

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

**Regarding the 2020 – 2021 School Year in a Hybrid Model
March 2021**

WHEREAS, the Committee and the Union have engaged in good faith negotiations regarding the impacts associated with the implementation of a hybrid teaching and learning model in the 2020-2021 school year;

WHEREAS, the Parties wish to memorialize their understanding about certain aspects of the hybrid teaching and learning model in the 2020-2021 school year;

NOW THEREFORE, the Parties hereby agree as follows for the duration of the 2020-2021 school year, unless otherwise mutually agreed-upon by the Parties:

1. **Personal Protective Equipment:** As recommended by the DESE, the District shall maintain a supply of:
 - disposable masks;
 - goggles/eye protection/face shields;
 - disposable gowns;
 - disposable gloves;
 - cleaning products such as hand sanitizer and soap.

Educators will be given the PPE which the Superintendent/designee determines is necessary to safely perform their assignments and consistent with DESE guidance. Educators may request additional PPE from their Principal/Supervisor who will review such requests on a case-by-case basis.

2. **Distance in the Classroom:** The District agrees to maintain 6 feet of distance between desks in the classroom (measured from the center of one desk to the center of another desk) until, at least, April 5, 2021. After April 5, 2021 the District shall begin a transition consistent with the regulations issued by DESE on March 9, 2021.
3. **Daily Virtual Symptom Screening:** Educators will continue to submit a daily form confirming, if they are to work in-building, that they are free of symptoms associated with COVID-19. Students/families will be provided with documents informing them of symptoms associated with COVID-19 and will be asked to confirm receipt of the information and that they agree to the terms contained in the documents.

4. **Out of State Travel:** Educators agree to comply with the most up-to-date travel requirements issued by the state of Massachusetts. Educators who must quarantine after travel may be eligible to use remote medical days (see paragraph 9 below) or may use personal days. Educators may not use sick leave while quarantining after traveling. Students/families will be provided with documents informing them of the most up-to-date travel requirements issued by the state of Massachusetts.
5. **Schedules:** The parties agree that no class shall be split in order to provide coverage for an absent educator or educator who needs to leave early. Educators with non-teaching duties may be required to provide coverage.
6. **Preparation Time:** The District shall make a space available for displaced educators to work during preparation time and/or PLG. This space may be shared by more than one educator. Every effort will be made to provide educators access to technology during preparation time.
7. **Parent Meetings:** When possible and subject to the building principal's approval, the parties agree that parent meetings may be conducted virtually.
8. **Mask Breaks:** Educators may decide appropriate times for their students to take mask breaks throughout the day. Such appropriate times need to be reasonable as determined by the building principal and cannot conflict with any building practices. Mask breaks may be taken inside the classroom, inside the building, or outside the building.
9. **Remote Medical Days:** If an employee or an immediate household member is feeling ill, whether or not they are diagnosed with COVID-19, or seeking medical attention for COVID-19, they shall contact their principal or the principal's designee to notify of the illness. If the educator is capable of working remotely, that educator may be directed to work remotely from their primary residence. 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 and the educator shall have a maximum of 7 remote medical days in the 2020-2021 school year under this provision. This provision is a continuation from a previous MOA between the parties and educators who used any remote medical days prior to the ratification of this MOA will have less than 7 remote medical days.

Remote medical days can be used for any reason that the educator can work but should not be in the building (*isolating with COVID but well enough to work, quarantine, symptomatic/waiting for test result, caring for symptomatic or quarantining family, vaccine recovery*). Educators may only use one remote medical day if the leave is associated with travel (after the one day the educator must use personal time).

Workplace Exposure: If complying with all District policies, DESE guidance and CDC guidance and if an educator is designated a workplace close contact by the BOH and must quarantine, the educator will use remote medical days first, then may request additional remote medical days from the Superintendent/designee until their quarantine as required by the BOH is over. Such requests will not be unreasonably denied.

If an educator is designated a workplace close contact by the BOH and then tests positive for COVID-19 (linked to the workplace close contact), the educator may use remote medical days (if the educator is able to teach) or may use sick leave.

Non-Workplace Exposure: In the event an educator must quarantine per the BOH, after non-workplace close contact, the educator will use their remote medical days first. After exhausting their remote medical days, the educator may request to use additional remote medical days to the Superintendent/designee. Such requests will not be unreasonably denied. If such request is denied, the educator will use personal time and/or take an unpaid leave of absence.

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

10. **COVID-19 Dashboard:** The District shall create a publicly available dashboard displaying the number of positive COVID-19 student cases and staff cases by building.
11. **Pool Testing:** The District and the Union recognize the benefit that a comprehensive COVID surveillance testing program will have for staff, students, and the community.

The Parties agree that a pooled testing program will be implemented for students and staff with voluntary participation. Classroom teachers will observe students in grades 2 and up who are participating in the program self-swab.

The District will hire swabbers for students in grades EC, K, and 1 as well as students with special needs who are unable to self-swab.

Testing Teams of 2 volunteer teachers will be arranged in each school to monitor the swabbing in classrooms of teachers who are uncomfortable observing students self-swab. Each Testing Team volunteer will receive a \$500 stipend to account for their work time that is dedicated to the Testing Team work. The Parties agree that they will both endeavor to minimize the workload of the Testing Teams and also that up to 2 Teams will be arranged in each school if the demand necessitates. At the High school, up to 4 Testing Teams will be arranged. Volunteers for Testing Teams will need to be free of student obligations at the time of the data testing collection. In addition to completing the process in its entirety for some rooms, Testing Team members' responsibilities may include scanning test kits, collection of completed kits from classrooms where the classroom teacher completed the observation of swabbing, collection of participations sheets. It is expected that the Testing Team members will spend approximately 1-2 hours completing this task once each week.

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: _____