

MEMORANDUM OF AGREEMENT
2023 - 2026 Successor Agreement for All Units of the WEA

Passed in accordance with 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, 2023, to June 30, 2023, will be amended as follows:

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.

Special Education Working Group: The Special Education Working Group shall include an

working group shall be chaired by the WEA President (or designee) and a person designated by

Participation is mandatory.

Distribution of time will be managed by the Human Resources Department.

For the concurrent birth or adoption of two or more children, a number of additional weeks up to the maximum allowable through MPLA may be taken to be deducted from accumulated

personal sick leave under [Insert Relevant Sick-Leave for each unit] of this Agreement.

Eligible staff (after their probationary period is completed) will enter into the Parental Leave

under the language of the corresponding law (FMLA/MPLA), which is "at the time of birth or adoption" but not substantially later.

If both parents are employees of the Walledale Public Schools, both members will be entitled to

of Education, or

15.3 a teacher's immediate supervisor, subject to the approval of the Assistant Superintendent

recertification in that teacher's licensure field, or

15.4 a DEOE licensee's supervisor, subject to the approval of the Assistant Superintendent

~~Teachers that coach or direct after school sports plays or activities that occur every day~~

seasonally, shall work with their supervisors to determine how student support will be given during the duration of the teacher's assignment.

Office hours will run for 35 minutes, either before or after the contractual day at the high school, and ~~7:40 p.m. - 7:15 p.m. at the middle school. Teachers are expected to stay in their work~~

spaces for the duration of their office hours.

shall not be required to attend meetings, in order to effectively prepare and plan for their students.

25. **Make this existing paragraph a new section 5(g):**

(g). During each preschool and elementary conference period in November and April, at least three afternoons will be dedicated to Parent Conferences. If additional time slots are needed,

•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
- o Young Ethnic Scholars: \$1,289

All stipends referencing Upham in Appendix B shall be removed from the contract when the building closes.

The parties will make the following changes to the Unit B Collective

Bargaining Agreement.

20. ~~Positions: The Department Head of Social Studies shall be added to the bargaining~~

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.

34. **Article 13:** Mileage stipend of \$4,000 for the Athletic Director.

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

35. **Unit Name & Position Title Changes**

35.1. The name of the Unit will be Unit C: Instructional Support Professionals

35.2. The word "paraprofessionals" will be removed from all text of the CBA

The current contract grids with the hours per day by position title and level will be replicated under each new group listed above

38.1. Wednesday Afternoons: Special Education Elementary and Secondary Staff in Groups 2

schedule at the level they would have achieved had they remained actively employed in the
Wallerstein Critical System during the period of their absence

43. **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.

44. **Professional Development:** Additionally, employees in the bargaining unit shall have

access to optional district-approved professional development on a space-available basis as all WEA members, to be taken outside of their scheduled work hours without additional compensation. Courses that occur within scheduled work hours require pre-approval from their

(b) Employees in the bargaining unit shall be eligible to participate in the Sick Leave Bank upon completion of two (2) years of continuous employment in the bargaining unit. At the start of their third year of employment, one (1) day of their personal sick leave shall be contributed to the Bank. At the start of their third year, employees become eligible to petition the Sick Leave Bank in the case of an absence caused by an injury

sustained in an accident or in the case of an absence for sickness provided that the

absence for sickness is not due to a preexisting condition which is defined as either:

1. a condition which caused the employee to have received medical advice or treatment during the 240-day period before the employee's first date of employment; or
2. a condition which caused the member to have had symptoms during that period of time which would have led an ordinarily prudent person to seek medical advice or treatment for that condition.

The Sick Leave Bank is intended to be used by those who have qualified for it and who

from the Desk and the amount of leave to be granted. The following

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

51. **Holidays, Article 9:** Amend to include Christmas, Memorial Day and Presidents' Day.

Collective Bargaining Agreements.

52. **Merging of Units:** WEA Unit D and WEA Unit E, also referred to as WEPSA Unit A and WEPSA Unit B, shall be merged into one combined unit. A language committee appointed

61 Child Lab Access: Wellesley Educators Association members shall be eligible to apply

for enrollment of age-eligible children into half of the open seats in the Wellesley High School

Child Lab program on a space available basis. The admission and selection process shall be

transparent and equitable to all prospective students who meet criteria necessary to execute

[The body of the document contains several paragraphs of text that are almost entirely obscured by heavy digital noise and corruption. Only faint fragments of words and punctuation are visible.]

Upon signing this agreement, you are fully and exclusively releasing, defending, holding harmless, and indemnifying the undersigned from and against all claims, damages, costs, and expenses, including reasonable attorneys' fees, that may be asserted against or incurred by the undersigned in connection with this agreement, whether or not such claims, damages, costs, and expenses are caused in whole or in part by the negligence of the undersigned.

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