

**Memorandum of Agreement
March 29, 2021
Elementary 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, and March 17, 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) ELEMENTARY SCHEDULE

- 1) Beginning April 5, 2021, the grades K through 5 will return to full days. The student day will run from approximately 8:00AM to 2:20PM at Woodland and Country School and 7:45AM to 2:05 AM at Field School Monday, Tuesday, Thursday, and Friday. The student day will dismiss at 12:15PM at Woodland School and Country School and 12:00 PM at Field School every Wednesday.
- 2) Effective May 25, 2021, the teacher day will be as provided in Article XIX, Section 4 of the Agreement between the Committee and the Association dated August 31, 2019 (the "Agreement"), with appropriate adjustment to account for the Field School Schedule. Prior to May 25, 2021, faculty members will not be required to be physically on the premises after students have left for the day, but faculty members will be available for remote meetings during those times. The administration and WEA recognize that excessive heat in classrooms can be a concern during certain days. The district is working to assess the situation and possible solutions.
- 3) The daily schedule will be a seven-day rotation as set forth on Appendix A.
 - a) Every classroom will have 60-minutes of specials on four of the seven days in each rotation. Art, music, physical education, and Spanish will provide time for teacher preparation. Library and instrumental music require teacher coverage.

- b) On the three days in each rotation without specials, in addition to lunch the classroom teacher will have one 30-minute period of preparation time during which students will be supervised by another staff member outside of the classroom. Classroom teachers will not be required to plan, meet with staff, provide ideas/lessons/materials for these periods. It will be up to the staff member to manage these time periods from start to finish. During inclement weather that prevents outside activities, students may have to remain in the classroom during the 30-minute preparation time.
- c) Administration will schedule personnel to cover the 30-minute preparation time set forth in (b) above.
- 4) Wednesday after-dismissal hours will be used as set forth in the Professional Development Calendar, and will include 60 minutes of teacher preparation time, team and faculty meetings, and district professional development.
- 5) Association members will not be responsible for supervising lunch. 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, such as the cafeteria or similar large spaces, unless otherwise requested by a faculty member and approved by 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 and the Previous MOAs dated January 7, 2021 and March 17, 2021 shall expire on the last day of academic classes in June 2021, or earlier if the Governor rescinds the State of Emergency Declaration.

[Signature Blocks on Next Page]

Agreed and Accepted:


For Weston Public Schools:



Dr. Midge Connolly
Superintendent of Schools

4/5/21

Date

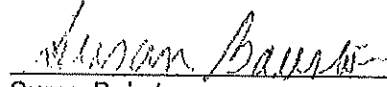


John Henry
Chair, Weston School Committee

04/03/2021

Date

For Weston Education Association:



Susan Bairstow
President, Weston Education Association:

4/6/2021

Date