

**ROCHESTER FEDERATION OF TEACHERS, AFT #3607, AFT-NH, AFL-CIO  
AND  
ROCHESTER SCHOOL BOARD**

**MEMORANDUM OF UNDERSTANDING  
ROCHESTER SCHOOL DISTRICT BLIZZARD BAG 2018-2019**

Whereas the Rochester Federation of Teachers (RFT) and the Superintendent of schools have consulted regarding the implementation of blizzard bags for each of the bargaining unit (Teachers, Paraprofessionals and Food Service);

Whereas the parties mutually agree that implementation of a blizzard bag schedule for 3 days that school is canceled due to weather or other circumstances, is beneficial not only to the staff and faculty but also to the students;

Whereas the various collective bargaining units contain the following provisions which would be impacted by the implementation of the blizzard bags, Teachers (Article VII, A); Paraprofessionals (Article VII) and Food Service (Article XXVIII; Section 6);

Therefore, the parties agree to the following:

1. The purpose of blizzard bag are to replace a day of school and not adding a school day in June. The teacher's blizzard bag preparation, being available during the blizzard bag day, and collecting and correcting the assignments would equal a day during the school year. Students are expected to complete the required work and 80% of the students in the District need to complete the work for the day to count as a blizzard bag day.
2. Blizzard Bags will be used for up to three snow day replacements during the 2018-2019 school year.
3. The Superintendent's office will announce the blizzard bag as part of the school cancellation process.
4. Blizzard Bags would normally be on alternating snow days (first day snow day, second day, blizzard bag, up to three blizzard bag days per year) If power issues may be widespread, a blizzard bag may not be declared.
5. Blizzard bags should include up to four hours of student activities. The students should be able to complete the work without supervision or minimal support for K to 2 students.
6. The students will have 2 school days after the blizzard bag day to turn in the work.
7. All staff should be available to answer email questions from 9:30 A.M. to 10:30 A.M. and 1:30 P.M. to 2:30 P.M.

8. Staff that chooses not to be available during the above times on a blizzard bag day, will be able to use a personal day or sick day if available.
9. **High School:** The teachers shall post their blizzard bag assignments on their Google Classroom. Students are expected to get their assignments on Google Classroom and follow the instructions for each class on the Google Classroom. If a student does not have internet access, they can pick up a blizzard bag in the classroom prior to a potential snow day, or immediately after the snow day.
10. **Middle School:** The students are expected to get their assignments on Google Classroom and follow the instructions for each class on the Google Classroom. If a student does not have internet access, they can pick up a blizzard bag in the classroom prior to a potential snow day, or immediately after the snow day.

The Middle School team, content or grade level will decide on the assignments of the blizzard bag. The Middle School team might agree on an assignment that integrates all core subject areas. The Content areas might agree on the same assignment for all subject area students, or a grade level might agree that all of the assignments are the same for the entire grade level. The Unified Arts will have assignments and access, but the Middle School can decide that as part of the planning process. It is suggested that the first blizzard day, incorporate two UA's, the second two different UA's, etc.

11. **Elementary School:** Elementary Schools shall have online posting of assignments, and blizzard bags will be given out at parent teacher conferences in November. Students can complete the assignment at anytime. They do not have to wait for a blizzard bag day.

It is recommended that each Grade level have a blizzard bag that incorporates the core subject areas. Reading and Math up to 45 minutes, and Science and Social Studies 30 minutes. A grade level team may integrate all subjects into an activity, or keep them separate. The UA's for the blizzard bag would have one sheet. The elementary UA's, Art, PE, Music and Tech should provide a 20 minute assignment that students are required to do if they have a class on the day of the blizzard bag.

12. **Guidance:**

**Elementary:** Design a 20 minute activity to put in the blizzard bag or online.

**Middle school:** Design a 20 minute activity to put in the blizzard bag or online.

**High School:** Agree on an activity that each grade level may need to do. Example: Ninth Graders need to develop a graduation plan, etc.

All grade levels are to be available for emails from 9:00 - 10:30 and 1:30 - 2:30.

13. **Occupational Therapist, Physical Therapist, Speech Therapist:** Create a sheet of 20 minutes of general activity for students on their caseload. Be available for parent emails from 9 to 10:30 and 1:30 to 2:30.

14. **School Nurse:** Work on a specific students medical plan in IC during the day. Be available for parent emails from 9 to 10:30 and 1:30 to 2:30.

15. **School Psychologists:** Work on a specific student's reports during the day. Be available for emails between 9 to 10:30 and 1:30 to 2:30.

16. **Paraprofessionals and Secretaries:**

Pursuant to the contract between RFT Paraprofessionals Chapter and Rochester School Board dated 7/1/17 and 6/30/20; Article VII, H :

Building Administrators shall allow employees to make up canceled school days not otherwise made up at the end of the year (blizzard bag days), this time may be made up prior to the end of the year. The staff members are not restricted to normal student hours. Staff member will review the work to be completed with your supervisor prior to working the hours. A staff member may not work more than 40 hours in a week. Employees do not have to make up the time, it is their choice. If a staff member works 40 hours per week, they will need to work overtime.

17. **Food Service:**

Building Administrators shall allow employees to make up canceled school days not otherwise made up at the end of the year (blizzard bag days) this time may be made up prior to the end of the year. The staff members are not restricted to normal student hours. Staff member will review the work to be completed with your supervisor prior to working the hours. A staff member may not work more than 40 hours in a week. Employees do not have to make up the time, it is their choice. If a staff member works 40 hours per week, they will need to work overtime.

18. In the event that the Blizzard Bag day does not reach it's 80% participation by students, the day will still count as a contractual work day.

That the RFT, Blizzard Bag Committee and Superintendent, will meet on or before June 1, 2019 to determine if the blizzard bag model was successful. Data analysis and survey results may be examined at any time during the 2018-2019 academic year;

- a. Percentage of work completed by students;
- b. Teachers will be surveyed on impact of blizzard bag and use of personal time and student utilization of blizzard bags.

This agreement shall expire on June 14, 2019 unless the parties agree in writing to extend beyond that date or rescind the agreement prior to.

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**Marie Bahlert, President**  
**Rochester Federation of Teachers, AFT #3607**

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**Michael Hopkins, Superintendent**  
**Rochester School District**

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**Dated**

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