AGREEMENT BETWEEN
MANCHESTER ESSEX TEACHERSASSOCIATION
AND
MANCHESTER ESSEX REGIONAL SCHOOL COMMITTEE

The parties hereby agree to the following changes to the **September 1, 2024 – August 31, 2027,** agreement and agree to pilot the aligned Middle-High School Schedule for the 2025-2026 school year. This schedule, as detailed below, will be implemented on a pilot basis and will be subject to review and adjustments based on feedback and observations throughout the pilot year. The parties agree that the Middle and High School schedules shall revert to the current (2024-2025) schedule after the conclusion of the 2025-2026 school year unless the parties agree to either extend and/or modify the terms of this agreement.

Schedule Structure
The new (2025-2026) schedule will consist of the following key elements:

Middle School Schedule: A rotating seven-day schedule, with the following class structure for each day:

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
7:45-8:40	A	G	F	E	D	C	B
8:44 - 9:39	B	A	G	F	E	D	C
9:43 - 10:33	C	B	A	G	F	E	D
10:37 - 11:37	D	C	B	A	G	F	E
11:41 - 1:11 Class and lunch	E	D	C	B	A	G	F
1:15 - 2:15	F	E	D	C	B	A	G
	DROP G	DROP F	DROP E	DROP D	DROP C	DROP B	DROP A

High School Schedule: Similar to the middle school, but with non-consecutive drops, including a rotating block of lunches for middle school and high school students.

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
7:45-8:40	A	G	F	E	D	C	B
8:44 - 9:39	B	A	G	F	E	D	C
9:43 - 10:33	U	U	U	U	U	U	U
10:37 - 11:37	D	C	B	A	G	F	E
11:41 - 1:11 Class and lunch	E	D	C	B	A	G	F
1:15 - 2:15	F	E	D	C	B	A	G
	DROP C AND G	DROP B AND F	DROP A AND E	DROP G AND D	DROP F AND C	DROP E AND B	DROP D AND A

Key Changes in the Pilot Year

- Non-consecutive drops for high school classes, with three shared lunch periods.
- A shared lunch model at the middle school level with two shared lunch periods.
  - Lunch Times: 11:41-12:11, 12:11-12:41, 12:41-1:11
  - Lunches: For 2025-2026 – $6^{th}/7^{th}$, 8th/HS, HS
- No dedicated ME Block for the middle school, with potential adjustments when possible

- Middle School Schedule: Equitable preparation time for exploratory teachers will be provided (2 out of 7 days with one prep and 5 out of 7 days with two preps), unless the structure creates large class sizes for one or more teachers. Equitable preparation time for the middle and high school world language teacher will be coordinated between middle and high school administration.

Pilot Period and Evaluation
This schedule will be piloted during the 2025-2026 school year, with the following provisions:

- The effectiveness of the schedule will be evaluated based on feedback from staff, students, and administrators. The Union will be responsible for surveying its membership to evaluate the schedule and providing the results to the District. This survey will be scheduled at the end of the first quarter for the high school, and at the end of the first trimester for the middle school.
- A review of scheduling conflicts, lunch rotations, and overall instructional time will be conducted at the end of each semester by representatives from both the Union and the District.
- Adjustments may be made to the schedule as needed for improvement as agreed upon by the Union and the District. Such adjustments should not be the mechanism to completely rebuild this schedule.

- Adjustments may be made to ensure that the pilot aligns with the best interests of both students and staff, while considering financial constraints, staffing availability, and possible implications to class sizes.

The parties hereby agree to the terms of this MOU, which reflects the alignment of schedules between the middle and high school levels. The pilot will be in effect for the 2025-2026 school year only, with ongoing communication and reviews to ensure the success of the pilot.

Keith Stefanek 6/18/25
META President

Superintendent 6/18/25