

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between the Eastford Board of Education (“Board”), and the Eastford Teachers Association (“ETA”), both of which are sometimes hereinafter referred to as “the parties.” The parties are privy to a collective bargaining agreement dated July 1, 2021 through June 30, 2024 (“CBA”).

In an effort to make the teacher 2021-22 school year:

1. The teacher’s work day shall be as follows:

Day of the Week	Monday	Tuesday	Wednesday	Thursday	Friday
Start of Day	8:00 AM	8:00 AM	8:00 AM	8:00 AM	8:00 AM
End of Day	3:45 PM	3:45 PM	3:45 PM	3:45 PM	3:45 PM

2. The students’ school day shall be as follows:

Day of the Week	Monday	Tuesday	Wednesday	Thursday	Friday
Students May Enter Building / Classroom	8:25 AM	8:25 AM	8:25 AM	8:25 AM	8:25 AM
Start of Day	8:45 AM	8:45 AM	8:45 AM	8:45 AM	8:45 AM
End of Day / Dismissal	3:20 PM	3:20 PM	3:20 PM	3:20 PM	3:20 PM

3. The parties understand that the schedules described in Paragraphs 1 and 2 of this MOU may be affected by scheduled early release days.
4. The parties further understand that any unanticipated change in student transportation may impact the time that students enter the classroom, but in no instance, unless an extreme emergency, shall students enter the classroom earlier than 8:15 AM.
5. During the time prior to the students’ arrival as described in Paragraph 2 of this MOU, teachers shall be expected to participate in professional meetings, including, but not limited to:
 - a. A weekly twenty (20) minute team level meeting, Grades K-4 and Grades 5-8;
 - b. Response to intervention meetings;
 - c. Relevant curriculum meetings; and

- d. Other meetings as deemed necessary by school administration, not to exceed a total of four (4) morning meetings per week.
6. Unless otherwise required by the parties' CBA or as assigned by school administration, the parties further agree that teachers shall remain in their classrooms until students are dismissed from the building.
 7. The increased allocation of time before students enter classrooms is a trial implementation.
 8. This MOU shall remain in effect during the 2021-22 school year only, and shall not establish a practice or precedent in any respect.
 9. The terms of this MOU are recognized as a joint agreement by the Board and the ETA, and the terms thereof shall not be subject to any grievance, administrative, judicial, or other challenge except where necessary to enforce the specific terms of the MOU.
 10. Nothing in this MOU shall be construed as limiting the Board's right to determine the length of the student instructional day.
 11. Except as set forth expressly in this MOU, all other provisions of the parties' 2021-2024 CBA shall remain in full force and effect.

Agreed to and approved by the undersigned, this 19 day of August, 2021.

FOR THE BOARD

Wanna Leals

FOR THE ETA

Michelle Bibeault