

**MEMORANDUM OF AGREEMENT**

The Canton School Committee (the Committee) and the Canton Teachers' Association (Unit A) (the Association) hereby agree to a new one-year contract to be in effect from September 1, 2018 through August 31, 2019. Except as modified by this Memorandum, the terms and provisions of the September 1, 2015 through August 31, 2018 contract will be carried forward into the new contract.

**ACROSS THE BOARD INCREASE:** The following increase shall be applied to **APPENDICES A, B, C, and D** effective September 1, 2018: 2.0%.

**ARTICLE VI, LONGEVITY** (pages 6-7).

Effective September 1, 2018, increase each longevity amount in Section A by \$150.

**ARTICLE XIV, SICK LEAVE POLICY** (Section J) (page 16).

Revise the first sentence to read as follows:

J. If a member with ten (10) years of teaching experience retires from the Canton School System and is accepted into the Massachusetts Retirement Plan, s/he shall receive \$70.00 per day for each day of unused accumulated sick leave in excess of eighty (80) days up to a maximum of \$8500. *[no change to remainder of section]*

**ARTICLE XXII, SALARIES AND OTHER COMPENSATION** (page 24)



Add a new Section 1.I. to read as follows:

Teachers who are assigned to work beyond the regular on-site workday or work year shall be paid at the rate of \$30/hour. All assignment of such work is subject to the prior approval of the Superintendent or designee.

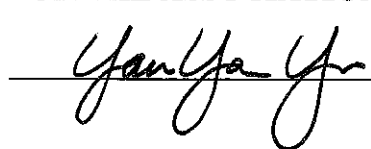
In addition to agreement on the contract modifications above, the parties agree that they will begin work on a successor agreement in the fall of 2018 with the goal of coming to terms on a three-year agreement.

This Memorandum of Agreement, having been ratified by the parties, is hereby signed and sealed by their duly authorized representatives. The parties recognize and agree that all proposals/counterproposals regarding changes to the Collective Bargaining Agreement not embodied in this Memorandum have been withdrawn.

**FOR THE COMMITTEE**

  
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\_\_\_\_\_

**FOR THE ASSOCIATION**

  
\_\_\_\_\_

Date: June 14, 2018

Date: June 22, 2018

**MEMORANDUM OF AGREEMENT**  
**Between the**  
**Canton Teachers Association (Unit A) and the Canton School Committee**

This Memorandum confirms the Agreement of the parties, as ratified by the School Committee on December 8, 2016, to amend the Collective Bargaining Agreement for the period of September 1, 2015 to August 31, 2018 to incorporate the attached Teacher Extra Pay Schedule (Appendix C) and Coaches Salary Schedule (Appendix D), such schedules to be in effect for the period of September 1, 2016 – August 31, 2017 and September 1, 2017 – August 31, 2018, as marked.

**For the Canton Teachers Association**



Date: 7/20/18

**for the Canton School Committee**



Date: 8/14/18

<b>TEACHERS EXTRA CURRICULA PAY SCHEDULE-APPENDIX C 2</b>				
9/1/16 – 8/31/17				
<b>DISTRICT-WIDE</b>				
Civil Rights - Building Based (Han, JFK, Luce, GMS)				\$1,000
Accompanist (per show)				\$1,500
<b>CANTON HIGH SCHOOL</b>				
	<b>STEP</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>FOREIGN EXCHANGES</b>				
French		\$1,746	\$2,030	\$2,325
German		\$1,746	\$2,030	\$2,325
Spanish		\$1,746	\$2,030	\$2,325
<b>DRAMA</b>				
Drama Club				\$1,610
Musical – Director / Producer				\$4,003
Musical – Costume Advisor				\$1,608
Musical – Tech Set				\$1,608
Musical – Music Director				\$3,340
Musical – Stage Manager/Props				\$2,000
Musical - Pit Director				\$2,390
Musical - Tech Lights				\$800
Musical - Tech Sound				\$800
Drama-Director				\$4,003
Drama – Stage Manager/Props				\$2,000
Drama - Costume Advisor				\$1,608
Drama - Tech Set				\$1,608
Drama - Tech Lights				\$800
Cabaret - Director				\$2,000
Cabaret - Music Director				\$2,000
Cabaret - Pit Director				\$1,608
One Act Play Festival – Director/Producer				\$1,608
<b>CLASS ADVISOR</b>				
Grade 9				\$460
Grade 10				\$460
Grade 11				\$1,332
Grade 12		\$1,653	\$1,849	\$2,202

