

Memorandum of Agreement
March 17, 2021
Changes at the Secondary Level

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 and January 7, 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 in at the secondary level. 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 (backed by a zero-tolerance policy at both the MS and HS) and consistent cleaning.

A) PERSONNEL

- 1) As of August 31, 2020, certain faculty members were provided at home positions due to medical conditions/concerns. These faculty members will continue to work remotely until two weeks after Full Vaccination, ensuring their safety with the additional risks due to increased densification of school buildings. Full Vaccination shall mean receipt of the second dose of a two-dose vaccine or the sole dose of a single-dose vaccine.
- 2) Many faculty members who fall into the high risk or increased risk categories, promulgated by the CDC, or have family members that do, have accepted an in-person work assignment. All accommodations that were extended to these teachers under the Memorandum of Agreement dated September 4, 2020 will continue during this new phase of reopening. Faculty members currently teaching in person who believe that they must teach remotely for health reasons beginning on March 22, 2021 and who have previously notified the District of such need have been accommodated. These faculty members will continue to work remotely until two weeks after Full Vaccination.
- 3) All faculty will be given time during the professional development day on 3/12 to prepare learning spaces and work with content teams to prepare for changes this spring.

B) SAFETY PROTOCOLS

A. Social Distancing

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.

B. Snack/Mask Breaks at Secondary Level

- 1) Snack breaks/mask breaks will occur outside to the extent practicable. During inclement weather, students will be allowed to have breaks under covered outdoor spaces when practicable. In the event there are not sufficient covered outdoor spaces to accommodate all students, students may have mask breaks indoors in rooms that accommodate spacing of at least 6 feet between students. While unmasked outside, students will be distanced (at least 10 feet) from any school air-intakes, windows or doors to reduce unmasked air exchange with those in the building.
- 2) The administration will prioritize outdoor mask breaks and faculty members will be expected to monitor student mask breaks. Building administration will work with faculty to provide coverage for any indoor mask breaks by first assigning faculty volunteers, then, if necessary, vaccinated faculty, to such coverage. If any faculty member feels they are unable to monitor student mask breaks, they may address their concerns with the building principal.
- 3) If a student requires a mask-break, there will be available staff to facilitate this break and a designated location outside or in an isolated area with ventilation.

C. PPE

- 1) The district will provide each faculty member with two KN-95 masks per week upon request, without the requirement of a doctor's note. Additional PPE may be provided, including face shields, gowns, and gloves, upon reasonable request.
- 2) Faculty, staff and all students at both the Middle School and High School will be encouraged to double mask or use a KN-95 mask while on school grounds. Administration will encourage this behavior through communication with the community.
- 3) The District will use reasonable efforts to provide plexiglass to faculty members to secure their work space upon request.
- 4) Air purifiers will run continuously each day. Teachers may, in their discretion, open classroom windows at any point during the day.

- 5) As much as possible, teachers will teach and have prep time in the same space (and one teacher per space) throughout the day to allow for teachers to work productively and comfortably during work hours at school.

D. COVID-19 Testing and Tracing Program

The parties acknowledge that the District considers a number of factors in determining whether a school or a particular classroom is to operate within a fully remote model, a fully in-person model, or a hybrid model. Particular focus is given to the risk and mitigation of in-school transmission. In order to assess this factor, the District through its Director of Health Services and school nurses and in collaboration with the Weston Board of Health has a program of testing for COVID-19, contact tracing, and quarantine. Teachers will be afforded weekly PCR tests as well as pooled testing at no cost, while students will be encouraged to avail themselves of weekly pooled testing. The District will continue with this program through June 2021 or until such time that the program is discontinued by the Weston Public Schools.

E. Vaccinations

It is the express desire of the parties that all WPS employees receive the COVID-19 vaccination as soon as possible. The parties acknowledge that vaccination is currently controlled by state and federal programs, not the District. The District will continue to work with the Weston Board of Health to prioritize administration of vaccines for employees in accordance with the procedures, availability and timelines established by the state. All faculty will return to in-person instruction two weeks after Full Vaccination, which, given state guidelines, should be no later than May 25. Teachers not able to achieve full vaccination by May 25 will communicate with human resources and/or the superintendent to work out an accommodation. If a faculty member has individual health concerns that they believe may prevent them from receiving the vaccine, they shall notify the District and the District will work with the faculty member to determine the appropriate course of action or accommodation.

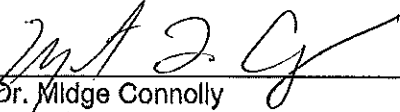
C) WORKLOAD AND SCHEDULES

- 1) Teachers will be expected to teach any classes agreed upon by the WEA and District through the process of this MOA but not outside of their contractual time. Schedules shall be created with equity of all students in mind.
- 2) Understanding that the schedule will impact duties for this spring, teachers will not be expected to be responsible for duties beyond those set forth in the contract between the Weston School Committee and WEA.
- 3) Live Streaming and broadcasting will not be required or expected by any principal, administrator, or parent except when students are sick, quarantining, waiting on COVID-19 test results, or attending class in connection with RLA.

Principals will send out communication regarding this policy and if faculty have issues with students or parents, principals will be the contact person to connect with the family.

Remote students who are currently in live classes will continue to live stream in accordance with past practice.

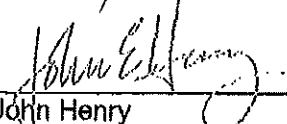
For Weston Public Schools:



Dr. Midge Connolly
Superintendent of Schools

3/18/21

Date

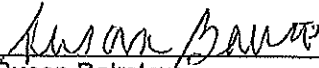


John Henry
Chair, Weston School Committee

March 17, 2021

Date

For Weston Education Association:



Susan Balrstow
President, Weston Education Association:

3/18/21

Date