

MEMORANDUM OF AGREEMENT
BETWEEN
THE RSU #13 BOARD OF DIRECTORS
AND
THE SEACOAST EDUCATION ASSOCIATION

This Memorandum of Agreement is made and entered into by and between the RSU #13 Board of Directors and the Seacoast Education Association.

WHEREAS, the party is covered by the terms of a Collective Bargaining Agreement, and the party enters into the following Memorandum of Agreement as an addendum to the Collective Bargaining Agreement to address the specific impact of the COVID-19 pandemic on employees' working conditions.

NOW, THEREFORE, in consideration of the mutual commitments contained herein, the parties agree to the terms of this Agreement, as set forth below:

The SEA and RSU #13 Board of Directors agree to the following temporary language changes to Article 6 - Teaching Assignments in the bargaining unit contract.

6.A Time Outside the Student Day

The teachers work day will begin thirty (30) minutes before the start of the student's school day. The normal in-school teacher work day per building shall end twenty (20) minutes after the end of the student day.

6.B Faculty Meetings

All teachers will attend one (1) 50-minute faculty meetings before or after school per month and up to two (2) additional 20-minute faculty meetings to discuss Covid-19 planning, logistics, or safety concerns, unless on a mutually agreed upon basis by the entire staff or upon an emergency basis as determined by the building principal.

6.C Duty Free Lunch

Teachers will be scheduled for a daily, duty-free lunch period of not less than twenty (20) minutes, except in emergencies. It is agreed that this provision should not be subject to a grievance regarding an issue of equity.

6.D Duties During the School Day

Teachers may be required to be in the halls when students are changing classes, entering, or exiting the building. Teachers may also be assigned non-teaching duties to assist with social

distancing safety requirements during student lunch times. Study halls may also be assigned for high school teachers from the start of the students' day to the completion of the students' day.

Duties will be assigned to and include *all* faculty members covered under this bargaining unit agreement, with the exception of school nurses, in a fair, equitable, and rotating manner. Noting that this may mean covering students or classrooms that they aren't normally assigned to.

6.E Duties Before School

Teachers *may be* assigned to assist with supervising students in a classroom or other area of the school building twenty (20) minutes prior to the start of each students' school day only if necessary due to social distancing safety concerns or inclement weather.

6.F Other Duties

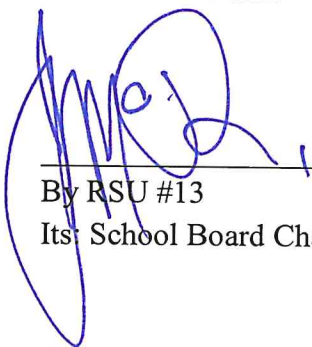
1. Teachers shall not be required to drive students. A teacher may do so voluntarily with advance approval of his/her principal and in accordance with Board policy.
2. Teachers may be asked, provided they are given gloves, cleaning materials, and proper training, to clean surface spaces within their own classrooms.
3. Recognizing the potential inequity of teacher duty schedules from one building to another, reasonable attempts will be made to schedule duties on an equitable basis.

It is important to note that the intention of this document is not to add unnecessary responsibilities to the teachers work day. Administration will take great care and thought when assigning these duties and responsibilities, utilizing educational technicians first and as few members of the professional teacher staff, as possible, each day to fulfill safety protocols.


The parties agree this Memorandum is a one-time Agreement to address extraordinary circumstances and shall not establish a precedent or practice for any future agreements.

This Agreement shall expire on June 30, 2021, but may be extended by mutual agreement of the parties. The parties agree to meet virtually upon request to discuss issues, concerns, and successes regarding matters outlined in this Agreement.

Dated this 7th day of October 2020, 2020.



By RSU #13
Its: School Board Chair of designee

 10/7/20

By: Seacoast Education Ass.
Its: President