

Memorandum of Agreement
August 26, 2021
Protocols For School Opening

Pursuant to Section 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.

This Memorandum of Agreement sets forth certain protocols that will be in place during the 2021-22 school year. Except as modified by this Memorandum the provisions of the Agreement Between the Weston School Committee and the Weston Education Association, Unit A, 2019-2022, remain in full force and effect.

The Weston Public Schools commit to keeping all members of our community safe during the continuing COVID 19 pandemic. It encourages all students and faculty who are eligible to do so to get vaccinated against the COVID-19 virus, SARS-CoV-2.

1. Masking and PPE

A. The Weston Public Schools will adhere to the most current masking guidance set forth by the Town of Weston Board of Health and may adjust its requirements as that guidance changes. On August 18, 2021 the Weston Board of Health issued an Order requiring masking by all individuals entering into K-12 schools in the town of Weston, regardless of the individual's vaccination status. The administration, a representative from the Board of Health and a member of Weston Health Services will be available to meet with faculty and staff from the schools impacted by any change in masking requirements before the change occurs.

B. Whenever possible teachers will be provided a mask break from continuous instruction, "free from duty."

C. All staff will be provided with PPE (masks [N95-KN95], gloves, disposable gowns and shields/eye protection, etc.) appropriate to their job function.

D. As long as universal masking is required of all individuals entering into Weston Public K-12 schools, teachers will not be responsible for the direct supervision of unmasked students, except for students with documented and approved district mask exceptions, in consultation with their direct supervisor, building principal and WEA.

E. Students participating in after school activities on school property will follow the masking requirements in place during school hours.

2. Testing and Vaccination

A. The district will encourage and make available COVID testing for faculty and staff in each school building.

B. All faculty and staff will be required to be vaccinated against the COVID-19 virus, SARS-CoV-2, no later than September 15, 2021. The building nurses will use the state database to check the vaccination status of the faculty and staff working in each school and will confidentially follow-up with those individuals who are not on the state list. In order to protect the entire school community, anyone who cannot provide proof of full vaccination will follow the advice of the Weston nursing staff regarding the appropriate mask(s) to wear whenever in any school building and will undergo a COVID-19 test twice per week until such proof of vaccination can be provided. The COVID tests will be done on Tuesday and Thursday of each week unless otherwise specified by the nursing staff and the cost of the tests will be split equally between the district and the individual; an individual may request permission to provide proof of a test from a different, approved testing location. If any individual has an approved exemption from this vaccine requirement for medical or religious reasons, that person will work with the school nurse to determine appropriate masking and testing protocols.

3. Classrooms

A. Teachers may run air purifiers in their classrooms continuously each day and have discretion to open classroom windows at any point during the day.

B. Secondary principals will work to make reasonable accommodations for faculty members when assigning teaching spaces, duties, and non-teaching workspace, considering factors such as ventilation and the number of students and faculty sharing the space throughout the day.

C. Half days may be announced by the Superintendent when classroom heat is too oppressive for safe and effective learning. The decision to announce a half day is in the sole discretion of the Superintendent. This accommodation is especially important at the beginning of the school year as students are re-adjusting to masking and teachers are establishing year-long classroom routines. Faculty and administrators will collect data on the impact of classroom heat on learning to help determine the need for air conditioning upgrades in the district schools.

4. Meetings

A. Teachers, after checking with their principal, will have the option to unmask and attend school meetings via Zoom from their classroom, office or other school location. Once the mask mandate in schools has been lifted for all fully vaccinated individuals all teachers will be expected to attend meetings in person unless otherwise arranged on an individual basis with their building principal.

B. There will be no mandatory cross-school meetings at the lower elementary schools during the month of September. During the months of October and November there will be two mandatory cross-school meetings per month at Country and Woodland Schools as scheduled by the principals. Grade leaders will work with principals and curriculum specialists to set agendas for cross grade meetings. The elementary school early release days on October 6, 2021, October 27, 2021 and November 3, 2021 will be used for parent-teacher conferences. This practice will be reviewed in mid-November for the scheduling of meetings for the remainder of the school year.

6. Sunset Provision

A. The terms of this Memorandum shall expire on the last day of academic classes in June 2022 or earlier if superseded by a subsequent agreement between the parties.

Agreed and Accepted:

For Weston Public Schools:

For Weston Education Association:



Dr. Marguerite Connolly
Superintendent of Schools



Edward McLoughlin
President, Weston Education Association

8/31/21
Date

8/31/24
Date



Anita M. Raman
Chair, Weston School Committee

8/31/21
Date