

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOSTON TEACHERS UNION, LOCAL 66, AFT-MASSACHUSETTS
AND
THE SCHOOL COMMITTEE OF THE CITY OF BOSTON**

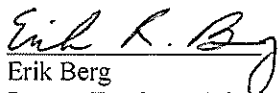
This Agreement entered into between the Boston Teachers Union, Local 66, AFT-Massachusetts ("BTU") and the School Committee of the City of Boston ("BSC") is intended to address remote observations of BTU members during the 2020-2021 school year.

WHEREAS, as a result of the ongoing pandemic which commenced in early 2020, many Boston Public School ("BPS") students are engaged in learning virtually; and


WHEREAS, the parties recognize the importance of the evaluation process whether classrooms are virtual or in person;

NOW THEREFORE, the parties agree to the following terms addressing remote observations:

1. This Agreement remains in effect beginning upon execution and for the duration of the COVID-19 state of emergency or at the conclusion of the 2020-2021 work year, whichever occurs first. If the state of emergency still exists as of end of 2020-2021, the parties agree to reconvene to review the terms of this Agreement and discuss possible modifications to be effective as of the 2021-2022 work year.
2. No observed lesson may recorded.
3. When conducting a remote observation, the evaluator shall provide notice of their presence (for example, verbally, by audible alert, or in writing in the chat) upon entering the virtual classroom.
4. While access to and effective use of appropriate, district-provided technology should be taken into consideration if outside the control of the employee, an employee's practice while participating in remote instruction is otherwise entirely subject to observation, feedback, and evaluation. Consideration should be given if the technology is not compatible with applications , platforms or software required to be used.


Erik Berg
Boston Teachers Union
Local 66, AFT Massachusetts

Date: 12/16/20


Albert Taylor Jr.
Chief Human Capital Officer
Boston Public Schools

Date: 12/17/2020