

**Memorandum of Agreement
Regarding Time Tracking Records
between the Dover Teachers' Union, NEA-NH and the
Dover School District**

THIS MEMORANDUM OF AGREEMENT, hereinafter "MOA," is entered into between, the Dover Teachers' Union ("Association"), and the Dover School District ("District")

WHEREAS, the COVID-19 shutdown period has been an unprecedented emergency situation, in which the District, Teachers and Support Staff have had to reach mutual agreement about temporary modifications to Employee working conditions and schedules, in order to transition quickly to remote learning for the students and communities they serve; and

WHEREAS, it may be mutually beneficial in the future for the District to provide records of employee work time to the public or to government agencies;

NOW, THEREFORE, in consideration of the mutual covenants and promises set forth below, the parties agree as follows:

1. Employees will be required to fill out a mutually agreed upon time tracker for each day they perform work for the District. Employees will be required to note the type of work activity performed daily.
2. Time tracker records shall not be used in the discipline or evaluation of employees.
3. Any data released to the public regarding the time-tracker worksheets shall be released in the aggregate only. No individual teacher information shall be released.
4. The parties agree that this agreement is temporary and will only be in effect until the start of the 2020-2021 student school year. The parties also agree that this agreement does not replace the current collective bargaining agreement which remains in full force and effect provided they do not conflict with this Memorandum.
5. It is agreed and understood by the Parties that this Memorandum of Understanding does not establish any precedent or past practice as to any other disputes which may exist in the future between the Association and the District. The Parties further agree and understand that this Memorandum of Understanding will not be admissible in any grievance, arbitration hearing, or cause of action, except to enforce its terms.
6. The Parties execute this Memorandum of Understanding voluntarily with full understanding of its terms.

Signed and Agreed to on this _____ day of April 2020.

Lisa M. Dillingham, President
Dover Teachers' Union

William Harbron, Superintendent
Dover School District

Amanda Russell, School Board Chairperson
Dover School District