

**SHREWSBURY SCHOOL COMMITTEE
AND
SHREWSBURY EDUCATION ASSOCIATION UNIT B**

MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Shrewsbury School Committee (“Committee”) and the Shrewsbury Education Association, Unit B (“Unit B”).

WHEREAS, the Committee and Unit B have entered into a Collective Bargaining Agreement for the period of July 1, 2013, through and including June 30, 2016; and,

WHEREAS, the duly-authorized representatives of the Committee and the duly authorized representatives of Unit B have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and Unit B have, subject to ratification by the membership of the Committee and Unit B, agreed to a successor agreement for the period of July 1, 2016 through and including June 30, 2019,

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. Prior Agreement

The Collective Bargaining Agreement in effect for the period July 1, 2013, through and including June 30, 2016, shall be in full force and effect for the period July 1, 2016 through and including June 30, 2019, except as modified by this **MEMORANDUM OF AGREEMENT**

2. ARTICLE III--CONDITIONS OF EMPLOYMENT

B. WORK YEAR

2016-2017

- 2 % COLA, Steps
- Work Days:
 - High School Assistant Principal 216
 - Middle School Assistant Principal 209
 - Elementary Assistant Principal 209
 - Athletic Director 209

2017-2018

- 2 % COLA, Steps
- Work Days:
 - High School Assistant Principal 215
 - Middle School Assistant Principal 208
 - Elementary Assistant Principal 208
 - Athletic Director 208

2018-2019

- 2 % COLA, Steps
- New Step (10), which shall be 2% higher than Step 9 in this year
- Work Days:
 - High School Assistant Principal 215
 - Middle School Assistant Principal 208
 - Elementary Assistant Principal 208
 - Athletic Director 208

3. ARTICLE II--SALARIES

C.(3) MCAS Remediation

- a. July 1, 2016 \$1,000
- b. July 1, 2017 \$1,000
- c. July 1, 2018 \$1,000

4. ARTICLE III--CONDITIONS OF EMPLOYMENT

- A. **Add language:** In the event that school is cancelled and the Superintendent of Schools grants work from home to principals as an option, assistant principals shall also have the option to work from home.

5. ARTICLE IV---PROFESSIONAL IMPROVEMENT

- A. The assistant principal shall be reimbursed for reasonable expenses associated with attending conferences and meetings, subject to the prior approval of the Superintendent. \$1,800 for graduate courses and professional workshops that contribute to the professional development and/or **recertification needs for all licenses held...(bold print designates the change in wording)**
- B. An annual allowance, subject to the approval of the Superintendent, of **\$520** for professional memberships, will be provided for each assistant principal covered by this Agreement

6. ARTICLE V--LEAVES OF ABSENCE

- B. (3) Replace with: Up to five (5) school days at any one time in the event of death in the immediate family. Immediate family is construed to include only parent, parent-in-law, grandparent, grandchild, wife, husband, domestic partner, child, stepchild, brother or sister, or person residing in the immediate household as approved by the

Superintendent of Schools. Three (3) days shall be provided in the event of the death of a brother-in-law or sister-in-law. **Two (2) days shall be provided in the event of a death of a niece or nephew.** One (1) day shall be provided in the event of the death of an extended family member not listed above. If needed, additional bereavement days may be requested and granted at the discretion of the Superintendent of Schools.

7. ARTICLE XI-TRAVEL MILEAGE

Strike "not presently covered by a Committee voted amount"

Add: The Athletic Director will receive **\$480** per year car reimbursement in two equal payments-December 1st and June 1st for school required travel within a radius of twenty (20) miles of Shrewsbury. Required and authorized travel beyond the twenty (20) mile radius will be reimbursed at the committee system wide per mileage rate as measured from Shrewsbury plus tolls and parking reimbursements

8. ARTICLE XII--LEAVE

A. SICK LEAVE UPON RETIREMENT

(1) Upon retirement (not termination for any other reason), the Unit "B" employees shall be paid for unused accumulated Sick Days, cash, up to but not in excess of thirty-five (35) days of unused accumulated Sick Leave, adjusted by ratio to the longer work year for Unit B employees, provided the following conditions are met: a) retirement is effective June 30th; b) written notice of such retirement is provided to the Superintendent by the December 1 preceding retirement, **and employee was hired prior to the 2017-2018 school year.**

(2) **Unit "B" employees hired from within Shrewsbury Public Schools to commence work in the 2017-2018 school year and thereafter shall be eligible for the Unit A retirement plan that they are currently in prior to promotion. This means that Unit A employees currently in a sick leave upon retirement plan will receive the plan outlined in (1) above as a Unit B employee. Unit A employees currently in a 403(b) plan will continue with such plan (no additional benefit) . Unit "B" employees hired from outside the district shall be eligible to receive a one- time contribution to a 403(b) plan established pursuant to school department guidelines. Such contribution shall be made in the amount of \$750 to be paid in the second October payroll in the year in which the Unit "B" employee attains professional status.**

9. NEW ARTICLE XIII-- School Enrollment of Resident Employees' Children

Bargaining unit employees whose children attend Shrewsbury Public Schools as residents of Shrewsbury may request that their child be enrolled in a school that is different from their normally assigned school, if the bargaining unit employee works at the other school. Enrollment of the student in a different

school other than assigned where the bargaining unit employee works, is subject to the approval of the Superintendent.

In making this determination, the Superintendent will consider various factors, including grade configuration and class sizes at the school where the student would attend. If the student in question receives special education services, the student's IEP program placement shall take precedence. If a child of a bargaining unit employee is not a Shrewsbury resident, but is enrolled in Shrewsbury Public Schools through interdistrict school choice or any other such program, the school assignment will be governed first by the school choice or other program that allows enrollment, as seats in such program may not be available in a school where the bargaining unit employee works. If the bargaining unit employee is transferred from the school in a subsequent year, the student may be allowed to remain in the school where s/he is enrolled through the last grade in said school.

Any transfer of a child of a bargaining unit employee may be revoked by the Superintendent if it is judged that the arrangement is resulting in substantial disruption to the child's education or the bargaining unit employee's duties. If the Superintendent does revoke placement as described above, the bargaining unit employee may request a meeting to discuss the revoking of the placement, and this meeting shall take place with the Superintendent and/or his/her designee. The bargaining unit employee is responsible for requesting SEA representation for this meeting.

If a child of a bargaining unit employee is approved for enrollment at a school other than assigned, the bargaining unit employee is responsible for transporting the child to and from school. If a child of a bargaining unit employee is declined for enrollment at a school other than assigned, the bargaining unit employee may request a meeting to discuss the declination of the placement, and this meeting shall take place with the Superintendent and/or his/her designee. After such meeting regarding a declined or revoked enrollment, the decision of the Superintendent is final and shall not be subject to the grievance or arbitration processes.

10. CURRENT ARTICLE XIII DURATION SHALL BECOME ARTICLE XIV

11. CURRENT ARTICLE XIV SHALL BECOME ARTICLE XV

Signed February 10, 2017:

For Unit B:

Anne Koertge/Date

Gerald "PJ" O'Connell/Date

For the School Committee:

B. Dale Magee/Date

Barbara Malone/Date