

Memorandum of Understanding

Between

The Weston Board of Education

And

Local 1303-110 of

Council 4, American Federation of State, County and Municipal Employees, AFL-CIO


(Non-Certified Employees)

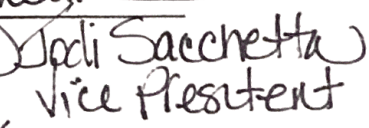
The Weston Board of Education (the "Board") and the American Federation of State, County and Municipal Employees, Local 1303-110 ("AFSCME") enter into the following Memorandum of Understanding (MOU) regarding the WPS Distance Learning plan due to district closure related to COVID-19. For the purposes of this MOU, the term "Staff" is the same as defined in the parties' collective bargaining agreement.

1. Distance Learning shall be in operation for the extent of district closure due to COVID-19.
2. The Weston Public Schools will honor its contracted commitment and continue to pay members of the bargaining unit as codified in the current collective bargaining agreement.
3. The location of work by AFSCME members will be determined by the District in consultation with Weston's health and Emergency Operation Center (EOC) officials, which may occur within the workplace or through remote access. During the COVID-19 crisis, the District will not require WPS staff to go to student homes. Staff whose work can be performed remotely, will be working from a remote location. However, Staff whose responsibilities cannot be performed remotely, will be required to report to work. Those who cannot work remotely include custodians, maintenance staff and grounds staff.
4. The specific work of AFSCME members may have to be altered during the district closure. The administration retains the authority to require AFSCME members to assume other responsibilities as deemed necessary for the safe and healthy functioning of the District.
5. At the point it is determined by Federal, State or Town of Weston authorities that all employees must not come to work, the Board will honor its contracted commitment to members of the bargaining unit equivalent to the days when the District is closed by Federal, State or Town of Weston authorities.
6. In the event a Staff member requires absence from work responsibilities, the bargaining unit member shall report such absence through normal means.

7. Staff shall not be subject to the terms of the District's evaluation procedures for the duration of this MOU--the extent of district closure due to COVID-19.
8. Any days of Distance Learning shall be applied to the Staff work year as outlined in the collective bargaining agreement between the Board and AFSCME. The exception would be for those Staff required to report to the District during the district closure.
9. All provisions of the collective bargaining agreement between the Board and AFSCME shall remain in effect except to the extent such provisions have been durationally modified by this MOU.
10. This Memorandum of Understanding should not be used as precedent or cited as practice by either the Board or AFSCME in any situation whatsoever except to enforce the terms of this Memorandum of Understanding.

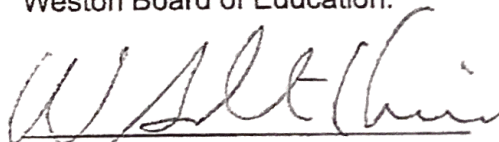
American Federation of State, County and Municipal Employees, Local 1303-110:


~~Roxanne Glaser~~
~~President~~


Jodi Sacchetta
Vice President

DATE: 3/16/2020

Weston Board of Education:


William S. McKersie, Ph.D.
Superintendent of Schools

DATE: 3-16-2020