MEMORANDUM OF AGREEMENT 2022 - 2023 Successor Agreement for All Units of the WEA

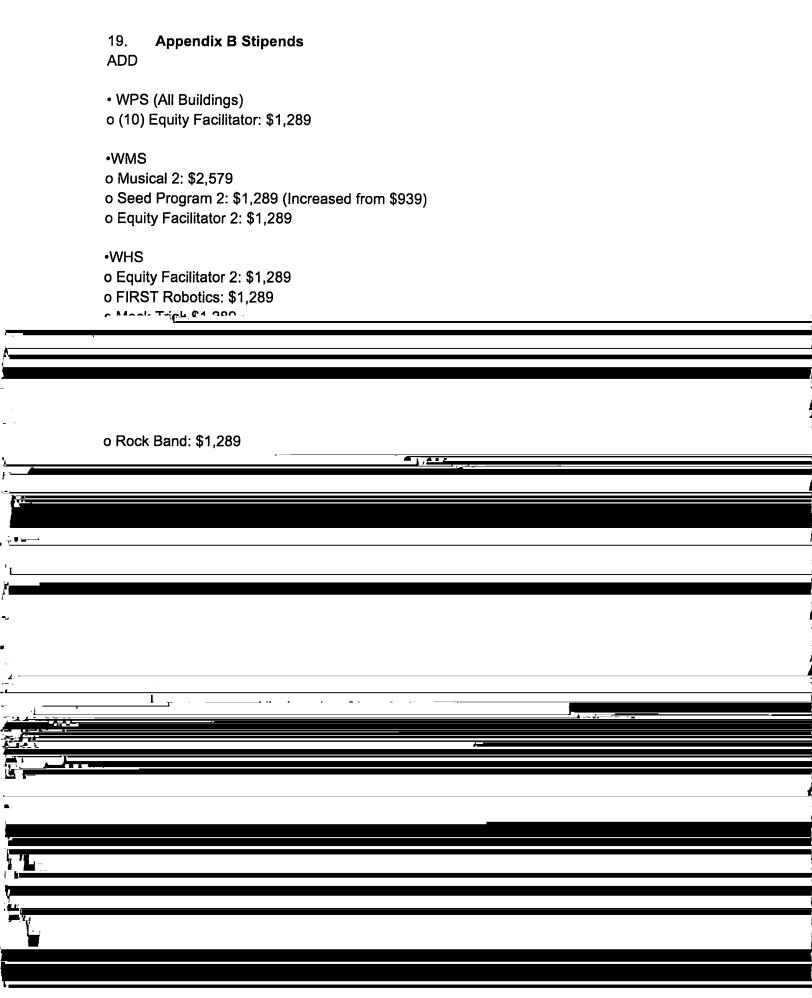
Memorandum of Agreement is made and entered into by the School Committee of the Town of Wellesley and the Wellesley Educators Association. The agreement between the parties effective July 1, 2019, to June 30, 2022 will be amended as follows: The parties will make the following changes to the Unit A, Unit B, Unit C, Unit D & Unit E WEA Collective Bargaining Agreements. 1. Association Name: All references to the Wellesley Teachers Association or WTA will be replaced with the "Wellesley Educators Association" or "WEA", respectively. 2. Association Name: All references to the Wellesley Educational Professional Staff Association or WEPSA will be replaced with "Wellesley Educators Association" or "WEA", Respectively. 3. Pronouns: All references to gendered pronouns will be replaced with gender neutral pronouns: He/She will be "they", His/Her will be "their", Him/Her will be "them", etc.		Pursuant to the provision of Chanter 150F of the General Laws of Massachusetts, this
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	7.2. The Association will have 25 school days to initially file a grievance.
	7.3. The Director of Human Resources will be notified of all filed grievances.
	7.4. The Superintendent will have 10 school days to respond to a grievance after a Level 3 Hearing occurs.
	7.5. No response with the stated timeline at any level moves the grievance to the next Level.
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	(This change eliminates the prior cap of 15 family sick days for non-birthing parents and creates
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	members).
	Employees who take parental leave may use their own accrued paid leave (sick, vacation,
·13 * * 13=-	and/or personal leave, depending on the contract in question) for up to 8 weeks if eligible under
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	12. Bereavement : Members' access to bereavement leave will not be restricted by contract or calendar year. Leave extensions may be granted by the Director of Human Resources
	13. Course Approval & Reimbursement Language: Course reimbursement will be made available when
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	of Education, or
	13.3. a teacher's immediate supervisor, subject to the approval of the Assistant Superintendent
1	of Tanakina and Lasunina ussifias that there are no further in district according to the form
	
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	Wellesley Public School district positions, is included in this Unit B collective bargaining agreement to provide access to members of this unit to the Unit A stipends and make the stipend possibly pensionable if a member is selected for one of these positions. Please note that the inclusion of this appendix does not increase, expand, or duplicate any of these school district positions. In addition, this appendix is not subject to any other provision of this collective
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	The parties will make the following changes to the Unit C Collective Bargaining Agreement.
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	Bargaining Agreement. 25. Non-Discrimination Clause: The Committee will not discriminate against any employee or
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reasonable advance notice is given to the immediate supervisor whenever possible. The benefits of this paragraph shall not be utilized so as to extend a holiday or vacation period, unless the Unit C member has a compelling reason beyond their control. Except for compelling reasons, no personal business day shall be taken during the first and last fifteen (15) school days of the actual school year. Unused personal days in a given year will be converted into the employee's sick leave accrual in the following year.

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	42. Article 8: The parties agree to remove Article 8 "pre employment physical" from the Unit
	43. Article 11 : Remove language about decrementing earned vacation time based on Termination.
	44. Joint Labor Management Committee: A Committee made up of equal members from
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