent of the educator, or remotely with the evaluator in the remote classroom.

- c. For the 2020-2021 school year, educators will be evaluated pursuant to the indicators in Exhibit A (I-A; II-B; II-C; III-B; IV-A; IV-C).

The Parties acknowledge that teacher proficiency in the use of instructional technology is continuing to develop. By January, 2021 growth is expected in the areas of technology use for which professional development has been or will be provided.

Teachers who experiment with new instructional technology, for which there has been no professional development offered universally, shall not have their evaluation rating on the indicators listed above reduced solely on their ability to effectively use this new instructional technology.

Educators who receive negative feedback on their implementation of instructional technology may invite the evaluator to conduct a subsequent observation of that same practice and any improvement in rating will override (cause the deletion of) the earlier negative evaluation.

Unless expressly modified by this Agreement, the Parties shall comply with the Educator Evaluation requirements and timelines as contractually obligated.

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

REVERE SCHOOL COMMITTEE

REVERE TEACHERS ASSOCIATION

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\_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_