

MEMORANDUM OF AGREEMENT
BETWEEN
THE WATERTOWN BOARD OF EDUCATION
AND
THE WATERTOWN EDUCATION ASSOCIATION

The Watertown Board of Education (the "Board") and the Watertown Education Association (the "Association") hereby enter into the following Memorandum of Agreement ("MOA") regarding continuity of educational opportunities due to school closures related to the COVID-19 health emergency:

1. The parties understand and acknowledge that, during the 2019-20 school year, schools in the Watertown Public Schools have been closed for a period of time, and during a period in which school otherwise would have been in session, for reasons related to the COVID-19 health emergency, and that further closure(s) may be directed by the Board and/or the Superintendent or by an authority outside the District ("School Closure").
2. During a School Closure during the 2019-20 school year, each bargaining unit employee shall, if so directed by the Superintendent and/or his or her designee(s) (the "Administration"), perform work during a School Closure, as described in this Memorandum of Agreement ("Closure Work").
3. Teachers working from a remote location shall be available to fulfill their professional responsibilities for a period of time not to exceed the length of the regular work day and shall be available to students and parents, or as otherwise directed by the Administration, between the hours of 9am-3pm or for shorter intervals. This work may be done through various methods, including but not limited to email or the District's electronic platform. Teachers will check email or their Google Classroom and may speak to students/parents by using the District's approved app. To the extent possible, communication between teachers and students/parents will be through email and/or the District's electronic platform.
4. Bargaining unit members are expected to fulfill their professional responsibilities but shall not be subject to disciplinary action for lesson planning, implementation, delivery, and/or student assessment associated with continuing education due to the unique circumstances surrounding this Agreement.

5. Bargaining unit members shall not be evaluated for the duration of this Agreement.
6. Should teachers or students need assistance with troubleshooting technological issues, they should contact the appropriate IT member.
7. Bargaining unit members who do not have regular classroom teaching responsibilities that can be accomplished remotely shall be required to continue service to their caseloads when possible through methods approved by their administrative team or to engage in professional development activities as set forth by the Board within the perimeters of this Agreement.
8. Should teachers need assistance with students who are not participating, or otherwise not performing required lessons, the teacher shall first contact parents and then, if needed, inform the building Principal who shall address the issue accordingly.
9. In the event a bargaining unit member requires absence from work responsibilities, the bargaining unit member shall report such absences through normal means and the contractual requirements and restrictions relating to such absences apply. The Board will be responsible for informing parents of the absence.
10. Bargaining unit members shall be compensated their full salaries in accordance with the provisions of the collective bargaining agreement between the Board and the Association.
11. Bargaining unit members who have served in a stipend activity since the beginning of the 2019-2020 school year will be paid the full stipend for the year. Other stipends, including Spring Sports, shall be paid out on a prorated basis from the date the first session commenced/commences in accordance with the terms within the collective bargaining agreement between the Board and the Association.
12. Teachers shall work no more than 186 days during the 2019-20 school year, including days when school was open to students, professional development, or other teacher workdays and approved Closure Work Days. Good Friday, Memorial Day and the April 13 through 17 vacation will be observed. The last day of school and work is June 17th.
13. All provisions of the collective bargaining agreement between the Board and the Association shall remain in effect except to the extent such provisions have been modified for the 2019-20 school year by this Agreement.

14. This Agreement shall expire upon completion of the 2019-20 school year.
15. Notwithstanding the foregoing, the Board and the Association agree that they by mutual agreement may revisit the terms of this MOA in the future if circumstances related to the COVID-19 health emergency and/or its impact on the District change or otherwise evolve following the execution of this MOA by both parties.
16. This Memorandum of Agreement shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Memorandum of Agreement.

James B. Bald
Watertown Education Association

3/24/20
Date

Roske Costly
Watertown Board of Education

3/24/20
Date