

MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF AGREEMENT** is entered into by and between the New Bedford School Committee (hereinafter "the School Committee") and the New Bedford Educators Association (hereinafter "the NBEA") and the representatives of the design team for the Renaissance Community School for the Arts, an Innovation School, (hereinafter "the Renaissance School").

WHEREAS, the School Committee and the NBEA entered into a collective bargaining agreement for the period July 1, 2011, through and including June 30, 2014 (hereinafter "the Agreement"); and

WHEREAS, those duly authorized representatives have agreed to amend the Agreement for the purpose of addressing the waivers and/or modifications for the Renaissance, an Innovation School that will be an addition to the existing schools that are part of the New Bedford Public Schools; and

NOW, THEREFORE, the Superintendent, acting as agent of the School Committee, the negotiating team of the NBEA, and the representatives of the design team for the Renaissance School, hereby mutually agree to the following terms and conditions:

Unless described in this MOA, all other contractual benefits remain in full force for all Unit A members. Articles in the Unit A contract mentioned in this MOA describe the prevailing contractual agreements for those articles as applied to the Renaissance School as follow:

1. **Article 12 – Hours and Workload of Professional Employee**

A. Workday

1. Workday for professional employees at the Renaissance School shall be:

Teacher Workday

Elementary: 7:55-3:00 PM

Teachers may work a staggered schedule. That is, a teacher's workday may be:

8:55- 4:00 PM.*

*A staggered work schedule may be for any teacher, but this schedule will exclude classroom teachers.

Teachers shall receive a stipend of \$5,250.00 for additional work hours.

3.

A. **Elementary**

The parties agree that the Renaissance School shall include common planning as part of its weekly Professional Development schedule. This time will take place during the regular school day and will be school-directed. In addition, teachers will receive forty-five (45) minutes of daily planning time.

E. **Evening Meetings**

Professional employees at the Renaissance School shall be required to attend one(1) additional night designated for parent/guardian/teacher conference.

2. **Article 32- Professional Development**

The Renaissance School will use its autonomy to schedule its own professional development. Two floating professional development days will be scheduled by Renaissance School.

The teachers at the Renaissance School will be required to attend thirty-five (35) hours of additional professional development. Teachers will be expected to participate in twenty-five (25) hours of professional development in the Spring and/or Summer of 2013 in order to prepare for the opening in the Fall of 2013 as part of the contract salary.

In subsequent years ten (10) additional hours will be required during the school year.

Stipends will be paid at the hourly rate to professional employees for professional development beyond the normal workday if the budget allows or if grant funding becomes available.

3. Staffing Protocols

- A. Staff may be interviewed and hired from within or outside the current school district's employees.
- B. Staff will be interviewed and hired by a school-based Personnel Committee, including families subject to final approval of the Superintendent.
- C. The Renaissance School will not participate in the "bidding" process to access a position in the Renaissance School.
- D. After one full year a teacher who wishes to opt out of the Renaissance School will follow the provisions in the Unit A contract to fill vacancies.

This MOA will be executed only after the New Bedford School Committee has voted to approve the Renaissance School Innovation Plan, has reviewed and approved as cost neutral- the impact statement, and has held at least one (1) public hearing concerning the establishment of the Renaissance School.

Michael Shea
New Bedford School Committee/Agent

Robert H. [Signature]
New Bedford Educators Association

1/29/13
Date

1/29/13
Date

Jennifer C. Clune
Jennifer Clune, Renaissance School

Nancy Davis
Nancy Davis, Renaissance School

1/30/13
Date

1/30/13
Date

Jennifer Fernandes
Jennifer Fernandes, Renaissance School

1/30/13
Date