

August 20, 2020

Good afternoon,

Enclosed is an update on where we are in regards to negotiations. Because we decided to conduct negotiations in an Interest Based format instead of the usual format the process has taken longer; however, the sessions have been very productive. In addition to the items of consensus that have already been shared with you, we have more to present.

Please understand that when we have reached consensus on all items we have brought to the table then we will post the prospective MOA. Building based zoom meetings will be held and a building vote on the MOA in its entirety will be conducted 5 days after the posting. This could mean that we begin our school year without a signed document, but we will have one before students return for Phase 1.

Consensus was reached on the following items:

1. Training will be provided to staff and students in proper use of PPE, the Covid -19 virus, how to reduce potential transmission, hand sanitizing, hand-washing, and practicing safe distancing. For faculty and staff who begin the year remotely and who return to in-person learning, hands-on training will be provided.
 - The district will provide a series of trainings for staff relevant to their job and students relevant to their level.
2. Safety checklists for the district to complete will be in place before students return to the building to include
 - a clean bill of health of all inspection reports
 - working windows in all rooms - if there aren't then the staff member needs to be moved into a room that meets the criteria.
 - 20% of the PPE ordered is present and ready for dissemination
 - HVAC repairs have been completed and an independent safety team will conduct the necessary inspection PRIOR to staff and students entering the building.
3. Synchronous learning - is defined as the time teachers engage with students in real time through whole group instruction, small group instruction, or one on one instruction. This can include building relationships, providing instruction, and facilitating student discussion. Synchronous learning will take place a minimum of 50% of the time during remote learning over the course of the week.
4. Each school will have a Parent Engagement session through Google Meet the first week of school in place of Open House. The schedule for this will be determined by the building administrator. The district will have to stagger schools and times so that there are no conflicts among schools.

5. All Unit A members will engage in communication with parents at a minimum of once a week, incorporating email, phone calls, or google meet.
6. Assessments for Preschool, Kindergarten and English Language Learning students will occur September 14-18, 2020. Special Education assessments will begin September 14 and may continue as deemed necessary by IEP timelines. These assessments would be scheduled in advance and conducted at WPS sites by WPS staff noticing social distancing and PPE protocols.
7. Teachers will be responsible for teaching EITHER the students in the Hybrid Option OR the Fully Remote Option by class period. This language does not supersede current contract language in regards to the number of classes teachers have to prep for.
8. Professional development will be conducted in a virtual manner to minimize the amount of physical contact in person staff have and so that Unit A staff who are teleworking have access to it as well.
9. Travel restrictions and returning to work - WPS will adhere to the governor's travel orders. These currently include that a person who returns from a high risk state will quarantine for 14 days or produce a negative COVID-19 test result that has been administered up to 72 hours prior to their arrival in Massachusetts. ([Link to current order](#))

*If you are under quarantine but NOT COVID positive, the expectation is that you will telework.

**If you are under quarantine and ARE COVID positive, the expectation is you will NOT telework or come into the building.

-WPS will NOT be paying for the COVID test

-EFMLA allows for 2 weeks of sick time; however, EFMLA can only be used once.

-Upon receipt of a negative COVID test result (if you previously tested positive) you may end your quarantine and resume telework and in-building work.

10. Monthly staff and PLC meetings - principals will conduct monthly staff and PLC meetings. A schedule for all meetings will be given to staff by the principal by September 14th, 2020. If principals cancel the scheduled meetings they may not be rescheduled.
11. Protocols for COVID-19 - Unit A members are self certifying prior to entering buildings to work. By entering the buildings to work, members are attesting to the fact that they are not experiencing COVID-19 symptoms.

-the district will provide us with a list of COVID -19 symptoms

-NO form has to be filled out

-By showing up to work you are self certifying that you are not experiencing any symptoms.

More information regarding this interest -

- If you develop symptoms after arriving to work, you need to notify an administrator and leave the building. Do NOT go to the nurse...pack your things and leave.
- If a member is out sick they need to divulge any COVID -19 symptoms in Aesop. The district does not report the information, they only record it.
- If you are out sick with a COVID symptom, such as a sore throat one day, then you feel better the next and believe the symptom was due to something other than COVID -19, you need to contact your PCP and follow your doctor's instructions.
 - If your PCP says that you can return to work, you need to be symptom free, WITHOUT medication for 72 hours prior to returning. During this time you may telework.
 - If your PCP determines that you need a test, and the COVID test comes back positive, you are to quarantine
 - Sub plans should be planned in advance
 - If you are exposed to COVID, or someone in your house is exposed, call your PCP. If you are asymptomatic and your PCP says you may return to work...well, return to work.

12. It is the expectation that reassignments of teaching duties or positions due to the needs of the district during the 2020-2021 school year shall be temporary for that year only. Upon the completion of the 2020-2021 school year, all Unit A members will resume the position/grade level/content area/school building that they were originally assigned should the 2020-2021 school year have started as usual. This does not supersede Reduction In Force language due to budget issue. CTE s in our current contract.

13. New Teacher Orientation - For the 2020-2021 school year, new teacher orientation will be building based with administrators providing building tours and orientation noting all safety protocols. Time will also be provided at the building for new hires to log into their technology.

14. Building based subs - will be approved through the end of December 2020, when the federal funding is set to run out.

15. Change in work commitment - Any request for reconsideration of the 2020-2021 work commitments will be taken on an individual basis based on district needs with consultation of the HR Director, WEA President and Building Administrator.

16. CTE (Career Technical Education) Teachers - will not be reassigned to different shop areas or content areas.

If you are still reading this thank you...this, along with the other items of consensus, is the work that your negotiations team has done over the course of the last three weeks. It has been a monumental task and they have tackled it like champions. The ideas, solutions, and resolutions they have come up with have been nothing short of impressive and the document they've created is far more complex and thorough than any other document from any other surrounding community.

Please understand that negotiations continue to progress and given the fluid nature of state, local, CDC, DPH and DESE guidance; changes will continue to be addressed as needed. It also means that we could be scrapping this whole document as well.

As always, if you have any questions or need to speak about your own individual situation please don't hesitate to call, email or text me. I would only ask that you identify yourself fully.

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With kind regards,

Lori