

Equal Opportunity Statement

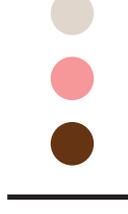
In compliance with Federal and State equal opportunity laws, Weston Public Schools is committed to diversity in its workplace regardless of race, gender, gender identity, color, religion, sexual orientation, ethnicity/national origin, age or disability.

Vision Statement Excerpt

The Weston Public Schools will achieve excellence in learning through collaboration among community, parents, administrators, faculty and students. Recognizing that learning is a lifelong process, all partners in the school community will use imagination, reflection, invention, rational inquiry and judgment to anticipate the demands of the future and to support the learning process.



Weston Public Schools Weston Education Association (WEA) Benefit Summary Guide



Field School:
Grades 4 and 5 Walk to School

District Web Site:
www.westonschools.org

Weston Public Schools

Administrative Offices, Case House
89 Wellesley Street
Weston, MA 02493

Schools:

Country School: pre K - Grade 3
Woodland School: pre K - Grade 3
Field School: Grade 4 - 5
Weston Middle School: Grades 6 - 8
Weston High School: Grades 9 - 12

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Benefit Highlights

The Weston Education Association (WEA) contract document is available on our website. This brochure outlines some key provisions of the contract.

Sick Leave: Full-time teachers are entitled to 15 days; full-time nurses are entitled to 17 days. Unique to Weston, teachers with previous teaching experience in the three years immediately preceding employment in Weston can carry unused sick days to Weston for the first three years of employment (see contract for specific details). All WEA members are eligible for the sick leave bank.

Personal Leave: A teacher will be entitled to be absent, without loss of pay, for so much of a school day as is reasonably necessary up to a total of 5 full school days.

Maternity Leave: Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom will be treated as temporary disabilities (up to 8 weeks paid from accumulated sick leave). Paternity and adoption leave benefits are available to teachers.

Teacher Year and Hours: School is in session for 180 days with a teacher work-year of 184 days. A teacher's workday on school premises will generally consist of eight continuous hours including lunch periods.



Salaries: The salary table includes: Bachelor's, Master's, Master's + 15, Master's + 30, Master's +45, Master's + 60, and Doctorate. Weston has 12 steps on our salary table. Below are some points on the salary table:

Master's Step 1:	\$54,779
Master's Step 12:	\$98,009
Master's + 15, Step 12:	\$100,086
Master's + 45, Step 12:	\$106,851
Master's + 60, Step 12:	\$109,208

Teachers are paid semi-monthly over 20 or 24 pays. A balloon payment option is available. Teachers may move a lane once every two years. Lane changes can occur either in September or in February.

Tuition Reimbursement: The School Committee sets aside \$90K for tuition reimbursement of pre-approved courses. Initial reimbursement up to \$1,200 with the balance of the \$90K fund distributed at year end.

Insurance and Annuity: Weston participates in the MA Group Insurance Commission's municipal health insurance plans. The town pays between 55% (Indemnity Plans) to 85% (HMO's) of the total cost. Teachers may also contribute to a 403(B) and a 457 plan.

Summer Professional Development: The district funds approximately \$325K toward summer professional development. Teachers are paid up to \$325/day for their participation. Participation is not required or guaranteed.

Longevity: Teachers with 15 years of experience in Weston are eligible for longevity.

Teacher Evaluation: Educator growth is the goal of Weston's educator evaluation system. Evaluators conduct a minimum of four "visits of practice" for each educator and conversation about the visit is central to the experience.

Coaching and Extra Curricular Stipends:

Weston runs 92 clubs in Grades 4-12 with stipends ranging from \$416 to \$6,156 per activity. Weston athletics offers 16 sport teams with 75 coaching stipends at Middle and High School levels ranging from \$1,586 to \$10,135 per position.



Note: Brochure data is based on the WEA 2016-2019 contract. The salary data is based on the 2017-2018 (or year 2) of the contract.