

MEMORANDUM OF AGREEMENT
2022 - 2023 Successor Agreement for All Units of the WEA

Pursuant to the provision 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 Wellesley and the Wellesley Educators Association. The agreement between the parties effective July 1, 2019, to June 30, 2022 will be amended as follows:

The parties will make the following changes to the Unit A, Unit B, Unit C, Unit D & Unit E WEA Collective Bargaining Agreements.

1. **Association Name:** All references to the Wellesley Teachers Association or WTA will be replaced with the "Wellesley Educators Association" or "WEA", respectively.
2. **Association Name:** All references to the Wellesley Educational Professional Staff Association or WEPSA will be replaced with "Wellesley Educators Association" or "WEA", Respectively.
3. **Pronouns:** All references to gendered pronouns will be replaced with gender neutral pronouns: He/She will be "they", His/Her will be "their", Him/Her will be "them", etc.

7.2. The Association will have 25 school days to initially file a grievance.

7.3. The Director of Human Resources will be notified of all filed grievances.

7.4. The Superintendent will have 10 school days to respond to a grievance after a Level 3 Hearing occurs.

7.5. No response with the stated timeline at any level moves the grievance to the next Level.

7.6. In any case in which the date of the occurrence of the event giving rise to the grievance is

[REDACTED]

the time as of which the grievant(s) or Association first knew or had reason to know of such event occurs within twenty five (25) school days of the end of the school year, the time limits

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

(This change eliminates the prior cap of 15 family sick days for non-birthing parents and creates
parity for everyone approved for parental leave and creates a "parental leave bank" funded by

members).

Employees who take parental leave may use their own accrued paid leave (sick, vacation,
and/or personal leave, depending on the contract in question) for up to 8 weeks if eligible under

12. **Bereavement:** Members' access to bereavement leave will not be restricted by contract or calendar year. Leave extensions may be granted by the Director of Human Resources

13. **Course Approval & Reimbursement Language:** Course reimbursement will be made available when...

13.1 graduate courses are taken by staff who are without master's degrees, or

13.2 complex or non-professional licensure as required by the Massachusetts Department

of Education, or

13.3. a teacher's immediate supervisor, subject to the approval of the Assistant Superintendent of Teaching and Learning, verifies that there are no further district courses available for

19. **Appendix B Stipends**
ADD

- WPS (All Buildings)
 - o (10) Equity Facilitator: \$1,289

- WMS
 - o Musical 2: \$2,579
 - o Seed Program 2: \$1,289 (Increased from \$939)
 - o Equity Facilitator 2: \$1,289

- WHS
 - o Equity Facilitator 2: \$1,289
 - o FIRST Robotics: \$1,289
 - o Mock Trial: \$1,289

- o Rock Band: \$1,289

Wellesley Public School district positions, is included in this Unit B collective bargaining agreement to provide access to members of this unit to the Unit A stipends and make the stipend possibly pensionable if a member is selected for one of these positions. Please note that the inclusion of this appendix does not increase, expand, or duplicate any of these school district positions. In addition, this appendix is not subject to any other provision of this collective bargaining agreement, including, but not limited to, Definitions, Recognition, and Membership.

The parties will make the following changes to the Unit C Collective Bargaining Agreement.

25. Non-Discrimination Clause: The Committee will not discriminate against any employee or applicant for employment because of their membership in the Association or because of any

reasonable advance notice is given to the immediate supervisor whenever possible. The benefits of this paragraph shall not be utilized so as to extend a holiday or vacation period, unless the Unit C member has a compelling reason beyond their control. Except for compelling reasons, no personal business day shall be taken during the first and last fifteen (15) school days of the actual school year. Unused personal days in a given year will be converted into the employee's sick leave accrual in the following year.

22 Letter of Request for _____

their letters delivered by May 5.

22 Stipend: Employees in the bargaining unit shall be _____

42. **Article 8:** The parties agree to remove Article 8 "pre employment physical" from the Unit
~~Collective Bargaining Agreement~~

43. **Article 11:** Remove language about decrementing earned vacation time based on Termination.

44. **Joint Labor Management Committee:** A Committee made up of equal members from

~~44.1 Dates for the Principals Secretaries effective FY95~~

The parties agreed that the union's Comprehensive...

TOTAL	Component / Unit	Year 1A	Year 1B	Year 2	Year 3
		(6/1/23-27)	(6/1/23-27)	(6/1/24-25)	(6/1/25-26)
COLA Unit A	2.75%	2.50%	2.75%	2.50%	2.50%
COLA Unit D/E	4.00%	4.00%	2.75%	2.00%	15.00%
(Standard/Component)	2.75%	2.50%	2.25%	3.00%	11.00%

Appendix B

By signing this agreement, a la... committee will meet to implement the changes agreed

terms by... 8/1/27

This Memorandum of Agreement is subject to the ratification of the parties