

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

May 17, 2018

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 Innovation School, (hereinafter “the Renaissance School”).

WHEREAS, the School Committee and the NBEA entered into a collective bargaining agreement for the period July 1, 2016, through and including June 30, 2019 (hereinafter “the Agreement”); and

WHEREAS, this agreement replaces the Memorandum of Agreement dated January 29, 2013; and

WHEREAS, the New Bedford School Committee (“Committee”) and the New Bedford Educators Association – Unit A (“Association”) have negotiated changes in terms and conditions of employment for employees represented by the Association at Renaissance School in the event the Innovation plan is approved;

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 Renaissance School. Current contract language prevails unless otherwise amended in this MOA.

This agreement replaces the Memorandum of Agreement dated January 29, 2013

**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 AM – 3:00 PM OR  
7:55 AM – 4:30 PM\*

\*On Thursday's all educators will work 7:55 AM until the conclusion of the sixty (60) minute Professional Development session.

9:25 AM – 4:30 PM\*

\*Art, Music, PE/Health and STEM teachers will work 9:25 AM - 4:30 PM on Monday, Tuesday, Wednesday and Friday. On Thursday's these educators will work 7:55 AM until the conclusion of the sixty (60) minute Professional Development session. These educators will also be eligible to opt into the 7:55 AM – 4:30 PM, extended school day.

Compensation: Professional employees shall be paid in accordance with the Salary scale located in Appendix A of the Collective Bargaining Agreement. Additional compensation for additional time worked shall be as follows:

**7 hour work day staff plus Professional development**

Weekly for 60 minutes per week **\$1,200.00**

**8 hour, 30 minute work day staff for 2 (two) days per week** **\$5,250.00**

- This stipend includes attendance to weekly professional development

**8 hour, 30 minute work day staff for 3 (three) days per week** **\$7,216.00**

- This stipend includes attendance to weekly professional development

**8 hour, 30 minute work day staff for 4 (four) days per week** **\$9,184.00**

- This stipend includes attendance to weekly professional development

**2. The instructional (student) day shall be as follows:**

Effective with the start of the 2018-2019 school year, the instructional (student) day at Renaissance School for those in grades 1 (one) through 5 (five) shall be 8:00 AM – 4:30 PM Monday, Tuesday, Wednesday and Friday. On Thursday the instructional (student) day at Renaissance School for those in grades 1 (one) through 5 (five) shall be 8:00 AM – 3:00 PM.

Effective with the start of the 2018-2019 school year, the instructional (student) day at Renaissance School for those in grades Pre-Kindergarten through Kindergarten shall be 8:00 AM – 3:00 PM.

**G. Elementary Prep Time**

The parties agree that the Renaissance School shall include common planning (Professional Learning Community / PLC) as part of its weekly Professional Development Schedule. PLC time may be administratively directed and may include activities such as, but not limited to, additional common planning time, data review, looking at best practices and professional development. All Kindergarten – Grade 5 Classroom Teachers will be provided with a forty-five (45) minute PLC time up to five (5) times per every five (5) day period. Specialists and PreK Teachers will be provided with PLC time a minimum of one (1) time per every five (5) day period.

In addition, professional employees will receive forty-five (45) minutes of individual daily planning time per five (5) day period.

**Administrative Meetings**

Staff of Renaissance School will not be required to attend Administrative Meetings and/or Building Meetings as described in Article 12.E. 2 and/or Article 12.E.3 of the Collective Bargaining Agreement.

**Evening Meetings**

Professional Employees shall not be required to attend more than two (2) evening meetings each year for open house or parent visitation, and such meetings shall not last more than two (2) hours. All evening meetings shall end no later than 8:30 p.m. In addition, each professional employee may be required to be on duty no more than one (1) evening per year for such functions as plays, shows, and recreation events for the pupils.

**2. Article 32 –Professional Development**

Early Release Professional Development (PD) Days: Six (6) early release days (which shall equal eighteen (18) hours) shall be used for professional development. On early release days, students will be dismissed at 11:30 and all

professional employees will have a 30-minute duty free lunch, as outlined in Article 12.F.

Professional Employees at Renaissance School shall be required to attend one (1) Sixty (60) minute Professional Development session per week following the 3:00 PM dismissal time. These meetings should begin within a reasonable amount of time following the end of the workday.

### **3. Staffing Protocols:**

A. Staff will be interviewed and hired by a school-based Personnel Committee, including families subject to final approval of the Superintendent.

#### **B. Opt Out Clause**

Employees, with or without Professional teacher Status (PTS), will have the ability to opt out of their position at Renaissance Elementary School. Those electing to opt out will be eligible to bid on any Unit A vacancy on or before June 15, 2018. After this date any teacher who wishes to transfer out of Renaissance School will follow the provisions in Article 13 of the Unit A contract to fill vacancies.

### **4. Selection of Staff for Extended Day:**

For the upcoming school year (2018-19), a list will be posted no later than June 15th of the current School Year and will list the number of staff requested to work the 8 hour and 30 minute schedule 2 (two) days per week. Staff will have 5 (five) days to indicate that they wish to volunteer for the extended day. If insufficient numbers of staff volunteer, The District will assign people to the eight (8) hour, thirty minute schedule 2 (two) days per week based on inverse seniority. Staff will be informed no later than July 15<sup>th</sup> prior to the start of the School year of their work schedule.

