

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE MOHAWK TRAIL REGIONAL SCHOOL COMMITTEE
AND THE MOHAWK DISTRICT EDUCATION ASSOCIATION**

The Mohawk Trail Regional School Committee (hereinafter referred to as the “Committee”) and the Mohawk District Education Association (hereinafter referred to as the “Association”) hereby agree to the following terms, conditions, and understandings:

1. 25-26 Proposed MTRS Bell Schedule

The proposed bell schedule, linked below, will include the following components:

[+ Proposed 25-26 Bell Schedule](#)

- A single grade 7-12 bell schedule
- 7 periods for students
- 5 teaching periods for teachers and 2 preparation periods, each equal to the length of one class period
- The schedule is a version of a modified block schedule, in which the 7 classes meet a total of 4 times per week according to the following:
 - Class periods will be approximately 45 minutes long three days/week and approximately 80 minutes long two days/week
 - All 7 classes meet on Monday, Tuesday, and full-day Wednesday for 45 minutes each
 - On short Wednesdays (½ days), all 7 classes meet for approximately 25 minutes each
 - On Thursdays, 3 classes meet for approximately 80 minutes each. On Fridays 4 classes meet for approximately 80 minutes each.
- Advisory will be scheduled every day except short (½ day Wednesdays) for 30 minutes, and will be called or used as advisory/flex.
- Assemblies will be scheduled on Thursdays for 30 minutes
- Flex time will be scheduled on Thursdays for 45 minutes
- Middle school students will be provided a 10 minute break during each advisory session, to be supervised by middle school advisory teachers

Additional Changes to the Schedule:

- The school courses will operate on trimesters instead of semesters or quarters, and will generally be scheduled according to the following:
 - Core academic courses, including World Languages, will be year-long (3 trimesters)
 - Most elective and exploratory courses will be 1 trimester long
 - At each trimester end, there will be a half day dedicated to teachers for transitioning (no PD scheduled). For the 25-26 school year, this will be (two) 2 full days that are changed to (two) 2 floating half days (for the MS/HS building only) in the current calendar.
 - Capstone and civics courses will be two (2) trimesters long
 - Progress-reporting and grading periods will be adjusted accordingly

Considerations for Teacher Scheduling

- Middle school core academic teachers will teach 4 sections of core academic courses and will co-teach with a middle school colleague in a 5th class period—unless core academic teachers choose to
 - Teach an elective class
 - Teach an intervention class
- Middle school teachers will have one common preparation period and one additional preparation period.

Adjustments to the Schedule:

The administration and Association agree that during the first year of implementation (25-26 school year), feedback about the schedule will be gathered, and adjustments will be considered as part of the collective bargaining process.

- 2. The Committee and Association agree to modify the following contractual provisions to align with the changes referenced above. Said modifications apply to the 25-26 school year.

Article VII

F. In addition to the lunch period noted in Section E above:

- 1. Teachers will have an unscheduled preparation time an amount of time equal to two (2) classroom periods per day on 7 period days, and one (1) per day on long block days when school is in session. One of the preparation periods for core middle school team teachers will be a common preparation period on the days it is scheduled.
2. It is understood that lessons for Advisory periods will be provided to Advisory teachers and that no special or additional preparation will be necessary.

H. Every reasonable effort will be made to limit the number of preparations (unique classes) for each high school teacher to three (3) per grading period. Different levels of the same course and different grade levels are considered to be different preparations. Courses that have multiple sections will have priority to have those scheduled in the same grading period.

Article XXVI

C. If a substitute teacher is not available and the Principal must assign a teacher to cover a period during their preparation period, the Principal will do so according to the following procedure:

First, a teacher will be assigned from the volunteer list established per class period.

If there are no volunteers in any given class period, then the assignment will be rotated equitably among the staff available. The teacher assigned will be able to opt out on any given day due to other responsibilities with the Principal's approval, and another teacher will be assigned in accordance with the same procedure.

The assigned teacher will be paid at the rate of \$20 per 45-minute period / half of an 80-minute period, and \$40 for an 80-minute period.

Article VII (possibly needs to be changed)

- A. When possible, teachers will be notified in writing of their programs for the coming school year, including the school, the grades and the subjects that they will teach, and any special or unusual classes that they will have, not later than June 11.
3. This Agreement is not precedent setting for any same or similar circumstance in the future.
4. There are no other understandings, either verbal or written, between the parties regarding the subject matter contained herein.

FOR THE MOHAWK TRAIL REGIONAL SCHOOL COMMITTEE

FOR THE MOHAWK DISTRICT EDUCATION ASSOCIATION

Dated:_____

Dated:_____