

Memorandum of Agreement
between the
Wilmington School Committee
and the
Wilmington Teachers' Association (WTA)
COVID-19 Pandemic Plans For 2021-22
September 8, 2021

The Wilmington School Committee and the Wilmington Teachers' Association agree that the following protocols and procedures will apply to all members:

1. An Ongoing Commitment To Collaboration.

The Wilmington Teachers' Association (WTA) and the Superintendent, acting on behalf of the Wilmington School Committee, recognize that public schools provide essential services to the community they serve. We are proud of our partnership in service to our students, and we continue to work collaboratively to resolve issues and engage in frequent and ongoing communication about the developing pandemic. The parties agree that:

- a. Unless specifically modified herein, all terms of the parties' applicable collective bargaining agreements (CBAs) remain in effect.
- b. All provisions in this agreement will expire at the end of the 2021-22 school year, unless otherwise agreed to or specified in this document.
- c. If there is an applicable Massachusetts Department of Elementary & Secondary Education (DESE), state, or federal directive that conflicts in whole or in part with the provisions in this MOA, the applicable DESE, state or federal directive shall supersede this MOA.
- d. This agreement will not set a precedent for future years.

2. Work Day/Work Year

- a. Unless ordered to close by the federal, state, or local government, or if a Wilmington school is required to close because of COVID-19-related health and safety reasons, all members will be expected to work in their classrooms/offices.

- b. All safety measures are expected to be followed as identified in the general [WPS September 2021 Opening – Health & Safety plan](#).
- c. Any employee who wants/needs a leave of absence or accommodations is expected to contact the Director of Human Resources. Best efforts will be made to accommodate such requests in accordance with District policies and relevant laws.

3. Health and Safety

- a. The Superintendent and/or his designee will meet monthly with the WTA President and/or her designee to review the staff and student health and safety protocols/practices in place at each school and to review the cleaning/disinfection practices/protocols in place at each school.
- b. All students will be provided with multiple mask breaks (a minimum of 3) each day. Mask breaks may occur outside or in the classroom. In providing these breaks, members will follow all safety guidelines. The building principal may also schedule mask breaks at different times based on the needs of each school.
- c. The District shall provide adequate amounts of soap and water, paper towels, tissue, lined garbage cans, hand sanitizer (60%+ isopropyl alcohol), and disinfectant wipes, or the equivalent of disinfecting solution and paper towels. These supplies shall be provided and replenished as needed for every employee in their workspace. Educators may request additional PPE from their Principal/Supervisor who will review such requests on a case-by-case basis.

4. Absence/Leaves/Illness

- a. Any member who tests positive for COVID-19 will follow Protocol A from [DESE's flowchart](#).
- b. Any member who is an asymptomatic close contact will follow Protocol B from [DESE's flowchart](#).
- c. Members who test positive for COVID and are required to isolate may access up to ten (10) additional paid sick days with documented proof of vaccination and a positive COVID test provided.
- d. Members who need to care for a family member who is required to quarantine or isolate for COVID-related reasons may access up to ten (10) additional paid family sick days per member with documentation provided (i.e. medical note, test results, letter from a school, etc.).
- e. Members who do not show proof of vaccination, or who refuse to participate in the test and stay program, must use their own sick time if required to quarantine. Members who are unable to be vaccinated because of a documented medical or religious exemption may be eligible for the additional paid leave specified in 4d and 4e with documented proof of their exemption status.

5. Vaccination and Testing


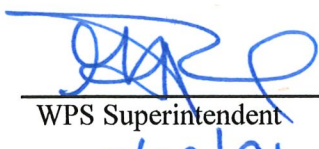
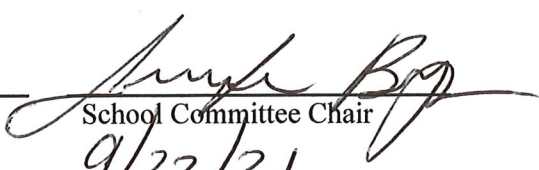
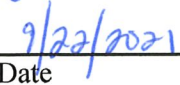
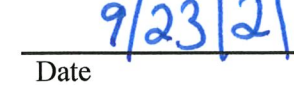
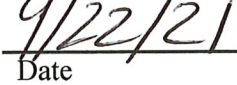
- a. Vaccinations are not mandated for members but are highly recommended for all employees who work in the school system.
- b. Wilmington will employ a “test and stay model” for staff. Those who are deemed a close contact to a COVID-19 positive individual while at school may participate in the test and stay program. Members who show proof of vaccination do not need to participate in the test and stay program. Those who are unvaccinated and choose not to participate must access their own sick time if required to quarantine.
- c. Members will be contacted as soon as possible by an administrator or member of the WPS nursing staff if someone who was in their classroom, office, or other learning space tested positive for COVID-19.

6. Teaching & Learning

- a. During such times when a student is absent from school for COVID-related reasons, educators will work to meet the learning needs of students in quarantine. This may include, but is not be limited to regular email check-ins, the provision of missed work and assignments, and additional support if needed when the student returns in a similar manner in which an extended absence would be handled.
- b. Students must be given the opportunity to make up critical assignments and/or tests, quizzes etc.

7. Whistleblower Protections

- a. Employees may exercise all their legal rights to obtain a safe and healthy workplace. The District shall not take any retaliatory action against an employee who exercises their rights under Massachusetts General Law, Chapter 149, Section 185.
- b. All safety measures are expected to be followed. If an employee becomes aware of a working condition that they feel is unsafe or unhealthy, they shall report it to their supervisor. In the event that an employee does not feel comfortable reporting a matter to their supervisor, and/or they do not feel that the matter has been appropriately dealt with, then the employee should email the Superintendent and the WTA President.
- c. Members are expected to report all facility concerns directly and immediately to their building principal/supervisor.

 _____ WTA President	 _____ WPS Superintendent	 _____ School Committee Chair
 _____ Date	 _____ Date	 _____ Date