

# MEMORANDUM OF AGREEMENT

BETWEEN

THE WEST HARTFORD BOARD OF EDUCATION

AND

THE WEST HARTFORD EDUCATION ASSOCIATION

The West Hartford Board of Education; (the “Board”) and the West Hartford Education Association (the “Association”) hereby enter into the following Memorandum of Agreement (“MOA”) working conditions related to COVID-19 for the July 1, 2021 – June 30, 2022 work year only:

The parties recognize that the 2021-2022 school year shall revert to the 2019 policies, procedures and working conditions unless previously modified by the parties. This includes reverting at the elementary level to the 2019 elementary schedules in terms of unified arts specials timing and being held in their respective spaces, lunch schedules, duty schedules, and the start of the elementary teacher work day.

The parties recognize that teachers and students under the direction of the Centers for Disease Control (CDC) or the Connecticut Department of Public Health (DPH) may be required to quarantine. For students who are absent due to CDC or DPH guidance regarding Covid-19:

- PK-5 virtual check-ins will be coordinated through the Curriculum Office with opportunities for general literacy and numeracy practice. Teachers are responsible to send home work for extended absences in accordance with typical absence procedures.
- Grades 6-12, QUEST, and Math QUEST students will utilize electronic means to receive assignments (typically google classroom), and if desired students will be able to listen to their teachers classroom through an open google meet link. Audio and video will be on, however, there is no expectation for teachers to take attendance, modify lessons to accommodate both absent and in person students, nor an expectation of interaction or participation in group work. Any parent inquiries of said arrangement shall be directed towards the principal and central office.
- When students with special needs are quarantined from school because of the COVID-19 health emergency, special education and pupil personnel staff shall continue to work with such students on their caseload to their best ability in conjunction with their Supervisor. This includes; if the service provider services the student one-on-one, then the service provider will utilize technology to provide services; if the service provider works with the student in a group setting, then in working with their Supervisor a plan for the student’s absence will be made. That plan may be to treat the absence like a traditional pre-COVID absence, or alternative arrangements may be made.

If a vaccinated teacher is required to quarantine based on CDC or DPH guidance, the teacher shall be placed on leave for the mandated quarantine period. Such leave shall fall under paid administrative COVID leave. If a non-vaccinated teacher is required to quarantine based on CDC or DPH guidance, the teacher shall be placed on sick leave for the mandated quarantine period. Such sick leave shall utilize the teacher's personal sick time bank.

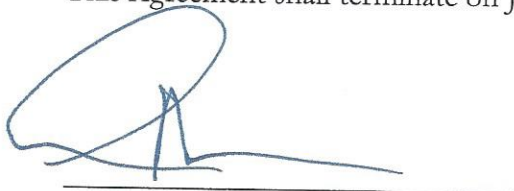
For teachers with immediate family members who need to quarantine based on CDC and DPH guidance and are unable to be left unattended shall utilize their personal time for such leave. Utilization of such time shall be used in the following order:

- Family Illness days
- Personal days
- Sick days

Notwithstanding the foregoing, the Board and the Association agree that they may revisit the terms of this Memorandum of Agreement in the future if circumstances related to COVID-19 and/or its impact on the District change or otherwise evolve following the execution of this Agreement by both parties.

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 Agreement.

This Agreement shall terminate on June 30, 2022.



West Hartford Board of Education



West Hartford Education Assoc.

02/02/2022

Date

02.02.2022

Date