

**MEMORANDUM OF AGREEMENT**  
**Between**  
**Fall River School Committee**  
**And**  
**Fall River Educators Association**

**Effective**  
**September 1, 2015 – August 31, 2017**

*The Collective Bargaining Agreement between the Fall River School Committee ("the Committee") and the Fall River Educators Association ("the Association") shall be modified only as specifically provided herein, to address subjects related to the Durfee High School Schedule:*

[In modified text, deletions are denoted by strikethrough and additions are denoted by underline.]

*Article V of the Collective Bargaining Agreement shall be modified only as follows:*

**H. Secondary Schools**

**2. High School Schedule:**

The number of classroom periods at the High School shall consist of a bi-weekly (10 day) five block schedule with rotating Red/Black Days. (See Appendix)

**The Five Period Block Schedule**

- a. No teacher shall be assigned more than three (3) classroom instructional periods per day.
- b. Teachers shall be assigned a minimum of 13 preparation periods in a 10 day cycle.
- c. Teachers may be assigned up to 5 periods in a 10 day cycle (2.5 per week) for duties defined as ARC, additional CPT, or other duties in an emergency situation as described in Article VIII. ARC periods shall be defined as academic interventions, make-ups and accommodations.

~~Of the remaining three and one-half (3.5) periods per week, two of such periods will be Academic Resource Center (ARC) assignments, the other period shall be for teaming and common planning. The one-half (.5) period will be scheduled as either ARC or teaming and common planning as determined by the Administration. ARC periods shall be for extra help, make-ups and accommodations. Teachers will not be required to substitute or do other non-teaching duties during such three and one-half (3.5) periods per week. In the event the Administration is not able to provide a substitute for an absent teacher, those students may be assigned to an underutilized ARC where they will have a directed study period under the direction of teachers in that ARC. To the extent possible, such assignment of students for directed study periods will be rotated among such ARCs.~~

- d. There will be no layoffs of bargaining unit members at the high school level resulting from the implementation of the Five Period Block Schedule with Rotating Red/Black Days.

- e. No terms or conditions of employment will be changed as a result of the implementation of the Five Period Block Schedule with Rotating Red/Black Days except as specifically provided herein. Teachers assigned to non-instructional periods shall not be required to prepare for or perform any follow-up for such periods. All assignments, including schedules, shall be distributed among bargaining unit members in an equitable manner. For Advisory periods, refer to Section f. below.

[New Section]

- a. f. Advisory periods shall meet one-time per week for twenty (20) minutes. Advisory shall be non-evaluative. Advisory curriculum or lessons shall be determined and planned by a committee consisting of an equal number of representatives of the Association and the Administration. For the first year of this agreement, this committee shall meet monthly to review the curriculum and the advisory schedule and make recommendations accordingly. Teachers may be asked to perform a minimum amount of preparation in order to be prepared for advisory periods. Advisory class sizes shall be kept as equitable as possible unless a teacher requests additional students in their advisory. Teachers in Special Education and CVTE may have an advisory caseload which reflects their current programmatic student caseload. If the advisory class size is higher in these areas than the school average for advisory, the teacher will have one less duty period in a 10 day cycle.
3. Secondary school teachers will not be required to teach more than two (2) subjects (i.e. Math and Science), more than three (3) teaching preparations within said subjects at any time. Teacher preparations for this section are defined as courses as described in the Program of Studies. Levels within courses (i.e., Honors and College Prep) are not subject to different preparations.

A preparation period is defined as a scheduled period during which a teacher shall be free from classroom teaching responsibilities. During such period, a teacher may will perform educationally relevant activities or participate in educationally relevant programs as said teacher may determine. The School Committee will make reasonable effort to continue the type and number of assignments during the last period of the day. **The Fall River Public Schools recognize that during these preparation periods teachers may engage in actions of a personal nature as they arise provided they are conducted within a reasonable amount of time and adhere to the provisions stated within this collective bargaining agreement.**

## I. MISCELLANEOUS

Of a teacher's preparation periods, 13 periods in a 10 day cycle will be designated as non-duty preparation periods to be designated at the beginning of the school year by the Principal. If a teacher is given an assignment during the non-duty preparation period, a teacher will be paid at the rate of thirty-four dollars and fifty cents (\$34.50) per hour.

[New Section]

6. The number of students in a teacher's caseload should not exceed 125 students. Teachers who are responsible for 6 different classes during a semester will be excused from ARC duties during that semester. Those teachers without ARC will be the first assigned to a duty on an emergency basis.

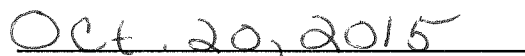
7.

- b. Where staffing allows, SPED teachers providing services in General Ed are to remain with students for a full class period.
8. If there is a need to provide additional hours of instruction for students in the junior or senior year, Cosmetology teachers will have the option to provide such hours during the five-week summer enrichment program from 9:00 AM-12:00 PM. They will be compensated for this time at the pro-rated per diem rate.
9. State regulations that specify student/teacher ratios in the CVTE and SPED Department will be followed.
10. If, for purposes of meeting hours needed, a teacher in the CVTE Department is required to instruct four periods out of five, they will not be assigned an ARC.
11. This schedule shall be implemented as a pilot program until the next successor agreement is negotiated and ratified between the parties. A committee consisting of an equal number of representatives of the Association and the Administration shall meet regularly to discuss issues related to the schedule and make recommendations accordingly.

\_\_\_\_\_  
Fall River School Committee

\_\_\_\_\_  
Date

  
Fall River Educators Association

  
Date