DRAFT 3.25.26 / Updated 3.31.26 / Update 4.10.26
AGREEMENT

BETWEEN
MANCHESTER ESSEX TEACHERSASSOCIATION
AND
MANCHESTER ESSEX REGIONAL SCHOOL COMMITTEE

The parties hereby agree to continue and refine the aligned Middle-High School Schedule, extending the pilot into the **2026–2027 school year**. This continuation reflects a commitment to building on lessons learned during the 2025–2026 pilot year.

The schedule will remain in place for the 2026–2027 school year and will continue to be subject to review and adjustment based on feedback, operational needs, and student outcomes. The parties agree to revisit the structure during and at the conclusion of the 2026–2027 school year to determine next steps, including potential long-term adoption. The parties agree that the Middle and High School schedules shall revert to the 2024-2025 schedule after the conclusion of the 2026-2027 school year unless the parties agree to either extend and/or modify the terms of this agreement.

Schedule Structure
The new (2026-2027) schedule will consist of the following key elements:

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

PROPOSED 6th and 7th MEMS Bell Schedule

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
7:45-8:40 (55)	A	G	F	E	D	C	B
8:44-9:39 (55)	B	A	G	F	E	D	C
9:43-10:33 (50)	C	B	A	G	F	E	D
10:37-11:32 (55)	D	C	B	A	G	F	E
11:36-1:01 (55) lunch: 11:56-12:06 class: 12:06-1:01	E	D	C	B	A	G	F
1:03-1:25 (22)	ME	ME	ME	ME	ME	ME	ME
1:25-2:15 (50)	F	E	D	C	B	A	G

PROPOSED 8th Grade MERMS Bell Schedule

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
7:45-8:40 (55)	A	G	F	E	D	C	B
8:44-9:39 (55)	B	A	G	F	E	D	C
9:43-10:33 (50)	C	B	A	G	F	E	D
10:37-11:32 (55)	D	C	B	A	G	F	E
11:36-1:01 (55) Class: 11:36-12:06 Lunch: 12:06-12:46 Class: 12:46-1:01	E	D	C	B	A	G	F
1:03-1:25 (22)	ME	ME	ME	ME	ME	ME	ME
1:25-2:15 (50)	F	E	D	C	B	A	G

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

PROPOSED Manchester Essex Regional High School Bell Schedule

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
7:45-8:40 (55)	A	G	F	E	D	C	B
8:44-9:39 (55)	B	A	G	F	E	D	C
9:43-10:33 (50)	U	U	U	U	U	U	U
10:37-11:32 (55)	D	C	B	A	G	F	E
11:36-1:08 (62) 1st lunch: 12:06-12:36 2nd lunch: 12:38-1:08	E	D	C	B	A	G	F
1:12-2:15 (63)	F	E	D	C	B	A	G

Carry Forward Changes from the Pilot Year

- Two non-consecutive drops for high school classes.
- A shared lunch model with three lunch periods.
    - Lunch Times: 11:36-12:06, 12:06-12:36, 12:38-1:08
- Lunches: For 2026-2027 – 6th/7th, 8th/HS, HS
- 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) Equitable preparation time for the middle and high school world language teacher will be coordinated between middle and high school administration.

Ongoing Review and Evaluation

The 2026–2027 continuation year will include a more structured review process to support continuous improvement:

- The Association will continue to gather feedback from its membership and share results with the District
- Surveys will be administered:
    - High School: end of first quarter
    - Middle School: end of first trimester
- Joint District/Association review meetings will occur at least:
    - During the first Trimester

- During the second Trimester
- Areas of focus will include:
  - Instructional time and course access
  - Student experience (including lunch and transitions)
  - Staff workload and preparation time
  - Class sizes and staffing efficiency
- Adjustments may be made by mutual agreement of the parties. These adjustments are intended to improve the existing model and not to fundamentally redesign the schedule during the school year

Commitment to Continuous Improvement

The parties agree that this continued pilot reflects a shared commitment to:

- Improving program access for students
- Increasing scheduling flexibility across grades 6–12
- Making more efficient use of shared staffing
- Supporting a balanced and sustainable schedule for staff

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 2026-2027 school year only, with ongoing communication and reviews to ensure the success of the pilot.

For The Association

Keith Stefanek April 17, 2026

Keith Stefanek
META President

Pam Beaudin 4.17.26

Pam Beaudin
Superintendent