

Memorandum of Agreement
between the Wayland School Committee
and the Wayland Teachers Association

March 28, 2017

The Negotiating Team of the Wayland School Committee (“the Committee”), and the Negotiating Team of the Wayland Teachers Association (“the Association”), both acting subject to the ratification of this Memorandum of Agreement by their full memberships, to whom both Negotiating Teams agree to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement for a successor collective bargaining agreement which will be in effect from July 1, 2017 to June 30, 2020.

1. All terms and provisions of the predecessor collective bargaining agreement which was effective from July 1, 2014 to June 30, 2017 shall, except to the extent modified by this Agreement, be carried over intact into the successor collective bargaining agreement. All references to dates in the successor collective bargaining agreement shall be changed to reflect the term of the successor agreement unless otherwise provided for in this Agreement.
2. Unless otherwise specified herein, all modifications will take effect as of the effective date of the successor agreement. Any written interim agreements that have been entered into by the parties since the ratification of the predecessor collective bargaining agreement and that require modification of existing contract language shall be incorporated into the successor collective bargaining agreement.

3. ARTICLE IV – SALARIES

Modify the last sentence in Section B, Paragraph 1 as follows:

Teachers will receive a ~~paper~~ password-protected or otherwise secure deposit advice slip via email for each deposit.

4. ARTICLE V – TEACHING HOURS AND TEACHING LOADS

- a. Modify Section C, Paragraph 2 to read as follows:

With the exception of weeks with fewer than five school days and/or weeks in which special activities (field trips, assemblies, etc.) are scheduled, all teachers at Claypit Hill, Happy Hollow, and Loker Schools, ~~except for Kindergarten,~~ will have ~~225~~ minutes of unassigned time for personal preparation each week as follows: classroom teachers (including full-day Kindergarten) – 285 minutes; specialists – 255 minutes; traditional-day Kindergarten teachers – no less than 120 minutes. ~~Kindergarten teachers will have no less than 120 minutes for personal preparation each week. Elementary classroom teachers shall have an additional preparation period of thirty (30) minutes per full school week.~~ The Principals and the Superintendent or their designee will consult with the designees of the ASSOCIATION President regarding the implementation of this section.

- b. The Committee and the Association agree that, effective at the start of the 2017-18 school year, the length of the school day at the elementary level will be increased by 15 minutes per day, with the additional time being added to the end of the existing school day. This increase to the length of the elementary school day will not increase the length of the teacher day as set out in Article V.

This change will not require any change to existing contract language, but the parties hereby agree that this change may be made by the Committee without any further bargaining obligation and notwithstanding any provision of the collective bargaining agreement.

5. ARTICLE XI – TEACHER EVALUATION

The Parties agree that the “Labor/Management Committee” referenced in Paragraph 26 of the Wayland Public Schools Teacher Evaluation Handbook, will be formed and will meet a minimum of four (4) times during the 2017-18 school year, for the purpose of reviewing and recommending changes to the Evaluation Handbook language. All such recommended changes shall be subject to approval by the Committee and the Association.

6. ARTICLE XXII – SALARY AND STIPEND SCHEDULES

- a. The following across-the-board increases shall be applied to the salary scales in Section A:

Effective July 1, 2017, the salary scales which were in effect on June 30, 2017 shall be increased by 2.0%

Effective July 1, 2018, the salary scales which were in effect on June 30, 2018 shall be increased by 2.25%

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- b. The parties agree to establish a joint labor-management committee, made up of an equal number of representatives designated by each party, for the purpose of reviewing and recommending changes to the coaching and co-curricular stipends in Section C. This Co-Curricular Stipend Review Committee will complete its review and submit any recommendations for changes to the Committee and the Association by March 15, 2018. All recommendations will be subject to approval by both the Committee and the Association, and no stipend changes will take effect prior to July 1, 2018.
- c. Add the following language as new Paragraph 6 in Section D:

In the event of a change in the contact hours for a given position, the position's group placement may be changed for the following school year, subject to agreement between the Committee and the Association.

7. SIDE LETTER

The Parties agree to execute a side letter of agreement which reflects their agreed commitment to review the concerns raised about "initiatives" during the bargaining process.

WHEREFORE, intending to be bound, the parties have executed this agreement this 28th day of March, 2017.

FOR THE WAYLAND
SCHOOL COMMITTEE:

Kath [Signature]
March 30, 2017

FOR THE WAYLAND
TEACHERS ASSOCIATION:

Karen A. Rogers
March 28, 2017