

**MEMORANDUM OF AGREEMENT**  
**Director of Athletics, Physical Education and Student Activities**  
**Director of Diversity, Equity, and Inclusion**  
**Challenger Geometry Program**  
**Start of 2021/2022 School Year**

This Memorandum of Agreement is entered into by and between the School Committee of the Town of Belmont, Massachusetts (hereinafter the “Committee”) and the Belmont Education Association (hereinafter the “Association”).

Whereas the Association and the Committee have bargained collectively pursuant to Massachusetts General Law, Chapter 150E, to reach agreement on the effects of certain changes in working conditions implemented by the Committee for the 2021/2022 school year; and

Whereas the Association and the Committee continue to meet to bargain for successor collective bargaining agreements for Unit A, Unit B, Unit C, and Unit D of the Association.

Now, therefore, in consideration of mutual covenants and promises, it is agreed as follows:

1. Director of Athletics, Physical Education and Student Activities
  1. For the 2021/2022 school year only, the position of Director of Athletics, Physical Education, and Student Activities will be split/bifurcated into two temporary positions.
  2. The temporary Director of Athletics and Student Activities shall not be responsible for evaluation of employees represented by the Association. The evaluation case load previously assigned to the Director of Athletics, Physical Education, and Student Activities shall not be reassigned to other Unit B employees represented by the Association.
  3. Three (3) stipends (one elementary, one middle and one high school) will be posted including the requirement that the candidate be a member of Unit B and issued for \$3,800 each. Specific additional responsibilities for this stipend shall be limited to:
    - A. Purchase orders, materials, supplies
    - B. Advocate for PE Dept.
    - C. Facilitate department and curriculum meetings
    - D. Serve as “Point person” for curricular questions from students, families, and the community
    - E. Provide support for physical education department in the following areas:
      - i. Curriculum/Instruction
      - ii. Parent communication
      - iii. Academic dishonesty
      - iv. Equipment needs, budget requests

1. Challenger Geometry Program
  - a. For the 2021/2022 School Year only, the Committee will offer supplemental summer math enrichment through Khan Academy. In no case will curriculum

offered through Khan Academy replace regular instruction provided by employees represented by the Association.

- b. For the 2021/22 school year the Committee will post a new permanent 0.4 FTE position for Math Coach at Chenery Middle School with flexible hours. The work day for this position will start no earlier than 11 am and end no later than 5 pm. The Math Coach will be responsible for assigning independent work for students that covers the essential concepts of Honors Geometry. The employee hired as Math Coach will have discretion to determine appropriate instructional platforms in consultation with their supervisor, including but not limited to use of Google Classroom and/or Edgenuity.


1. Start of 2021/2022 School Year

- a. The parties agree to a one time change in the practice of starting the school year on the Tuesday proceeding or after Labor Day.
- b. For the 2021/2022 school year only the parties agree to start the school year on Wednesday September 8, 2021.

This Agreement is effective for the 2021-2022 school year only and shall sunset on June 30, 2022.

Wherefore, the Committee and the Association have caused this Memorandum of Agreement to be executed by their duly-authorized representatives this 28 day of September 2021.

For the Belmont Education Association:

  
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 John P. Sullivan  
 President

Date: 9/28/21

For the Belmont School Committee:

  
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 John Phelan  
 Superintendent

Date: 9/28/21