In subsequent school years, a list will be posted no later than April 15th of the current School Year and will list the number of staff requested to work the 8 hour and 30 minute schedule 2 (two) days per week. Staff will have 5 (five) days to indicate that they wish to volunteer for the extended day. If insufficient numbers of staff volunteer, The District will assign people to the eight (8) hour, thirty minute schedule 2 (two) days per week based on inverse seniority. Staff will be informed no later than May 15<sup>th</sup> prior to the start of the School year of their work schedule.

The number of staff needed to work 8.5 hours, 2 days a week, will be based on the student enrollment and program needs of Renaissance.

**5. Duration:** Unless the parties agree otherwise, when the Innovation School status of Renaissance School terminates this agreement shall sunset.

6. This Memorandum of Agreement is subject to ratification by the Association membership at Renaissance Elementary School (Unit A) and the approval of the New Bedford School Committee.

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New Bedford School Committee Chair

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New Bedford Educators Association

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DATE: 6/11/18

DATE: 5/22/2018

Frequently Asked Questions (FAQ)  
MOA May 2018 for Renaissance School

Q: What is an MOA? How does it affect the Unit A Contract?

A: An MOA (Memorandum of Agreement) exists between the District and the Renaissance Innovation School. The Collective Bargaining Agreement (Teacher Contract) is modified only as specifically stated in the MOA and only for employees and positions at Renaissance School. Unless it is specifically stated in the MOA, all other Teacher Contract language applies.

Q: Does the previous MOA for Renaissance School still apply?

A: No, it is replaced by this MOA. The current innovation plan expires June 30, 2018

### **Work Hours**

Q: Why are there different work days and times for staff?

A: Renaissance School programming will require some staff to work 7-hour days, and others to also work an eight (8) hour, thirty minute schedule 2 (two) days a week.

Q: What will be my work hours if I work the 7-hour day?

A: The 7-hour day schedule will be 7:55-3:00 PM on Monday, Tuesday, Wednesday and Friday.

Q: Why are some teachers required to have the staggered schedule?

A: In order to accommodate the extended day schedule, it is necessary for specialist teachers (Art, Health, Physical Education and STEM) to be scheduled from 9:30-4:30.

Q: I am an Art, STEM, Physical Education, Health teacher, what will my work hours be?

A: If you are an Art, STEM, Physical Education or Health teacher you will have a 7-hour workday starting at 9:30 and 4:30 on Monday, Tuesday, Wednesday and Friday. On Thursday, you would work from 7:55 to the conclusion of PD.

Q: Are teachers with a staggered start schedule able to volunteer for the eight (8) hour, thirty minute schedule 2 (two) days a week?

A: Yes, teachers with a staggered start schedule can volunteer to work an eight hour, thirty minute schedule for 2, 3 or 4 times a week.

Q: Can Specialists be mandated to work the 8 hour, 30 minute workday, twice a week?

A: Specialist teachers working the staggered start schedule would not be selected for the longer day unless they volunteer.

Q: If I volunteer for, or am assigned to the 8.5 hour day, 2 days a week, what will my work schedule look like?

A: Of the 5-day workweek, you would work an eight (8) hour, thirty-minute schedule, from 7:55-4:30, two (2) days a week. You would work 7 hours, from 7:55- 3:00, on two (2) other days a week. On Thursday you would work from 7:55 to the conclusion of the 60-minute Professional Development session which would begin within a reasonable amount of time after the end of the 3:00PM workday.

Q: What is a reasonable amount of time to start the PD meeting?

A: The Association has established that 5-10 minutes after dismissal is reasonable. *e*

Q: For the upcoming school year 2018-19, if I volunteer for, or am assigned, to the eight (8) hour, thirty minute schedule 2 (two) days , what specific days will I work this longer day? Will these days change or is the schedule set for the school year?

A: For the upcoming school year 2018-19, you will be notified if you will be working the eight (8) hour, thirty minute schedule 2 (two) days, and the specific days, by July 15<sup>th</sup> of this school year.

## Compensation

Q: Do stipends count towards retirement?

A: Yes, they do.

Q: If I work the eight (8) hour, thirty-minute schedule 2 (two) days a week, will I receive the \$1,200 stipend for Professional Development?

A: No, you will not. Compensation for PD on Thursday is included in the \$5,250 stipend for the 8-hour, 30 minute work day 2 times a week. Only staff who are working the 7-hour day will receive the \$1,200 PD stipend. All other staff will have this stipend included in the stipend that corresponds to the number of 8 hour, thirty minute days they work.

Q: If I teach Pre-K or K will I be able to work the 8-hour, 30-minute work day?

A: Yes, any teacher will be able to have the option to volunteer to work the 8-hour, 30-minute work day.

Q: How will staff be selected to work the Extended Day (the eight (8) hour, thirty-minute schedule 2 (two) days)?

A: First voluntaries then if not enough inverse seniority.

Q: How will it be determined how many staff are needed to work the eight (8) hour, thirty-minute schedule 2 (two) days a week?

A: The Principal will determine how many staff are needed, based both on student enrollment and program need.

*H. E. ...*  
5/22/18