

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

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 “WRSD”) and the Wachusett Regional Education Association (hereinafter, the “WREA”); and

WHEREAS, the Parties have previously agreed upon a timeline for the Educator Evaluation processes, as Memorialized in the 2023-2026 Collectively Bargained Agreement (CBA) and jointly agree to this Memorandum of Agreement (MOA) for the duration of the 2024-2025 school year. Both parties agree the terms of this agreement shall supersede any conflicting terms in the parties’ CBA or Educator Evaluation Agreement. All other terms of the parties’ CBA and Educator Evaluation Agreement shall apply; and

WHEREAS, the Building Principals are responsible for providing the Educator Evaluations within the WRSD and such position and responsibilities thereof, was **unfulfilled** at the Early Childhood Center until October **23rd**, 2024; and

THEREFORE, the WRSD and the WREA hereby agree to the following amendments of the previously established educator evaluation timeline as follows:

1. Evaluator meets with first-year educators to assist in the self-assessment and goal-setting process.
 - o Original Deadline: October 1
 - o Revised Deadline: November 30

Educator submits self-assessment (if necessary) and proposed goals via Goal Setting Form

- o Original Deadline: October 1
- o Revised Deadline: November 30

Evaluator meets with Educators in teams or individually to establish Educator Plans via Educator Plan Form (Educator Plan may be established at Summative Evaluation Report meeting in the prior school year)

- o Original Deadline: October 15
- o Revised Deadline: November 30

Evaluator completes Educator Plans:

- o Original Deadline: November 1
- o Revised Deadline: December 30

Evaluator completes the first observation of each Educator:

- o Original Deadline: November 15
- o Revised Deadline: December 20

2. The Parties acknowledge the adjustments to the Educator Evaluation timeline are necessary due to the unfulfilled Building Principal position and such adjustments are for the 2024-2025 school year only. This agreement sunsets June 30, 2025, and is non precedent setting.

Dated this 20th day of November, 2024

<u>James M. Reilly</u>	<u>11/20/24</u>	<u>Linda Sasso</u>	<u>11/21/2024</u>
James M. Reilly, MSW, Ed.D Superintendent of Schools Wachusett Regional School District	/ Date	Linda Sasso President Wachusett Regional Education Association, Inc.	