

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**THE NEW BEDFORD SCHOOL COMMITTEE (“Committee”)**

**AND**

**THE NEW BEDFORD EDUCATORS ASSOCIATION, INC.**

**January 2021**

**WHEREAS**, the Committee and the Union have engaged in good faith negotiations regarding the reopening of school for the 2020-2021 school year;

**WHEREAS**, Administrators will work in their school building or other assigned District work location for the 2020–2021 school year to perform their work, unless the Committee or Superintendent closes the schools for public health reasons and/or Administrators are directed otherwise by the Superintendent.

**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 agreements or practices, the Parties hereby agree as follows for the duration of the 2020 – 2021 work year, unless otherwise agreed by the Parties:

**1. 2020 – 2021 HEALTH AND SAFETY COMMITTEE:**

A Joint Health and Safety Committee shall be established consisting of members of the Union and other unions and District representatives. This Committee may meet during the 2020 – 2021 work year to provide recommendations regarding issues surrounding building-based issues regarding cleaning and safety protocols. The 2020-2021 Health and Safety Committee will meet bi-weekly or as requested by either party during the 2020-2021 work year.

**2. PERSONNEL PROTECTIVE EQUIPMENT (PPE)**

As recommended by the DESE, the District shall maintain a supply of:

- disposable masks
- goggles/eye protection
- face shields
- disposable gowns
- disposable gloves

The District will provide the Union with a monthly inventory of the Personal Protective Equipment in stock and on order. The District shall decide which personal protective

equipment is appropriate for each Educator in accordance with DESE guidance. The District has provided the Union with a list of PPE designated for Administrative positions as of August 2020. Administrators may request additional personal protective equipment on a case-by-case basis.

The District has provided Administrators with training on the proper use of masks and PPE.

### **3. REQUIRED FACE COVERINGS**

Administrators shall be required to wear a face covering that meets District requirements at all times on District property per established District policy and protocols except during designated mask breaks, provided there is appropriate social distancing. Mask breaks include lunch breaks. The District has provided each Administrator with a reusable mask. However, staff may use their own personal masks that meet District requirements.

### **4. ON SITE, HYBRID, AND DISTANCE LEARNING**

A. Each professional employee has been equipped with a District device enabled with a camera and a microphone.

B. Professional employees may be assigned distance working schedules and/or on-site working schedules throughout the year. Schedules are subject to change at the direction of the District based on need.

C. Administrators will be required to use District approved platforms.

D. In the event a professional employee is assigned a distance work schedule, the employee will perform these duties during regularly scheduled work hours.

### **5. WORK YEAR/ PROFESSIONAL DEVELOPMENT**

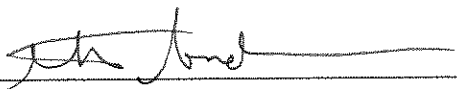
For the 2020-2021 School Year the work year for all professional employees covered by the Memorandum of Agreement shall remain unchanged. The number of instructional days may be reduced and replaced with professional development and/or Administrative Directed duties, activities and training.

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

For the New Bedford School District

For the New Bedford Educators Association,

Unit B

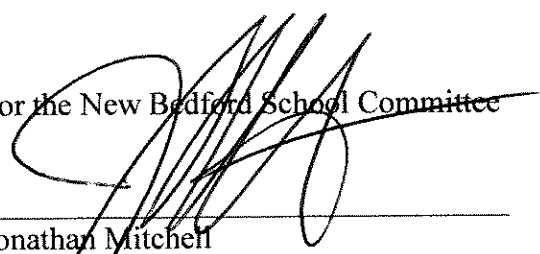
  
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Frederick J. Pearson  
\_\_\_\_\_

Thomas Anderson  
Superintendent of Schools

Fred Pearson  
President of the NBEA

For the New Bedford School Committee

  
\_\_\_\_\_  
Jonathan Mitchell  
Mayor, Chairperson Ex-officio

  
\_\_\_\_\_  
Christopher Cotter  
Vice Chairperson

  
\_\_\_\_\_  
Joshua Amaral  
Committee Member

\_\_\_\_\_  
Colleen Dawicki  
Committee Member

  
\_\_\_\_\_  
Joaquim "Jack" Livramento  
Committee Member

  
\_\_\_\_\_  
Bruce Oliveira  
Committee Member

  
\_\_\_\_\_  
John Oliveira

Committee Member

Date Signed: Date Signed: