

**MEMORANDUM OF AGREEMENT (“Agreement”)
BETWEEN
THE MARBLEHEAD SCHOOL COMMITTEE (“Committee”)
AND
THE MARBLEHEAD EDUCATION ASSOCIATION (“MEA”),
collectively referred to as the “Parties”**

**Regarding the Reopening of Schools for the 2020 – 2021 School Year
August 2020**

WHEREAS, the Superintendent, the Committee, represented by the Chair and the Union have engaged in good faith negotiations regarding the reopening of school for the 2020-2021 school year;

WHEREAS, absent a reasonable accommodation based on ADA accommodations approved and provided by the Superintendent, educators will be required to report to their school building or other assigned work location within the District for the 2020 –2021 school year to perform their work, unless the Committee or Superintendent closes the schools for public health reasons and/or educators are directed otherwise by the Superintendent; and

WHEREAS, the Parties wish to memorialize their understanding about certain aspects of the reopening of school for the 2020-2021 school year in a more detailed Memorandum of Agreement to be finalized prior to the start of school for students on September 14, 2020;

NOW THEREFORE, the Parties agree that a temporary suspension of the requirement of educators to report to their school building or other assigned work location will be in effect until such time as the following ventilation considerations are attended:

1. Prior to the occupation of all buildings, the HVAC system shall be inspected by an independent certified HVAC professional selected by the Superintendent and agreed upon by the Association. A copy of the report will be provided to the Association in accordance with MGL ch. 150E.
2. All air exchange apparatus should have dampers opened 100% for the introduction of outside air (OA). This should continue if possible whether the building is occupied or not. All system fans shall be set to “on” at all times people are present and shall be turned on 1 hour prior to /and after general building occupancy or until the building air is purged (ie: a total of 3 air exchanges). All building exhaust fans shall be in working order and continuously on 1 hour prior to and after general building occupancy for purging, except the bathrooms, nurse’s office and isolation rooms, which will be exhausted and supplied OA 24/7.
3. If a building lacks an air exchange apparatus, windows shall remain open to promote air exchange.
4. As recommended by MHD BOH personal fans are prohibited from use when students are present in a room.

5. A CO2 test should result in the DPH recommended range of 800ppm of CO2 or less in any given space when it is normally occupied. In the event of a higher CO2, additional OA will be provided.
6. A MERV 13 filtration system or greater will be used and air leaks/gaps will be sealed around filters. In no instance will a filter be less than a MERV 8.
7. If the system cannot accommodate a MERV 13 filter, a portable HEPA filtration air purifier (or equally effective air purification device) will be used that operates on a 100cfm per 250 sqft. In the event that the space is larger than 250 sqft, the space should have multiple air filters to condition the space.
8. Humidity shall be maintained between 40% and 60%.
9. Installation of ultraviolet light purifying systems may be installed by a professional should a determination be made jointly one is necessary in a given space.
10. All classroom windows must be functioning properly.

The Parties acknowledge that the independent inspections are being scheduled. The Superintendent, the Chair of the Committee, the Executive Board of MEA, including the President, the Director of Facilities, the Director of the Marblehead Board of Health and each building Principal have conducted a walkthrough at each school, addressing questions about air quality, temperatures and other working conditions. Aside from the independent inspections, there are, at this time, no unresolved issues that would prevent educators from reporting to their school building or other assigned work location within the District for the 2020 –2021 school year to perform their work. If/when the independent inspections indicate that ventilation conditions are met for safely returning staff, MEA in collaboration with the Superintendent will provide staff one working day notice for a return to in-person work.

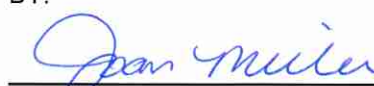
Staff who want to return to in-person work prior to the inspection report are welcome to return. All Parties acknowledge that the period of August 31 until September 11 is considered Contractual workdays. All staff are expected to be “present” and engaged regardless of working remotely or in-person during this period. Professional Development schedules have been shared by the Assistant Superintendent and each building principal. Attendance during these days and at these scheduled sessions is mandatory.

MARBLEHEAD SCHOOL COMMITTEE,
BY:



Sarah Gold, Chair

MARBLEHEAD TEACHERS ASSOCIATION
BY:



Joan Miller, President

Date: 8/28/2020

Date: 8/28/2020