

**MEMORANDUM OF AGREEMENT
BETWEEN
THE READING TEACHERS' ASSOCIATION AND
THE READING SCHOOL COMMITTEE**

Whereas the parties wish to preserve the health of students, faculty and community members. The parties enter into this Memorandum of Agreement (MOA).

The Reading Education Association and the Reading School Committee agree that the following protocols and procedures will apply to all employees during the current State of Emergency, issued by Governor Charlie Baker, concerning the Coronavirus (CoVid-19) or any extension imposed by the district. This agreement shall remain in effect through April 4, 2020, and at which date it shall expire, unless the parties negotiate and agree to an Amendment.

1. If an employee is subject to a substantiated recommended self-quarantine and/or mandatory quarantine, said employee will receive full pay and benefits for the duration of the leave. Pay during such leave shall not be reflected in a reduction from the employee's accumulated contractual leaves.
2. Should a worksite be closed for any reason, employees shall receive their full pay and benefits for the duration of such closing. Pay during such closing shall not be from the employee's accumulated contractual leaves.
3. During the time of quarantine or when the schools are closed, employees covered by this MOA will be expected to check their school emails twice daily to receive information from the district.
4. Employees will also be expected to participate in online professional development during this period. The district shall provide a menu of professional development options for employees to self-select and participate.
5. The District agrees to provide resources to families for continuity learning and enrichment activities. Employees will be expected to follow the attached Guidelines for Remote Enrichment and Learning Opportunities. Attachment A.
6. All timelines with respect to the evaluation process will be extended by a two (2) week period.
7. The Parties agree that the last day of school for students shall be June 22, 2020.
8. Employees who are diagnosed with Coronavirus shall report the diagnosis to the District immediately. The Employee will be placed on leave and be held out of work for an amount of time as determined by their health care provider, following recommendations from the Center for Disease Control (CDC) or other governmental agency. Pay during such leave shall not be reflected in a reduction from the employee's accumulated contractual leaves. These employees and employees with household members affected by the Coronavirus will not be subject to section 3 of the MOA.

9. This agreement shall not be modified except for in writing and by mutual agreement and consent of both parties.

The Reading Teachers' Association

Reading Public Schools School Committee

Dated: March _____, 2020