

Memorandum of Agreement
September 1, 2022

This memorandum of Agreement is entered into between the Dedham School Committee (hereinafter "the Committee" or "the District"), and the Dedham Education Association ("the Association" and, together, "the Parties").

WHEREAS, the Parties wish to preserve the health of students, staff, and community members, the Parties hereby agree to the following conditions for the 2022-23 school year:

1. For the 2022-23 school year only, a DEA COVID-19 sick bank shall be established, to which the School Committee will contribute 150 days. After these initial 150 days contributed by the Committee are exhausted, the DEA may issue a call for donations to the COVID-19 sick bank. In response to such a call, any bargaining unit member may elect to contribute one-half (1/2) of one sick day to the COVID-19 sick bank. The DEA may issue additional calls during the school year, upon depletion of the COVID-19 sick bank. Bargaining unit members are limited to donating one-half (1/2) of one sick day per call. The COVID-19 sick bank days will be held and managed separate from the existing sick bank. These days will be available for allocation exclusively by the DEA for any DEA bargaining Unit members' absences due to the member's need to isolate as a result of the member's own documented positive COVID-19 diagnosis. Allocated COVID-19 sick bank days will be reported to and tracked by the central administration via the existing traditional sick bank accounting system. Sick days remaining in the COVID-19 sick bank at the end of the school year which were contributed by a DEA member will be returned to donating members if there are enough days remaining to return to each donating member at least one-half (1/2) of one sick day. If this is not possible based on the number of remaining days, then the remaining days will be transferred to the traditional sick bank at the end of the 2022-2023 school year.
2. The District will supply personal protective equipment (PPE) for educators as needed. Educators who choose to wear a mask may wear their own mask or one provided by the District. The District will maintain a supply of masks, gloves, face shields, disinfectant spray/wipes, and hand sanitizer for use by educators in classrooms throughout the district. These supplies will be made available to educators upon request.
3. Lunch may be eaten outside when practicable. Educators responsible for supervising indoor student lunches may request additional PPE. At the elementary level when students are eating lunch in a classroom, reasonable efforts will be made to assign the same individual or small groups of individuals to provide lunch coverage.
4. When in-person meetings are held, meetings will be conducted efficiently and the location will be appropriate for the size of the meeting, to permit reasonable physical distancing by attendees as desired. Where feasible, meetings may be conducted through virtual means.

5. The District will continue to monitor CO2 levels in all school buildings on an ongoing weekly basis and will provide the Association with regular reports of results. Filters in all HVAC systems will have been changed prior to the start of the year, and will be replaced in accordance with best practice intervals recommended by the manufacturer.

6. Reasonable efforts will be made to minimize instances where an educator is required to cover another educator's class in a different classroom, or in a communal space such as a cafeteria, library, gymnasium, or auditorium. Educators will not be required to cover more than 2 classes at a time and more students than there are seats in a given classroom space. Educators will not be required to cover additional classes while they are covering a study hall. High School Unit A members will be notified they may volunteer to provide coverage during their prep period when needed, and be compensated at the contractually agreed missed-prep coverage rate of \$30 for each period.

7. Educators are required to be fully vaccinated (initial dose(s) and booster) against COVID-19, and provide proof of vaccination, or submit to strict COVID-19 testing on a weekly basis. If an educator subject to required testing pursuant to this paragraph fails or refuses to consent to or participate in the required testing as directed by the District, the educator will be subject to discipline up to and including termination. Dedham School Committee Dedham Education Association

Dedham School Committee:

Date: 12/7/22

Grace White

C. McAnink

JDJ

Maryanne McDonald Briggs

Albee

Dedham Education Association:

Date: 12/8/22

Neil G

Amy Lydon

Christina M