

**MEMORANDUM OF AGREEMENT
BETWEEN
THE NEW BEDFORD SCHOOL COMMITTEE
AND
THE NEW BEDFORD EDUCATORS ASSOCIATION, INC. – UNIT A**

March 11, 2025

WHEREAS, Parker Elementary School (“PES”) has been designated as being converted to an Early Childhood Center effective for the 2025-2026 School Year;

WHEREAS, the New Bedford School Committee (“Committee”) and the New Bedford Educators Association, Inc. – Unit A (“Association”) have negotiated changes in terms and conditions of employment for employees represented by the Association at Parker as a result of such conversion;

NOW THEREFORE, the Committee and the Association collectively referred to as the “parties”, hereby agree as follows:

The Collective Bargaining Agreement between the Committee and the Association shall be modified only as specifically provided herein and such modification shall apply to employees and positions at Parker Elementary School. Current contract language prevails unless otherwise amended in this MOA.

1. Article 12.A.1

The workday for professional employees will be 8:15 AM – 3:15 PM.

The workday for elementary teachers shall be seven (7) hours. The Superintendent/designee may adjust the start times for teachers in the elementary schools but in no case shall such adjustments be more than ten (10) minutes earlier or ten (10) minutes later than the start times established for such school in 2025-2026 school year and once adjusted at a school, the start time shall not be adjusted again during the same school year.

The workday for Professional Employees on full day Professional Development Days shall be 9:00 AM – 3:15 PM.

2. Article 12. A.2

The student instructional day shall be from 9:00 AM – 3:15 PM (six (6) hours and 15 (fifteen) minutes).

The Superintendent/designee may adjust the start times for teachers in the elementary schools but in no case shall such adjustments be more than ten (10) minutes earlier or ten (10) minutes later than the start times established for such school in 2025-2026 school year and once adjusted at a school, the start time shall not be adjusted again during the same school year.

3. Amend Article 12.G.2 as follows:

Effective with the start of the 2025-2026 work year, Pre-Kindergarten classroom teachers shall receive six (6) individual preparation periods and two (2) teacher-directed common planning period per five-day week of forty (40) consecutive minutes each, which includes any time necessary to accompany students to and from special subjects or other activities.

In addition, such Pre-Kindergarten classroom teachers will be assigned two (2) administrative periods by the Principal or designee per five-day week of forty consecutive minutes each which includes any time necessary to accompany students to and from special subjects or other activities. Except in unusual circumstances, professional employees will not be utilized for substituting during the administrative-directed period more than two times per trimester.

Activities during Administrative-directive periods shall be determined by the Principal/designee in an administrator role and may include activities such as, but not limited to, additional common planning time, data review, looking at best practices, operational training, professional development, IEP meetings, 504 meetings, behavior plan meetings, consult time, parent conferences, evaluation conferences, etc. Nothing in this section G.2 shall prevent a principal/designee from determining that teachers shall use one or more Administrative-directed periods for common-planning or individual planning.

No more than four (4) of the Administrative-directed periods per month will be used for professional development. Should any dispute arise regarding the use of professional development during Administrative-directed period(s), the parties agree that, in lieu of the grievance procedure, a meeting to resolve the matter will occur between the NBEA President and the Superintendent, and it is agreed that this is the sole manner in which to resolve all disputes regarding professional development during these Administrative-directed periods.

	Monday	Tuesday	Wednesday	Thursday	Friday
At the start of the work day	Teacher-Directed Common Planning Period	Administrative Period Assigned by Principal	Administrative Period Assigned by Principal	Individual Preparation Period	Individual Preparation Period
During the student instructional day	Individual Preparation Period	Individual Preparation Period	Individual Preparation Period	Teacher-Directed Common Planning Period	Individual Preparation Period

Related service providers such as OTs, PTs, SLPs and including SACs, special program teachers, multi grade teachers, teaching and learning specialists, english as a second language teachers, and nurses shall receive five (5) individual preparation periods per five-day week of forty (40) consecutive minutes each. The above referenced periods will occur at the start of the work day.

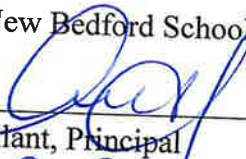
4. Property: The District will provide a reasonable number of boxes to each impacted employee for the purpose of packing. The District will relocate District owned property to the impacted Pre-Kindergarten Classroom Teachers newly assigned Parker building. The District will relocate personal property to those assigned to Parker Early Childhood Center but will not be liable for any damage, lost or misplaced items. Staff will be required to have all personal items properly boxed, packaged, labeled in multiple places and ready for transport no later than 5 business days following the last instructional day for students. For the 2025-2026 School Year only, Pre-Kindergarten Classroom Teachers will be permitted to use the first instructional day for K-12 students for additional classroom set up time.
5. All impacted Pre-Kindergarten classroom teachers currently located at Carney Academy Elementary School, Hayden-McFadden Elementary School, and Campbell Elementary School, and any other impacted schools, who have been reassigned to the Parker Early Childhood Center will be notified in writing by the Superintendent/designee that, as a result of the change in designation to an early childhood center effective July 1, 2025, their position and school has been impacted. These notices will be received within 48 hours of full ratification of this agreement.
6. All Pre-Kindergarten classroom teachers affected by reassignment from Carney Academy Elementary School, Hayden-McFadden Elementary School, Campbell Elementary School, or any other impacted schools to the Parker Early Childhood Center will receive written notification via District email about all available vacancies. These notices will be received within 48 hours of full ratification of this agreement and will be open for application for a period of seven (7) calendar days.

Teachers interested in applying for a position must submit their application through School Spring and also notify the Office of Human Capital Services and the Association via email to confirm their application. If selected and approved for transfer, the teacher will hold the new position.

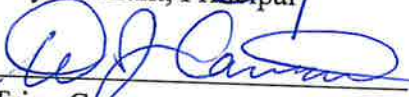
7. Reopener: The Committee and the Association reserve the right during the term of this Agreement to request to bargain over subjects not addressed in this Memorandum of Agreement.
8. Duration: Unless the parties agree otherwise, if Parker Elementary School ceases to exclusively serve Pre-Kindergarten students this Memorandum of Agreement will cease to be in effect.
9. This Memorandum of Agreement is subject to ratification by the Association membership (Unit A Pre-Kindergarten) in the Parker School and the approval of the New Bedford School Committee.

Agreed to by the Negotiating Committees on the dates indicated below, subject to ratification from both the Association and the Committee.

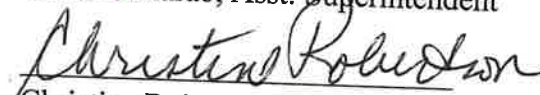
For the New Bedford School Committee



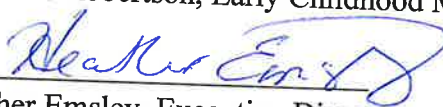
Ellyn Gallant, Principal



Trina Camarao, Asst. Superintendent




Christine Robertson, Early Childhood Manager



Heather Emsley, Executive Director

Date: 3/11/25

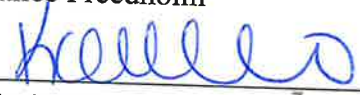
For the NBEA Unit A



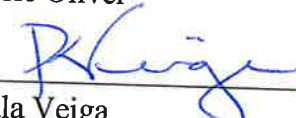
Thomas Nickerson, President




Kailee Freedholm



Korie Oliver



Paula Veiga



Susan Vieira

Date: 3/11/25