

Memorandum of Agreement
April 13, 2021
Secondary Full Days

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this Memorandum of Agreement is made and entered into by the School Committee of the Town of Weston and the Weston Education Association.

The Committee and Association entered into Memoranda of Agreement dated September 4, 2020, October 16, 2020, January 7, 2021, March 17, 2021 and March 29, 2021 (the "Previous MOAs") that modified the work expectations and protections for all members in the Weston Educators Association in light of the COVID-19 pandemic and various changes to in-person learning throughout the school year. This Memorandum of Agreement sets forth certain additional agreements related to the increase of in-person learning to include full days at the elementary and secondary levels. Except as modified by this Memorandum of Agreement, the Previous MOAs remain in full force and effect.

Weston Public Schools commits to keep members of our community safe during the continuing COVID-19 pandemic. The district will continue to encourage weekly testing of all faculty, staff and students in order to maintain the health and safety of all members. Mitigation strategies will be adhered to including at least 3 to 6 feet of distance between all students, faculty and staff, frequent hand washing, proper mask wearing, and consistent cleaning.

A) SECONDARY SCHEDULE

- 1) Beginning April 28, 2021, the grades 6 through 12 will return to full days. The student day will run from approximately 8:45AM to 3:15PM Monday through Friday. The student day will run from 8:45AM to 1:30 PM on the first Wednesday of May and June.
- 2) Effective May 25, 2021, the teacher day will be as provided in Article XIX, Section 4 of the Agreement. Prior to May 25, 2021, expectations for faculty will remain as set forth in Section F(1) of the Previous MOA dated September 2, 2020.
- 3) The daily schedule at each school will be as set forth on Appendix A.
- 4) On the first Wednesday of May and June, after-dismissal hours will be used as set forth in the Professional Development Calendar, and will include team meetings, school-wide meetings, and district professional development. To the extent not so utilized, such Wednesday hours will be used for individual preparation time.
- 5) Lunch shall be held outside whenever practicable. If lunch is held indoors, it shall be held in rooms that accommodate spacing of at least 6 feet between students in ventilated areas, such as the cafeteria, or gym. Building administration will work with faculty to provide coverage for any indoor lunches by first assigning faculty volunteers, then, if necessary, vaccinated faculty, to such coverage. If any faculty

member feels they are unable to perform lunch duty, they may address their concerns with the building principal.

B) PERSONNEL/SAFETY PROTOCOLS

- 1) Provisions contained in the Previous MOA dated March 17, 2021 relating to personnel assignments and return after vaccination shall continue in full effect.
- 2) Classrooms will be organized to provide at least six feet of distancing for teachers at their workstations/desks. Student desks (and all procedures for moving students around each school) will be arranged at the “maximum distance” available but not less than the amount required to provide for student nose-to-nose seating of at least three feet. Maximum distance available applies to all classrooms in the District.

C) SUNSET PROVISION

- 1) The terms of this Memorandum of Agreement shall expire on the last day of academic classes in June 2021, or earlier if the Governor rescinds the State of Emergency Declaration.

Agreed and Accepted:

For Weston Public Schools:

For Weston Education Association:

Dr. Midge Connolly
Superintendent of Schools

Susan Bairstow
President, Weston Education Association:

Date

Date

John Henry
Chair, Weston School Committee

Date

APPENDIX A - MIDDLE SCHOOL SCHEDULE

IN-School Bell Schedule		Mask Break Rotation		
8:45 - 9:32	A	Day 1	Day 2	Day 3
		9:36 - 9:46 Grade 8	Grade 6	Grade 8
		10:00 - 10:10 Grade 6	Grade 8	Grade 6
		10:23 - 10:33 Grade 7	Grade 7	Grade 7
		Lunch Rotation		
9:36 - 10:33 Mask Breaks - (9:36-9:46) (10:00-10:10) (10:23-10:33)	B	Day 1	Day 2	Day 3
		11:28 - 11:58 Grade 8	Grade 7	Grade 8
		11:58 - 12:28 Grade 7	Grade 8	Grade 7
		12:28 - 12:58 Grade 6	Grade 6	Grade 6
10:37 - 11:24	C			
11:28 - 12:58 Lunches - (11:28-11:58) (11:58-12:28) (12:28-12:58)	D			
1:03 - 1:50	E			
1:54 - 2:41	F			
2:45 - 3:15	SWS			
RLA Bell Schedule				
8:45 - 9:32	A			
9:36 - 10:23	B			
10:23-10:37	Screen/Snack Break			
10:37 - 11:24	C			
11:28 - 12:15	D			
12:15-1:03	Screen/LUNCH Break			
1:03 - 1:50	E			
1:54 - 2:41	F			
2:45 - 3:15	SWS			
Planned Indoor Lunch Schedule				
8:45 - 9:32	A			
9:36 - 10:33 Mask Breaks - (9:36-9:46) (10:00-10:10) (10:23-10:33)	B			
10:37 - 11:24	C			
11:28 - 12:43 Lunches - (11:28-11:53) (11:53-12:18) (12:18-12:43)	D			
12:48 - 1:35	E			
1:39 - 2:26	F			
2:26 - 3:15	SWS			

