

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding (hereinafter the "MOU") is being entered into by and between the Hathorne Teachers Federation Local 1269, American Federation of Teachers, AFT Massachusetts, AFL-CIO (collectively referred as the "UNION") and the Essex North Shore Agricultural and Technical School Committee (hereinafter the "EMPLOYER").

RECITALS

- A. The CBA between the parties permits the District to change the bell schedule for educational reasons subject to notice and opportunity to bargain the impacts.
- B. In the MOA settling the most recent contract the parties agreed that a revised schedule would be implemented for the 2021-22 school year and calls for a labor-management committee to discuss changes to the terms of Article 6, Section C of the CBA, to take effect in the 2021-2022 school year.
- C. The labor-management committee recommended the implementation of a 6-period school day.
- D. The parties have completed negotiations to discuss the impacts of the changes to the schedule for the 2021-2022 school year.

AGREEMENT

In consideration of mutual promises and covenants set forth herein, the Parties, subject to ratification, hereto agree as follows:

- 1. The provisions of this agreement not incorporated into the CBA between the Parties will go into effect at the beginning of the 2021-2022 school year and will remain in effect through the end of the 2024-2025 school year.
- 2. The Employer will implement a 6-period day beginning with the 2021-22 school year.
- 3. Of the twelve (12) time periods available (i.e., 6 per day over a two-week cycle), academic teachers will be scheduled to teach nine (9) periods. This will typically provide one week during which the teacher teaches five (5) out of six (6) periods each day, and the other week during which the teacher teaches four (4) out of six (6) periods per day. (Note: CVTE teachers will continue to have one (1) prep period per day).
- 4. For academic teachers, the above schedule will provide one preparation period per day across both weeks of the two-week cycle, plus five (5) additional unassigned periods, typically falling in the same week. The parties agree for the purposes of this schedule that two (2) of the five (5) additional periods will be assigned at the discretion of the District to activities which may include duties, coverages, supervision, and meetings, etc.

The other three (3) unassigned periods will be provided to teachers as preparation periods, with one (1) of these three (3) periods to be used for collaborative planning.

5. The District will provide 1% on the base salary across the board effective FY2022 (based on FY2022 salaries), and a 1% bonus (based on FY2021 salaries) upon ratification of the agreement concluding this matter.
6. Teachers shall report to their assigned area each day at 7:40 a.m. and the student day shall begin at 7:45 a.m. The student day shall end at 2:30 p.m. Teachers will be present until 2:45 p.m. (provided their professional responsibilities are complete) on days when they do not have specific responsibilities as provided in this Agreement.
7. Conforming changes to the contract sections below to be integrated at the next opportunity:

...
Article 6 Teaching

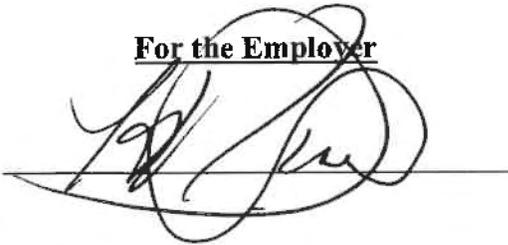
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C. Class Schedule

1. The school day shall consist of six (6) periods.
2. All academic teachers and career and technical education ("CTE") staff shall have at least one period of preparatory time daily on average over the course of a 10-day cycle.

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8. The terms of this agreement are subject to the grievance and arbitration procedure found in the CBA between the parties.

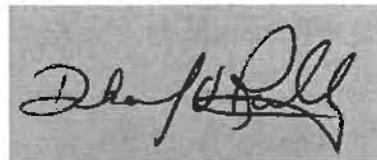
For the Employer



Date

6/2/2021

For the Union



Date

June 2, 2021