

Memorandum of Understanding

By and Between

The Easthampton School Committee and

The Easthampton Education Association

August 23, 2021

The Easthampton School Committee (hereinafter referred to as "Committee") and the Easthampton Education Association (hereinafter referred to as "Association") hereby agree to the following terms, conditions, and understandings regarding COVID-19 in-person learning

The Committee has adopted safety guidelines and a mask policy, to be reviewed every 30 days for modifications as appropriate.

1. Masks shall be worn by all students (Pre-K - 12) and staff in the building. The District shall provide every student and employee with an approved mask if they do not have one. The only exceptions will be for medical reasons or due to a significant disability clearly stated by a doctor's note indicating why the person cannot wear a mask and/or other legally permitted reasons as determined in consultation with DESE.
2. The District agrees to clearly articulate health protocols, and will provide them to all EEA members.
3. The District will follow local, state, and CDC guidelines for dealing with illnesses, contact tracing, maintaining isolation room(s), quarantining, and containing the spread of disease.
4. N-95 masks will be provided to certain staff based upon specific needs in consultation with the District RN and/or the local board of health.
 - Face shields, disposable gloves, and disposable smocks to cover clothing will be provided to for all staff working with high-risk or unmasked students and other staff members who have a job-related need.
 - The installation of plexiglass barriers will be by mutual agreement with the goal of providing maximal protection and functionality for all staff who require the additional PPE due to specific needs.
 - Hand sanitizer- sanitizer stations will be located in hallways and bottles in each classroom.
 - Safety training for staff and students on moving throughout the building, hand sanitizing/washing, use of PPE, etc. shall be provided by the school nurses.
 - Bathrooms will be cleaned regularly, at least three times daily, air blowers shall be disabled, and disposal towels will be provided. Staff and students will have separate designated bathrooms, and separate stools for sinks and toilets will be provided in student bathrooms.
5. The District shall handle staff illness with great care.
 - Aside from outlined here, all state and federal laws regarding leaves, as well as rules regarding leaves in the CBA, shall apply.

- Any staff person who has a pre-existing condition or other illness that requires an accommodation shall provide medical certification to their immediate supervisor. Accommodations shall be offered in accordance with ADA, but said accommodations will not include remote work.
 - Any and each time a staff member contracts COVID-19, the staff member will be allowed to use any accumulated sick leave. If a staff member exhausts their sick leave, the staff member will be placed on paid administrative leave for up to an additional ten (10) work days in the event the employee is medically unable to work and provides medical documentation to said effect. When that leave is exhausted, if the staff member still needs to be absent due to COVID-19, the staff member will be unpaid or may apply to the sick leave bank, if applicable.
 - The decision to use or not use leave shall not waive an individual's rights under any Federal law, State law, or the terms of the collective bargaining agreement.
 - Whenever possible, teachers and other staff will have the option to teach students outdoors or provide supervised outdoor activities and breaks (with proper notification).
 - Educator and staff attendance will not be included in the evaluation if the absence is COVID related during the duration of this MOA.
6. Before staff return to buildings, all classrooms will be cleaned and disinfected as per CDC guidelines.
 7. COVID-19 screening and diagnostic testing in the school setting provides an additional layer of mitigation. The Committee agrees to continue to offer pooled testing (now referred to as "Routine COVID Safety Checks") in all schools.
 8. The district shall adopt the Test and Stay program to allow asymptomatic close contacts to remain in school and participate in sports and extracurriculars so long as they take a rapid antigen test daily, wear a mask, and follow other guidelines as noted in the document.
 9. This Memorandum of Agreement shall be effective for thirty (30) calendar days, and shall renew for successive periods of thirty (30) days, unless the Committee modifies its current policy regarding COVID-19/face coverings in which case the parties agree to meet to discuss the modified policy and/or requirements.

FOR THE EASTHAMPTON SCHOOL COMMITTEE

FOR THE EASTHAMPTON EDUCATION
ASSOCIATION

Chairperson

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Cynthia Kwicinski
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Dated: 9/13/2021

President

DocuSigned by:
Shawn E. Sheehan
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Dated: 9/10/2021