

MTSBA Frequently Asked Questions

**Updated Friday, March 27 at 8:15 pm.

3. Question: With the Governor's closure order, are staff still allowed to work on providing instruction to students?

Answer: The Governor's order does not require you to stop the work of your staff, only to close schools. The Governor's order specifically contemplates that work will go on as school districts plan for how to adjust and ensure that the needs of students are met.

You have both the resources and the freedom to have your staff work on offsite instruction resources and methods. To the extent that you have changes in working conditions, be sure to collaborate with the union and document their concurrence in any changes in working conditions through an MOU.

MFPE and MTSBA have collaborated and jointly endorsed this Model MOU for districts' consideration.

(A) What is a Memorandum of Understanding (MOU sometimes also called MOA Memorandum of Agreement)?

These are documents that waive/deviate/supersede specific provisions of the Master Contract. They are commonly used when the parties wish to discuss a very narrow topic, or when the parties agree that something in the CBA should be changed but would rather not open the full agreement. During the initial two weeks closure a sample MOU was draft protecting the party's rights during that limited window. This new revised MOU allows for those same terms to continue until such time as the closure is lifted or June 30th whichever comes first.

(B) Does the Board need to approve this MOU? Yes, this MOU should go through all of the steps normally followed for adopting a contract or in this case an MOU.

(C) Can we modify the MOU? This MOU is a draft sample document that both MFPE and MTSBA support. Like with any sample policy or sample contract language it is up to you to read, understand and adapt to your district's needs.