

MEMORANDUM OF AGREEMENT
REGARDING CHANGES TO THE SCHEDULE AT THOMASTON HIGH
SCHOOL AND MIDDLE SCHOOL

WHEREAS, The Thomaston Board of Education (hereinafter the "Board"), the Thomaston Education Association (hereinafter the "TEA") have identified a need to amend the schedule to address new graduation requirements for the incoming freshman class;

WHEREAS, the parties agree that the current schedule is too restrictive to accommodate new programs and course offerings that will provide Thomaston students with the skills necessary to be successful in college and their careers;

Therefore, the Board and the TEA agree to the following terms and conditions regarding the change from the current schedule to the new schedule until such time as the parties agree to revise the schedule:

1. The New Schedule:

The new schedule will be a 4-period block schedule in an alternating A day-B day format and an 8-period non-block schedule on C day. For example, periods 1, 3, 5 and 7 on A-day and period 2, 4, 6, and 8 on B-day and all eight periods on C day.

2. Impacts:


- a. Teachers will be assigned six periods which include courses or duties, or a combination of the two. Duties are defined as study hall supervision, staffing of resource rooms or other student support roles, acting as instructional coaches and the like;
- b. The administration will make every possible effort to ensure that teachers on the same team will be scheduled the same Prep period, providing time to meet daily for both Prep and Team. Team and Prep time will be split evenly each day;

- c. The administration will make every possible effort to ensure that teachers shall not be scheduled to teach straight through a day, that is, where feasible not be required to teach 4 block periods in any given day;
- d. The Board recognizes that adding an additional period may lead to a situation where a teacher's schedule cannot be filled with content-specific courses. The Board and TEA agrees that it is in the school's best interest to use this as an opportunity to add programming and support for learning (i.e., staffing a resource room, creating new courses and programs, serving as instructional leaders, etc.). Therefore, both parties agree to flexibility in assigning teachers duties in place of content-specific courses, barring a reduction in workforce required by the appropriated budget;
- e. The Board and the TEA recognize that in order for teachers to find success in their implementation of the 8-Period Schedule training in block instruction is necessary. The Board shall provide training and support in block instruction as follows:
 - i. Two training sessions will be provided prior to the end of the 2018-2019 school year: June 3, 2019 and June 10, 2019;
 - ii. Monthly training and support sessions will be provided throughout the 2019-2020 school year; and
 - iii. In-house coaching shall be provided during the workday.

3. General Conditions:

- a. This Agreement shall not be considered a past practice nor a precedent with respect to the issues set forth herein. Additionally, this Agreement shall not be used in any negotiation, mediation or interest arbitration, grievance, prohibited practice or any other matter between the Board and the Association;

- b. All other provisions of the collective bargaining agreement between the Board and the Association not addressed in Section 2 Impacts above shall remain in full force and effect;
- c. The parties acknowledge that the new schedule is a work in progress and matters may arise that were not anticipated. The parties agree to meet to address issues related to the implementation of the new schedule that may not be covered by this Agreement and to use their best efforts to resolve them.



Thomaston Board of Education

Patricia Henderson

Thomaston Education Association

Dated: 5/31/19

Dated: 5/31/19