High School Schedule

May 3-June 18, 2021

Appendix A

FINAL PLAN - 8/29/18

M Day 1	TU Day 2	W Day 3	TH Day 4	F Day 5	M Day 6	TU Day 7	W Day 8
7:30 - 8:30 Common prep time / Content team meetings	7:30 - 8:30 Faculty mtg 1st Dept mtgs 2nd/4th Curriculum Cab 3rd	7:30 - 8:30 Common prep time / Content team meetings	7:30 - 7:45 prep 7:45 - 8:45 "W block" (student/teacher help)	7:30 - 8:30 IST / misc meetings (PAC, etc.)	7:30 - 8:30 Common prep time / Content team meetings	7:30 - 8:30 Faculty mtg 1st Dept mtgs 2nd/4th Curriculum Cab 3rd	7:30 - 8:30 Common prep time / Content team meetings
8:45 - 9:53 A1 (68 min)	8:45 - 9:53 B1 (68 min)	8:45 - 9:53 C2 (68 min)	8:45 - 9:46 A3 (61 min)	8:45 - 9:53 B3 (68 min)	8:45 - 9:53 C4 (68 min)	8:45 - 9:53 A5 (68 min)	8:45 - 9:53 B5 (68 min)
9:58 - 11:06 C1 (68 min)	9:58 - 11:06 A2 (68 min)	9:58 - 11:06 B2 (68 min)	9:51 - 10:52 C3 (61 min)	9:58 - 11:06 A4 (68 min)	9:58 - 11:06 B4 (68 min)	9:58 - 11:06 C5 (68 min)	9:58 - 11:06 E5 (68 min)
11:11 - 12:49 D1 (class 68 min, lunch 30) class 11:41 - 12:49 class 11:11 - 11:43 and 12:17 - 12:49 class 11:11 - 12:19	11:11 - 12:49 H2 (class 68 min, lunch 30) class 11:41 - 12:49 class 11:11 - 11:43 and 12:17 - 12:49 class 11:11 - 12:19	11:11 - 12:49 F2 (class 68 min, lunch 30) class 11:41 - 12:49 class 11:11 - 11:43 and 12:17 - 12:49 class 11:11 - 12:19	10:57 - 12:28 E2 (class 61 min, lunch 30) class 10:57 - 11:58 class 10:57 - 11:27 and 11:57 - 12:28 class 11:27- 12:28 12:33 - 1:03 (30 min) Alt Activity / Advisory	11:11 - 12:49 G3 (class 68 min, lunch 30) class 11:41 - 12:49 class 11:11 - 11:43 and 12:17 - 12:49 class 11:11 - 12:19	11:11 - 12:49 D4 (class 68 min, lunch 30) class 11:41 - 12:49 class 11:11 - 11:43 and 12:17 - 12:49 class 11:11 - 12:19	11:11 - 12:49 H5 (class 68 min, lunch 30) class 11:41 - 12:49 class 11:11 - 11:43 and 12:17 - 12:49 class 11:11 - 12:19	11:11 - 12:49 F5 (class 68 min, lunch 30) class 11:41 - 12:49 class 11:11 - 11:43 and 12:17 - 12:49 class 11:11 - 12:19
12:54 - 2:02 H1 (68 min)	12:54 - 2:02 G1 (68 min)	12:54 - 2:02 D2 (68 min)	1:08 - 2:09 F3 (61 min)	12:54 - 2:02 E3 (68 min)	12:54 - 2:02 H4 (68 min)	12:54 - 2:02 E4 (68 min)	12:54 - 2:02 G5 (68 min)
2:07 - 3:15 F1 (68 min)	2:07 - 3:15 E1 (68 min)	2:07 - 3:15 G2 (68 min)	2:14 - 3:15 H3 (61 min)	2:07 - 3:15 D3 (68 min)	2:07 - 3:15 F4 (68 min)	2:07 - 3:15 G4 (68 min)	2:07 - 3:15 D5 (68 min)

>> continues 8-day rotation with weekday overlay for mornings, advisory, etc.