

**Frequently Asked Questions regarding the Agreement during School Closings due to  
Coronavirus.**

**1. How does this MOA change any other provisions of the Unit A Contract?**

**Answer:** The Unit A contract remains in full effect with all rights and benefits, it is modified only as specifically stated in this MOA.

**2. Will I continue to be paid my full salary during the school closure period?**

**Answer:** Yes, this new extension agreement guarantees that you will continue to be paid your full salary and benefits during this school closure and, in the event that the closures are extended again, until such time as school reopens.

**3. What if I receive a stipend for extended work time at my school?**

**Answer:** You will continue to receive your Stipend for extended work time. You will have to be available for remote work during the extended time just like you would on a regular workday. If you have any questions about receiving pay for stipend work you have already done, please contact Payroll or Human Capital Services.

**4. Will I be required to work remotely during the school closure period?**

**Answer:** Yes, all professional employees will be required to be available for remote work during their normally scheduled hours. If your normal work time is 7:30-2:30 that would be the time that you would need to be available. If you have extended day then you would need to be available during that time as well.

**5. What about meetings? Can I be called to a meeting without notice?**

**Answer:** No, with this new extension agreement, you must receive a schedule of meetings weekly and be given at least 24 hours' notice of any unscheduled meeting.

**5. What is "working remotely"?**

**Answer:** Remote work may include activities related to the Unit A job descriptions. Any

disagreement as to what constitutes remote learning for any professional employee will be addressed in a meeting with the NBEA and the District. Remote learning for students is not meant to replicate the regular school day.

**7. Will schools be closed for the rest of the year?**

**Answer:** This is an evolving situation and as such, we do not know, but this agreement will be in effect until schools reopen.

**8. Where can I find the MOA?**

**Answer:** It is posted in the members section of the NBEA website.

**9. What if I don't have a District issued laptop or device?**

**Answer:** The District is working to identify the staff at the elementary level that do not have a device and we are working to get devices as quickly as possible more information will be provide as it becomes available.

**10. If I call students and families, do I use my own phone?**

**Answer:** All staff should use parent communication apps (Remind, Class Dojo, Blooms, etc.) or district provided e-mail. Microsoft Teams and Google Docs have resources to communicate with families that also do not disclose your personal contact info.

**11. Am I mandated to host video calls with students?**

**Answer:** The use of video is the choice of the educator. Communicating with students and families can be required, but you should protect your privacy when doing so. If you have any questions or concerns, ask your administrator how you can do this.

**12. Am I mandated to be in video calls with coworkers/administrators?**

**Answer:** You are required to participate in meetings with other staff, however, you do not have to use the video option and can participate by audio by shutting of any camera function.

**13. Will Evaluation continue during this time?**

**Answer:** Yes, End of year ratings are required by DESE. All evaluators have the option of asking for as little information as they need. Please contact NBEA with any individual concerns about your evaluation.

**14. Can I still be observed during this time?**

**Answer:** Dating back to March 16, and until NBPS returns to on-site school, no observations can result in any rating less than Proficient. You cannot receive any negative rating on any observation during the school closure. The current contract language is still in force and video observations have not been bargained.

**15. What should I do if I have a concern about Remote Work?**

**Answer:** All disputes about remote work shall be addressed between the NBEA and the District. Also, a committee will be formed of NBEA members who shall represent members from various subject areas. This committee will meet with the District bi-weekly and also at the request of either party to hear concerns and make recommendations.