

Memorandum of Agreement

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 a Memorandum of Agreement dated September 4, 2020 (the "Hybrid MOA") that modified the work expectations and protections for all members in the Weston Educators Association in light of the COVID-19 pandemic. This Memorandum of Agreement sets forth certain additional agreements related to the increase of in-person learning in grades Pre-K through 5. Except as modified by this Memorandum of Agreement, the Hybrid MOA remains in full force and effect.

All Elementary Students Attend Five Days per Week

1. General. Beginning October 20, 2020, all students, Pre-K through 5th grade, will attend in-person schooling five days per week (MTWThF), approximately 8am – 12pm, with some staggering of start and end times.
2. Schedule.
 - a. Elementary teachers' day will begin at 7:45 am and they will provide live in-person instruction until 12:00 pm (dismissal duties ending at 12:30). In addition, they will provide one-hour of daily independent (async) work to be completed by students. This async work will not require parent support and though it will be monitored by teachers, it will not require written teacher feedback. This work will be used during class or discussions with groups of students.
 - b. Each classroom teacher in grades 1 – 5 will spend 60 minutes per week meeting with students remotely in small groups or one-on-one for academic instruction and/or social support. These times and topics will be determined by the teachers (individually or by team). The 60 minutes per week may be broken down into smaller blocks. It is expected that each student will have the opportunity to interact with their teacher in one of these sessions approximately once every two weeks.
 - c. Students in grades 1 through 5 will have all specials after dismissal from in-person school, delivered remotely as scheduled by the administration. Students in Pre-K and K will have three 30-minute specials classes per week.
3. Remote Assignments. The school committee expects that all faculty members who have been granted remote positions for personal or family health reasons will continue to be accommodated with remote positions; the administration may need to re-assign some K-5 remote positions without personal or family health concerns to in-person positions. If this occurs, the affected faculty member and the WEA will be notified and may discuss the situation with the administration.
4. Distancing. Students and faculty/staff will continue practice 6' distancing in a similar manner as seen in the hybrid model.

5. Deep-Cleaning: Deep-cleaning will take place at least once per week in each building.
6. Meetings, Personal Preparation Time, Duties: Teachers will continue to have individual preparation time as set forth in Section D(A)(2) of the Hybrid MOA.

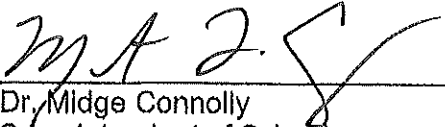
Safety of Students and Teachers

1. Elementary teachers will have additional classroom support to deal with safety concerns such as the need to leave students unattended while dealing with medical situations, behavioral issues, handwashing, bathroom, etc. whenever possible, which may include additional adults located in grade hallways to assist and monitor students.
2. Section B(C)(2) of the Hybrid MOA regarding mask and snack breaks shall continue to apply. Mask breaks will need to be scheduled at times when coverage is available.
3. Air Purifiers will be turned on before people are in any space, which may be done by custodial staff, re-assigned food services staff, or faculty who arrive early. There will be a clear, consistent, and transparent process for all staff members to report air purifier concerns. If any party, including the faculty members, believes there is a need, an alternative workspace will be used while the issues are being resolved.

Other Provisions

1. Remote Model Expectations:
 - A. Teaching Location: Faculty members will use their professional judgment in deciding whether to work in the school building or at home. Faculty members working from home will enter "Working from Home (COVID 19)" into AESOP and will email their principal and/or direct supervisor. If teaching in a location other than the classroom, faculty members will ensure that their environment is well-lit, conducive to learning, free of distractions, and otherwise as outlined in DESE guidelines.
 - B. Meetings, Personal Preparation Time, Duties: Except as modified herein, these obligations remain consistent with the Hybrid MOA regardless of learning model.
2. Live-Streaming. Faculty at the High School will work with their Department Head and department team to increase the utilization of live-streaming or virtual engagement instruction for in-person and home learners simultaneously as appropriate to provide the best learning experience for all students. The parties agree to revisit this provision within 30 days based on collection of survey data and review of Department Head plans for maximizing live instruction.
3. Testing: The School Committee will continue to make a good faith effort to establish a comprehensive testing program when affordable, rapid testing is available, and will keep the WEA informed of progress.
4. Sunset Provision. 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. Notwithstanding, the parties agree to meet at least quarterly in the interim to discuss any modifications made necessary by changing circumstances or experience gained.

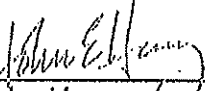
For Weston Public Schools:



Dr. Midge Connolly
Superintendent of Schools

10/28/20

Date

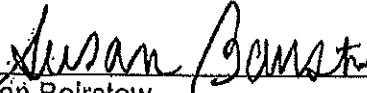


John Henry
Chair, Weston School Committee

October 16, 2020

Date

For Weston Education Association:



Susan Bairstow
President, Weston Education Association:

10/10/20

Date