



January 20, 2026

Dear Belmont Public Schools Community,

Late last week, we learned that a portion of BEA members voted to engage in a job action known as “work to rule.” While this vote did not include the full membership, it does reflect a shift in how educators may approach their work during negotiations.

What is “work to rule”?

- “Work to rule” is a job action in which employees perform only the duties explicitly outlined in their contract and do not take on additional responsibilities that have traditionally supported school operations and student experience.

What does this mean for schools, students, and families?

Families may notice changes in long-standing practices that are not specifically required by contract. For example:

- Educators may pause activities such as writing college recommendations outside required duties.
- Some clubs or extracurricular activities whose faculty advisors are not compensated may no longer be offered.
- Elementary report cards may not include narrative comments.

While these actions are generally protected under Massachusetts collective bargaining laws, they represent a departure from established practice and may be disruptive for students and families. We disagree with this approach and are concerned about its effect on the school community, particularly when the impact of these changes falls most directly on students.

Where Negotiations Stand

Over the course of negotiations, we have reached more than 70 tentative agreements, reflecting substantial progress and many improvements for current and future employees. However, significant differences remain, particularly around compensation. The BEA’s salary proposals continue to exceed what is available within the district’s budget and the Town’s multi-year financial plan. No job action can change these underlying financial constraints.

Next Steps

Because the parties remain apart on key issues, we filed for mediation with Units A (Educators), C (Administrative Assistants and Clerical Aides), and D (Education Support Personnel). The Department of Labor Relations (DLR) has scheduled an investigation for February 2. We continue to make progress with Unit B and remain hopeful that an agreement can be reached.

Despite the BEA leadership's decision to initiate this job action, we remain committed to negotiating in good faith and to keeping students at the center of this work. We will continue to keep the community informed as the process moves forward.

A handwritten signature in black ink, appearing to read "Meg Moriarty". The signature is fluid and cursive, with a prominent initial "M" and a long, sweeping tail.

Meg Moriarty, Ed.D., BSC Chair