<b>TEACHERS EXTRA CURRICULA PAY SCHEDULE- APPENDIX C 2 (cont'd)</b>				
9/1/16 – 8/31/17				
	<b>STEP</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>MISCELLANEOUS</b>				
Band Director (Pep Band)				\$5,093
Jazz Band				\$3,000
A Cappella				\$1,500
Debating Team (Mock Trial)				\$2,006
Robotics				\$3,575
Literary Magazine Advisor (Prism)				\$2,544
Math Team Advisor				\$5,331
Math Team Assistant (2)				\$1,880
Student Newspaper Advisor (Spectrum)				\$3,466
National Honor Society				\$1,880
Student Council Advisor				\$2,544
Yearbook Advisor				\$5,062
Tri - M Club				\$1,610
Cable TV Coordinator				\$7,662
<b>GALVIN MIDDLE SCHOOL</b>				
<b>MISCELLANEOUS</b>				
Student Council Advisor (2)		\$1,742	\$2,074	\$2,544
Yearbook Advisor (2)		\$1,357	\$1,750	\$2,138
Literary Magazine Advisor (1)		\$1,742	\$2,074	\$2,544
GMS Jazz Club				\$3,000
GMS Wind Ensemble				\$1,500
GMS Chamber Orchestra				\$1,500
GMS A Cappella				\$1,500
Robotics				\$2,000
Musical:				
Director/Producer				\$3,340
Assistant Director				\$2,390
Costume Advisor				\$1,608
Tech Sound				\$800
Future Problem Solving Director (2)				\$665
Interscholastic Athletic Coordinator				\$2,000

<b>ELEMENTARY SCHOOLS</b>				
<b>MISCELLANEOUS</b>				
Play Directors - each elementary				\$3,340
Assistant Play Directors- Support staff, each elementary				\$1,608
Tech Sound - Each elementary				\$800
Music Director - Each elementary				\$1,608
Robotics - each elementary				\$1,500
Music Mania - Each Elementary				\$1,500
Gardening - Each Elementary				\$1,500
Running/Athletic				\$1,500
Optional Elementary (Content Specified By Principal)				\$1,500
Elementary School Publication				\$423
*At the Elementary, Middle and High School, all extra-curricular or intramural activities not listed in this Agreement will be paid as follows:				
Enrollment:	Minimum 15 Students			
Duration:	2 days per week, 10 weeks			
Stipend:	\$1,248			
Enrollment:	Minimum 8 Students			
Duration:	1 days per week, 10 weeks			
Stipend:	\$624			

<b>TEACHERS EXTRA CURRICULA PAY SCHEDULE-APPENDIX C 3</b>				
9/1/17 – 8/31/18				
<b>DISTRICT-WIDE</b>				
Civil Rights - Building Based (Han, JFK, Luce, GMS)				\$1,000
Accompanist (per show)				\$1,500
<b>CANTON HIGH SCHOOL</b>				
	<b>STEP</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>FOREIGN EXCHANGES</b>				
French		\$1,781	\$2,071	\$2,372
German		\$1,781	\$2,071	\$2,372
Spanish		\$1,781	\$2,071	\$2,372
<b>DRAMA</b>				
Drama Club				\$1,642
Musical – Director / Producer				\$4,083
Musical – Costume Advisor				\$1,640
Musical – Tech Set				\$1,640
Musical – Music Director				\$3,407
Musical – Stage Manager/Props				\$2,040
Musical - Pit Director				\$2,438
Musical - Tech Lights				\$816
Musical - Tech Sound				\$816
Drama-Director				\$4,083
Drama – Stage Manager/Props				\$2,040
Drama - Costume Advisor				\$1,640
Drama - Tech Set				\$1,640
Drama - Tech Lights				\$816
Cabaret - Director				\$2,040
Cabaret - Music Director				\$2,040
Cabaret - Pit Director				\$1,640
One Act Play Festival – Director/Producer				\$1,640
<b>CLASS ADVISOR</b>				
Grade 9				\$469
Grade 10				\$469
Grade 11				\$1,359
Grade 12		\$1,686	\$1,886	\$2,246

<b>TEACHERS EXTRA CURRICULA PAY SCHEDULE- APPENDIX C 3 (cont'd)</b>				
9/1/17 – 8/31/18				
	<b>STEP</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>MISCELLANEOUS</b>				
Band Director (Pep Band)				\$5,195
Jazz Band				\$3,060
A Cappella				\$1,530
Debating Team (Mock Trial)				\$2,046
Robotics				\$3,647
Literary Magazine Advisor				\$2,595
Math Team Advisor				\$5,438
Math Team Assistant				\$1,918
Spectrum Advisor				\$3,535
National Honor Society				\$1,918
Student Council Advisor				\$2,595
Yearbook Advisor				\$5,163
Tri - M Club				\$1,642
Cable TV Coordinator				\$7,815
<b>GALVIN MIDDLE SCHOOL</b>				
<b>MISCELLANEOUS</b>				
Student Council Advisor (2)		\$1,777	\$2,116	\$2,595
Yearbook Advisor (2)		\$1,384	\$1,785	\$2,181
Literary Magazine Advisor (1)		\$1,777	\$2,116	\$2,595
GMS Jazz Club				\$3,060
GMS Wind Ensemble				\$1,530
GMS Chamber Orchestra				\$1,530
GMS A Cappella				\$1,530
Robotics				\$2,040
Musical:				
Director/Producer				\$3,407
Assistant Director				\$2,438
Costume Advisor				\$1,640
Tech Sound				\$816
Future Problem Solving Director (2)				\$678
Interscholastic Athletic Coordinator				\$2,040

