

**MEMORANDUM OF AGREEMENT (MOA)
BETWEEN
THE WESTBOROUGH SCHOOL DEPARTMENT
AND
THE WESTBOROUGH EDUCATION ASSOCIATION
(Collectively "the parties")**

April 2019

The above-named parties are in agreement regarding the following:

All new hires will participate in a two-year teacher intake/mentoring program.

- 1. The first year of the program shall be dictated by State regulations.**
- 2. The second year of the program will consist of 8 sessions/12 contact hours of coursework with a reasonable amount of homework.**
- 3. If a teacher is unable to attend one or more of the scheduled sessions, they must contact the Director of Curriculum or their designee to arrange for make-up work as soon as they are made aware of the conflict.**
- 4. Part-time employees will be responsible for the number of sessions equivalent to their FTE. They must, at the start of their second school year, confer with the Director of Curriculum, or their designee, to determine which sessions they must attend.**
- 5. Upon completion of the second year of the program, teachers will receive 3 salary credits (pro-rated for teachers who do not attend all meetings or do not complete make-up assignments).**
- 6. All new teachers will receive written notification of the obligations for the second year prior to employment.**

This MOA will be integrated into the Unit A contract upon next printing.

Signed this 2nd day of April 2019.

For the Westborough School Committee:



Sara Dullea, Chair

For the Association:



William Parsons, President