



Wellesley Public Schools

Memorandum of Agreement: March 17th - TBD

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this Memorandum of Agreement is made and entered into by the Wellesley Public Schools (hereinafter, "Administration") and the Wellesley Teachers Association (hereinafter, "Association").

The Administration and Association agree that the goal of this Memorandum of Agreement (agreement) is to define expectations, clarify compensation, and commit to collaborative problem-solving in the wake of the 2020 outbreak of the Coronavirus (hereinafter, "COVID-19"). The terms of this agreement will remain in effect until the schools reopen during the SY19-20.

The Administration and Association recognize the unique and unprecedented nature of this closure and agree to work collaboratively in service of students and staff.

Therefore, the Wellesley Public Schools and the Wellesley Teachers Association hereby agree to the following:

1. The general work expectations for staff during remote learning are defined in [Appendix A](#).
2. If circumstances prevent a staff member from being able to carry out their expectations they will communicate their situation with their supervisor and determine a contingency plan to both hold them harmless and provide an alternative plan for carrying out their responsibilities. (For the duration of this agreement, members will not be required to produce medical documentation for illnesses.)
3. The Administration affirms its commitment to compensate salaried employees in full for their contracted days of work.
4. The Administration agrees to compensate hourly employees their contracted hourly rate for the contracted school days and hours they were scheduled to work. For hourly employees, two snow days will be deducted from each of the paychecks delivered on March 30, 2020 and April 13, 2020. The March 13th and March 16th snow days will be reported, and deducted, on the actual days. The March 17th and March 18th snow days will be reported, and deducted, on March 25th and March 26th.
5. The Administration agrees to continue compensation for any employee already hired into a stipended position.
6. The Administration and the Association will make good-faith efforts to employ flexibility and appropriate lead time for any online/remote meetings.
7. Regardless of level, members of the Association will not be required to collect, evaluate, and return submissions of work. However, supervisors may make recommendations for best practices aligned with a specific role or discipline.



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8. The Administration agrees to communicate the remote learning expectations to parents, staff and community prior to sharing the remote learning resources.
9. Teaching Assistants and Paraprofessionals may be tasked with designing specific learning supports at the direction of their cooperating teacher or supervisor. TAs and Paraprofessionals will not be in direct contact with students or parents unless directed to do so by the classroom teacher, special educator, related service providers or supervisors.
10. The Association agrees to complete by June 30, 2020 one online professional development course at the direction of the administration as described in Appendix A.
11. Prior to the reopening of school the Administration and the Association will come together to discuss reentry policies and procedures for staff.