<b>ELEMENTARY SCHOOLS</b>				
<b>MISCELLANEOUS</b>				
Play Directors - each elementary				\$3,407
Assistant Play Directors- Support staff, each elementary				\$1,640
Tech Sound - Each elementary				\$816
Music Director - Each elementary				\$1,640
Robotics - each elementary				\$1,530
Music Mania - Each Elementary				\$1,530
Gardening - Each Elementary				\$1,530
Running/Athletic				\$1,530
Optional Elementary (Content Specified By Principal)				\$1,530
Elementary School Publication				\$432
*At the Elementary, Middle and High School, all extra-curricular or intramural activities not listed in this Agreement will be paid as follows:				
Enrollment:	Minimum 15 Students			
Duration:	2 days per week, 10 weeks			
Stipend:	\$1,273			
Enrollment:	Minimum 8 Students			
Duration:	1 days per week, 10 weeks			
Stipend:	\$637			



<b>Appendix D2- Coaches' Salary Schedule - 2016-17</b>						
<b>Category 1</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Football	Head	\$6,610	\$7,083	\$7,554	\$8,499	\$9,443
	JV/Frosh Head	\$3,642	\$3,901	\$4,162	\$4,682	\$5,202
	Assistant	\$2,645	\$2,833	\$3,022	\$3,400	\$3,777
	Galvin	\$2,456	\$2,631	\$2,806	\$3,158	\$3,509
<b>Category 2</b>						
Basketball, Ice Hockey	Head	\$5,062	\$5,424	\$6,155	\$6,509	\$7,232
Wrestling	JV/Frosh Head	\$2,797	\$2,997	\$3,196	\$3,596	\$3,995
	Assistant	\$2,025	\$2,170	\$2,462	\$2,604	\$2,893
	Galvin	\$1,785	\$1,912	\$2,040	\$2,294	\$2,549
<b>Category 3</b>						
Baseball, Spring Track,	Head	\$4,504	\$4,826	\$5,148	\$5,790	\$6,434
Gymnastics, Field Hockey,	JV/Frosh Head	\$2,471	\$2,648	\$2,824	\$3,178	\$3,530
Soccer, Softball, Lacrosse,	Assistant	\$1,802	\$1,930	\$2,059	\$2,317	\$2,574
Volleyball, Swimming,	Galvin	\$1,628	\$1,744	\$1,859	\$2,092	\$2,325
Indoor Track						
<b>Category 4</b>						
XC, Tennis,	Head	\$2,625	\$2,813	\$3,000	\$3,375	\$3,750
Golf, Cheer	Assistant	\$1,050	\$1,125	\$1,200	\$1,350	\$1,501
	Galvin	\$1,500	\$1,607	\$1,714	\$1,929	\$2,143
<b>Category 5</b>						
Weight Room Supervisor	Winter & Spring	\$718	\$769	\$820	\$923	\$1,025
<b>Grandfather any assistant coach currently under employment under the old contract until they leave. (For 2016-17 school year only) Move any head or jv/frosh head scheduled to be on step 4 to step 5.</b>						

<b>Appendix D3- Coaches' Salary Schedule - 2017-18</b>						
<b>Category 1</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Football	Head	\$6,742	\$7,224	\$7,705	\$8,669	\$9,632
	JV/Frosh Head	\$3,715	\$3,979	\$4,245	\$4,776	\$5,306
	Assistant	\$2,697	\$2,890	\$3,082	\$3,468	\$3,853
	Galvin	\$2,505	\$2,684	\$2,863	\$3,221	\$3,579
<b>Category 2</b>						
Basketball, Ice Hockey	Head	\$5,164	\$5,533	\$6,278	\$6,639	\$7,377
Wrestling	JV/Frosh Head	\$2,853	\$3,057	\$3,260	\$3,668	\$4,075
	Assistant	\$2,066	\$2,213	\$2,511	\$2,656	\$2,950
	Galvin	\$1,820	\$1,950	\$2,081	\$2,340	\$2,600
<b>Category 3</b>						
Baseball, Spring Track,	Head	\$4,594	\$4,922	\$5,251	\$5,906	\$6,563
Gymnastics, Field Hockey,	JV/Frosh Head	\$2,521	\$2,701	\$2,880	\$3,241	\$3,601
Soccer, Softball, Lacrosse,	Assistant	\$1,838	\$1,969	\$2,100	\$2,363	\$2,625
Volleyball, Swimming,	Galvin	\$1,660	\$1,778	\$1,897	\$2,134	\$2,371
Indoor Track						
<b>Category 4</b>						
XC, Tennis,	Head	\$2,678	\$2,869	\$3,060	\$3,443	\$3,825
Golf, Cheer	Assistant	\$1,071	\$1,148	\$1,224	\$1,377	\$1,531
	Galvin	\$1,530	\$1,639	\$1,748	\$1,968	\$2,186
<b>Category 5</b>						
Weight Room Supervisor	Winter & Spring	\$732	\$784	\$836	\$941	\$1,046
<b>Grandfather any assistant coach currently under employment under the old contract until they leave. (For 2016-17 school year only) Move any head or jv/frosh head scheduled to be on step 4 to step 5.</b>						