

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**WACHUSETT REGIONAL EDUCATION ASSOCIATION (WREA)**  
**AND**  
**WACHUSETT REGIONAL SCHOOL DISTRICT (WRSD)**

**Preamble:**

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this Memorandum of Agreement is made and entered into by the Wachusett Regional School District (hereinafter, the "District") and the Wachusett Regional Education Association (hereinafter, the "Association"), hereinafter collectively referred to as "Parties; and

WHEREAS, The District and the Association have entered into a Collective Bargaining Agreement (hereinafter, "CBA") for the period July 1, 2023 through June 30, 2026 and jointly agree to this Memorandum of Agreement (hereinafter, "MOA") for the duration of the aforementioned CBA; and

WHEREAS, the District has pursued early dual enrollment opportunities which avail students the option to take courses in which both high school and college credit are earned; and

WHEREAS, Wachusett Regional High School (hereinafter, WRHS) educators may be utilized to instruct dual enrollment courses in partnership with an accredited Institution of Higher Education (hereinafter, "IHE"); and

WHEREAS, the parties seek to establish consistent compensation and parameters for Association members utilized to instruct such courses during the school day, as defined in the CBA, that are approved by the District for dual enrollment purposes; and

THEREFORE, both parties agree the terms of this agreement shall supersede any conflicting terms in the parties' CBA; and

THEREFORE, both parties agree the terms of this MOA are to be considered memorialized in the CBA and all other terms of the parties' CBA shall apply; and

THEREFORE, both parties agree to the following terms:

**Article I: Responsibilities**

1. Association member participation in dual enrollment instruction is entirely voluntary, and no teacher will be mandated or required to teach any dual enrollment course.
2. Opportunities to teach dual enrollment courses will be posted and selected in the same manner that all other opportunities that earn additional compensation are posted, consistent with Article 10 of the CBA. The posting will also be emailed to all WRHS educators.
  - a. Expectations and job responsibilities from the IHE will be distributed simultaneously with the aforementioned posting.
3. In addition to meeting local academic requirements, educators will align dual enrollment curriculum with the partnering IHE academic expectations and meet all course educator requirements of the partnering IHE.
4. The parties acknowledge and agree that educators' participation in the dual enrollment program will require work outside the traditional school day and existing collective bargaining agreement. Responsibilities include, but are not limited to: administrative duties and/or meetings with or at the direction of the IHE, grading and submission, utilizing online learning platforms, and/or anything else that may be related to IHE coursework.
5. Educators will receive additional compensation for responsibilities, that are completed outside of the traditional work day, subject to the provisions below:
  - a. Dual Enrollment Courses are assumed to be an IHE three (3) credit course, thereby paragraph 5b - 5e pertain to compensation for a 3 credit course.
  - b. Educators will be paid \$600 per individual dual enrollment course taught by the educator. Educators will not be paid for additional sections of the same course in the same semester.
  - c. If the educator teaches the same dual enrollment course twice during the same year (once in the fall semester, and the same course again in the spring semester); they shall only be eligible to be paid \$400 for responsibilities associated with the second course, resulting in a maximum stipend amount of \$1,000.
  - d. Educators teaching two distinct dual enrollment courses in a year will be paid \$600 per individual dual enrollment course taught by the educator, resulting in a maximum stipend amount of \$1,200.

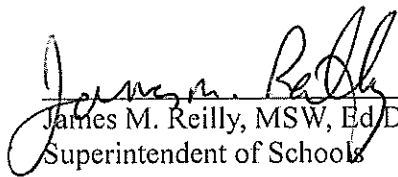
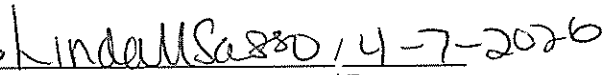
- e. Distribution of available Dual Enrollment courses will be assigned as equitably as possibly amongst the educators who volunteer for the position.
- f. Any Dual Enrollment course that exceeds three (3) IHE credits will be compensated for on a prorated basis per additional credit.

**Duration of Agreement:**

This MOA shall be incorporated into and become an integral part of the existing CBA between WREA and WRSD and shall not be construed as an independent side letter.

This Agreement shall sunset effective June 30, 2027.

Dated this 7<sup>th</sup> day of April, 2026

	<u>4/7/26</u>		<u>4-7-2026</u>
James M. Reilly, MSW, Ed.D Superintendent of Schools Wachusett Regional School District	/ Date	Linda Sasso President Wachusett Regional Education Association, Inc.	/ Date