

**Amendment to the Agreement between the Hingham School Committee and  
the Hingham Education Association on School Reopening 2020-2021**

**December 17, 2020**

*The Hingham School Committee and the Hingham Education Association agree to amend the Agreement by and between the Hingham School Committee and the Hingham Education Association on School Reopening 2020-2021 as follows:*

**Add the following new sections to Article III:**

3.05 **Phase 2.1** -- Beginning on January 11, 2021:

- a. Students in Kindergarten will attend school in-person five (5) days per week, four (4) hours per day. At least five (5) feet of physical distance will be maintained between students and six (6) feet between Unit A members and students subject to Section 2.12. All kindergarten classrooms will all be equipped with appropriate furniture to support maximum physical distancing possible.
- b. Grades 1-2 will attend school Wednesdays in-person, four (4) hours per day, alternating cohorts.

3.06 **Phase 2.2** -- No sooner than February 1, 2021 and following a minimum of 3 weeks of phase 2.1 in which the town of Hingham remains “Grey or Green” (“Gray” shall be defined as less than, or equal to ten (10) total cases. “Green” shall be defined as less than ten (10) cases per 100,000 and greater than ten (10) total cases) **AND** there is no evidence of school related transmission (student to student, staff to staff, etc.,) as confirmed by Hingham Board of Health during that period:

- a. Students in grades 1 & 2 will attend school in-person five (5) days per week, four (4) hours per day, utilizing 3-6 foot physical distance. St. Jerome’s will be used as additional classroom space for Foster students and teachers.
- b. Grades 3-5 will begin to attend school in-person on Wednesdays, four (4) hours per day, alternating cohorts.

3.07 **Phase 2.3** -- No sooner than March 1, 2021 and following a minimum of 3 weeks of phase 2.2 in which the town of Hingham remains “Grey or Green”( “Gray” shall be defined as less than, or equal to ten (10) total cases. “Green” shall be defined as less than ten (10) cases per 100,000 and greater than ten (10) total cases) **AND** there is no evidence of school related transmission (student to student, staff to staff, etc.,) as confirmed by Hingham Board of Health during that period, students in grades 3, 4 & 5 will attend school in-person five (5) days per week, four (4) hours per day, utilizing 3-6 foot physical distance. St. Jerome’s will be used as additional classroom space for Foster students and teachers.

3.08 Beginning on January 11, 2021, secondary principals, in collaboration with impacted classroom teachers, shall have discretion to bring more students into in-person learning (cohorts A, B, or A/B) on Monday, Tuesday, Thursday and Friday to the extent that class size and school enrollment makes it possible to maintain 6-feet of physical distancing. Generally, students who are identified as “high risk” (i.e., special education students, students on 504 plans, homeless or foster students, ELL), students whose grades have dropped by a full letter grade or more between terms, and/or students who have identified social emotional concerns will be considered for return to in-person learning.

**Add the following new sections to Article IV:**

4.23 Beginning January 4, 2021, elementary teachers shall be given access to COVID-19 testing at a frequency to be determined by mutual agreement and at no cost to the educator.

4.24 Beginning on January 4, 2021, elementary classrooms will be equipped with an Air Purifier supplied by the district.

4.25 The district and the HEA agree to meet at least twice per month during the 2020-2021 school year to address issues related to operations and COVID-19. The parties agree that these meeting shall constitute bargaining sessions. The parties agree that, so long as a majority of their bargaining team is present, the meeting will occur. The parties may also, with 24 hours’ notice to the other team, bring additional people to the meeting to provide expertise with a limit of 8 people per bargaining team.

4.26 HEA agrees to distribute the MOA and the COVID-19 Exposure Procedure and any updates to these documents to all members. Beginning December 7, 2020, the COVID-19 Exposure Procedure will be reviewed at each COVID Response Team meeting for accuracy to current CDC, DPH and Hingham DPB guidelines. All updates will be provided to the parties as soon as practicable for review pursuant to Article 4.25. The Procedure shall be updated regularly upon the agreement of the Parties.

4.27 Teachers may be required to work in locations other than their assigned building. In the event that a teacher is required to move to a different building, the District will physically relocate classroom items and provide packing materials to the educator. Each teacher will be compensated with a four-hundred and fifty dollars (\$450) moving stipend to pack, unpack, and/or organize their new classroom space. Teachers shall have the ability to choose within a reasonable timeframe when such a move will take place and shall not do so during instructional time nor will they be required to do so over vacation break(s). The impacted teachers moving to St. Jerome’s will work with district administration to create

an intermittent schedule for access to St. Jerome's at least once per week between January 4, 2020 and the final move date. Once the public health circumstances which gave rise to this agreement and necessitated the changes to school operation contemplated herein have ended, teachers will be moved back to their regular building as soon as practical. Teachers will be moved back into their assigned buildings as soon as practicable. Upon moving back to their original assignments, the same provisions as described above shall apply.

- 4.28 All religious iconography shall be removed from St. Jerome's premises and buildings prior to their occupation by students and staff.
- 4.29 In the event that Weymouth and/or Hingham Public Schools have a "snow day," the same shall apply for HPS students and staff at St. Jerome's and it shall be a remote learning day if so designated by the Superintendent.
- 4.30 Staffing at St. Jerome's shall include a full-time nurse, appropriate custodial support to ensure regular cleaning, and a full-time designated administrator and paraprofessional staff that will provide services comparable to other HPS elementary schools. Grade level teams shall remain intact.
- 4.31 All educators at St. Jerome's shall have access to comparable and compatible technologies as other staff in HPS elementary schools.
- 4.32 All health and safety measures memorialized herein shall apply to St. Jerome's school. School hours at St. Jerome's shall be the same as the Foster Elementary School.
- 4.33 All existing preschool play structures shall be removed and appropriate seating shall be provided for snack break(s) at St. Jerome's.
- 4.34 During Phase II.1, Hingham will transfer one (1) Hingham kindergarten teacher to teach students in Cohort R only. Cohort R students will be moved from their current class to this new remote-only class and a licensed educator will be hired to teach the open in-person kindergarten class.
- 4.35 School nurses may volunteer for the following two (2) additional job responsibilities starting on December 22, 2020. It has been agreed that volunteers for both opportunities shall be solicited by an email from the Superintendent to all school nurses and school nurses shall have 48 hours to volunteer for either or both responsibilities. Both responsibilities shall be paid at sixty (\$60) dollars per hour for hours work:

- (a) Up to five hours per week for two school nurses to facilitate the HPS faculty COVID-19 testing program as selected by the Superintendent;
- (b) To assist with contact tracing activities for the HPS as needed outside of normal work hours.

**HINGHAM SCHOOL COMMITTEE**

, Chair

Dated: 11/9/2021

**HINGHAM EDUCATION ASSOCIATION**

, President

Dated: 12/23/2020