

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

This Agreement is entered into this 10th day of July 2025 by and between the above referenced parties (hereinafter referred to as “the Parties.”)

Whereas, the WREA issued a demand to bargain concerning revised School Committee policy P5241.12 Background Checks (hereinafter referred to as “the Policy”), approved on March 10, 2025,

Whereas, the parties conducted bargaining sessions on May 8, May 28, June 18, and July 10, 2025, and the parties seek to memorialize their agreement.

Now therefore, in consideration of the foregoing recitals, and mutual promises and representations, the parties agree to the following:

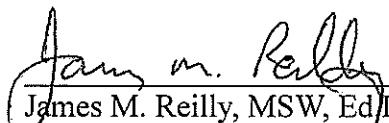
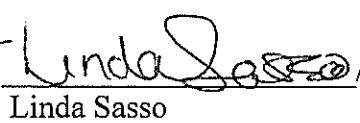
1. The District will implement the Policy as agreed upon by the terms outlined in this agreement.
2. The Parties agree that the District will apply the Policy in all hiring practices for new employees.
3. For current employees, the District will conduct Department of Children & Families (hereinafter referred to as “DCF”) checks at the same time and with the same frequency and scheduling as currently is applicable to rotating CORI checks.
4. The District will notify employees upon receipt of background information from DCF and it will notify employees within a reasonable time period if the information could result in disciplinary action. Employees will be afforded an opportunity to provide additional information and meet with administration regarding such information.
5. Information obtained from DCF will remain confidential and it will be shared with an employee in a secure method.
6. Employees will be notified of their right to have union representation present at any meeting concerning substantiated DCF findings.
7. District determinations regarding substantiated DCF findings of abuse/neglect will be documented and employees will be notified of such determinations.
8. If District does not take disciplinary action after reviewing a substantiated DCF finding of abuse/neglect, that finding shall not be used as the sole basis of future disciplinary actions.

9. Nothing in the Policy or this Agreement impacts due process rights that any employee or party may already have.
10. If substantiated DCF findings are appealed and formally overturned, they may not be used as a sole basis for disciplinary action. If a substantiated finding is overturned following disciplinary action, the employee may provide such information to the District for reconsideration of its actions.

Section 2:
Duration of Agreement:

This MOA shall remain in effect for the duration of the 2025-2026 school year unless otherwise agreed upon by the parties in writing.

Dated this 10th day of July 2025.

	
James M. Reilly, MSW, EdD / Date	Linda Sasso / Date
Superintendent of Schools	President
Wachusett Regional School District	Wachusett Regional Education Association