



Dear Fellow Members:

This winter break has given me pause to truly reflect on 2020. We deserve working conditions which enhance the joy of learning and teaching, not challenging it day in and day out. As we move forward in some ways our battle has just begun. This past week accommodations have been made for several members. As we join members in the building please be aware of personal safety and air quality. We return to mediation for the Hybrid MOA, and we anticipate our statement of no confidence will be on the next school committee agenda.

Many members this week have reached out to their building principals and Jeff Carlson to work out accommodations for educators with daycare and health challenges. Many have been granted because staffing the district becomes increasingly challenging. Many posted positions remain unfilled, and I anticipate this will continue to be the case until vaccines have been distributed, possibly further because of our reputation as an employer.

Safety in our buildings and your health are our utmost concern. As most of us transition into the buildings to join our peers already there, I want to emphasize the importance of mask wearing, social distancing, and hand hygiene. Masks are mandated in all public buildings even with social distancing ([Massachusetts Mask Mandate Link](#)). Of course there is an exception for DESE, whose guidance is not as recent as this order. Also, the district can require medical documentation if a mask cannot be worn by any employee or a student.

We can look to CDC (Centers for Disease Control and Prevention), MPH (Massachusetts Department of Public Health) through local Boards of Health, and our remote MOA's for mandates and guidance during the COVID pandemic. The information can be conflicting and daunting. Common sense cannot be overlooked. Here I would like to highlight CO2 and Air Quality Checks in our Remote MOA, Section C, Item 4 and responses from the BOH's:

"... During the first two weeks following students return to the building, based on the phased reopening plan, the WRSD will test all frequently used spaces of the schools consistent with the aforementioned expectations for a safe reopening. The district shall purchase and maintain CO2 monitors in each building. CO2 testing will occur throughout the year in all buildings and results shared with the Association. A log of



CO2 levels will be kept in each building. In the event that a staff member has concerns about the indoor air quality of the space where they are assigned to work within the school, they shall notify building administration of their specific concern. Administration will then consult with the facilities director to document and investigate the concern and implement a safe and appropriate solution within five (5) school days. A log will be maintained of inspections, upgrades, repairs, and filter changes. All logs will be accessible by the Association.”

Many of the educators who have been in person since October have worked with students without masks and without any social distancing. I reached out to the Boards of Health in all 5 towns with these specific concerns and have heard back from 3. Here are the responses copied and pasted into a google [doc](#).

With Jeff Carlson’s letter noting we will all be required to work in the buildings on Wednesdays, and Wednesday being the “deep cleaning” day between cohorts, WREA has many questions. WREA requested and has some information about the cleaners being used. The option of working remotely from the school building or home is an item that has not yet been disputed in our Hybrid MOA negotiations/mediation so far. This could be and will change if we do not settle. Also, there were rumblings that the school committee felt our Hybrid MOA gave too many options to the teachers.

WREA will return to mediation with the district on Wednesday, January 6, 2021 after Superintendent McCall cancelled the town hall meeting, which the Communication and Action Subcommittee had advocated for. There has been little movement in the last two mediation sessions. We have fought for and have some good language in the proposed MOA, but it could be better. Time is of the essence and is not on our side right now. The negotiation team will be making very tough decisions this week.

The Statement of No Confidence was presented to the school committee on December 7th. The Landmark wrote an article, ["Association voices 'no confidence' in Superintendent"](#). From several sources, it is my understanding it will be discussed at the next school committee meeting on January 11, 2021. I am sure you can infer my skepticism. Either way, a rebuttal to Dr. McCall’s comments at that school committee meeting has been written by a couple of members and will be presented during public comments. We have reached out to MTA to assist us in creating goals to improve our working conditions, the climate, and eventually the culture of our district to further the results of our statement.



Get involved! Just stop by to listen or make a comment, all are welcome!

- HOD - House of Delegates, building reps - **Monday, 1/4/21 at 4 pm**
<https://us02web.zoom.us/j/85185508197>
 - Meeting ID: 851 8550 8197
 - One tap mobile
 - +13017158592,,85185508197# US (Washington D.C)
 - +13126266799,,85185508197# US (Chicago)
- Communication and Actions Subcommittee - **Thursday, 1/7/21 at 7 pm**
<https://zoom.us/j/95449375014?pwd=MFZPcEt2V2c4ZEhseVdkaGt4RzB3Zz09>

Please share your thoughts and ideas as we move forward. Both your challenges and accomplishments are welcome. With concrete solutions, it will be easier to map out the steps for our long journey to joyful teaching. Wishing you all a Happy & Healthy 2021!

In unity,

Mary Shepherd

President WREA