

Memorandum of Agreement

Between

The Weston Board of Education

And

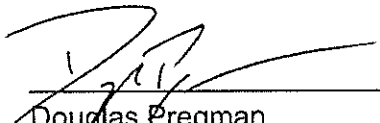
Weston Teachers' Association

The Weston Board of Education (the "Board") and the Weston Teachers' Association ("WTA") 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 "Teachers" 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 or June 30, 2020, whichever comes first.
2. The parties will collaboratively develop guidelines and expectations for Distance Learning, in alignment with the elements contained within this MOU.
3. 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, regardless of whether contracted work days are achieved by June 30, 2020.
4. The location of Distance Learning work will be determined by the District in consultation with Weston's health and Emergency Operation Center (EOC) officials, which may occur within the workplace, through remote access, direct student contact or other methods as deemed appropriate. It is anticipated that the COVID-19 crisis will require Teachers to work from a remote location, with access to school buildings not allowed. Teachers working from a remote location shall be required to be available to students and parents during the contractual school day.
5. To the extent possible, communication between teachers and students/parents will be through email and/or the online platform being used to post/deliver instruction. The District expects that nearly all teacher and student/parent communications will be through email or online platforms. In only exceptional cases, should parents or students need to speak to a teacher by telephone, they will be directed to email the teacher, and the teacher shall call at a mutually agreeable time using said teacher's personal phone. Teachers must utilize *67 to block their personal numbers.
6. Should classroom teachers or students need assistance with troubleshooting technological issues, they shall follow the procedures to be provided by the administration.
7. Following an initial attempt to ameliorate the situation, Teachers needing assistance with students who are not participating, or otherwise not performing the required lessons, shall inform the applicable administrator who shall address the issue accordingly.

8. In the event a Teacher requires absence, the teacher will report the absence through AESOP per current practice.
9. Teachers 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.
10. Any days of Distance Learning shall be applied to the teacher work year as outlined in the collective bargaining agreement between the Board and the WTA.
11. All provisions of the collective bargaining agreement between the Board and the WTA shall remain in effect except to the extent such provisions have been durationally modified by this MOU.
12. This Memorandum of Understanding should not be used as precedent or cited as practice by either the Board or the WTA in any proceeding whatsoever except to enforce the terms of this Memorandum of Understanding.

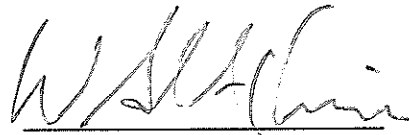
Weston Teachers' Association:



Douglas Pregman
President

DATE: 3.16.2020

Board of Education:



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

DATE: 3-16-2020