

Memorandum of Agreement
Greater New Bedford Regional Vocational Technical School District
And
Greater New Bedford Educators Union

Greater New Bedford Regional Vocational Technical School District and the Greater New Bedford Educators Union, hereby agree to a new one-year contract to be in effect from July 1, 2020 through June 30, 2021 and a new three-year contract to be in effect from July 1, 2021 through June 30, 2024. Except as otherwise specifically agreed by the parties, the retroactive one-year contract will affect salary and longevity only, and the new three-year contract will have prospective effect.

1. **New Contract.** The attached new contract dated July 1, 2021 to June 30, 2024 shall be separately executed by the parties. The contract will not provide any retroactive rights or obligations, except as set forth in this memorandum.
2. **Educator Evaluation Labor Management Committee.** A Labor-Management Committee shall be created to review current procedures and instruments as well as Massachusetts Department of Education educator evaluation standards and to work together to create and update a Greater New Bedford Educator Evaluation System Manual. The Evaluation Committee will include representation from all stakeholders (including representatives chosen by the GNBEU). The Evaluation Committee will meet during the 2021-22 school year and will report on its conclusions by June 30, 2022. The Evaluation Committee will be charged with producing an evaluation procedure and instruments to be published as the Greater New Bedford Educator Evaluation System Manual. While the work of the Evaluation Committee is continuing the District will continue to use the evaluation process currently in place, except that the process will be implemented electronically.
3. **Pending Department of Labor Relations Charge, Grievances, and Other Issues.** The parties agree to make a good faith effort to resolve pending disputes. The Union agrees to withdraw with prejudice its prohibited practice charge in DLR Case No. MUP-20-8048 currently scheduled for a pre-hearing conference on August 26, 2021, and hearing on September 29, 2021. The Union agrees to employ best efforts to notify the District in writing of any other disputes of which it is aware as of the date of ratification of this agreement by the Union.
4. **Salary Schedules.** This Memorandum describes a compensation plan which creates a progression by which all faculty members will be paid on the same schedule by the end of the 2021-2024 contract. All educators on the current 12-step pay scale will migrate to the 15-step pay scale effective July 1, 2021. Educators on the prior 8-step scale who have not reached maximum will remain on an 8-step scale (attached to this memorandum) that reflects the FY2021 scale (with per diems applied to reach 185 days) until reaching maximum, at which point they will move to the step 15 of the 15-step pay scale.

- a. One-Year Contract, July 1, 2020 to June 30, 2021. Educators will receive step and lane increases in accordance with the employee handbook, and the pay scales shall be increased by 2% across the board. Any longevity increases that have not been paid will also be paid based upon the terms of the employee handbook. Salary due under the one year 2020-21 contract will be retroactive to September 1, 2020. Educators who were employed after September 1, 2020 but are no longer employed at the time of ratification will receive retroactive pay under this provision.
- b. First Year of Three-Year Contract, July 1, 2021 to June 30, 2022. All educators, except those not at maximum on the 8-step scale will migrate to the 15-step base scale as follows.
- i. A temporary 15-step schedule at 182 days will be constructed using the top and bottom salaries on the FY2021 12-step schedule. This scale will be used to find the appropriate lane (based upon documented educational achievement) and step at which the educator will not receive a pay decrease. In some cases it will be the same as the FY2021 salary and in other cases it will be more than the FY2021 salary.
 - ii. Once these “crosswalks” are determined, a 3-day per diem increase will be applied to transition the 15-step 182-day scale to a 15-step 185-day schedule.
 - iii. The new 15-step, 185-day schedule will be increased by a percentage calculated by subtracting the aggregate cost of crosswalks as a percentage of aggregate salary from 2% and applying the resulting percentage increase to the pay scale.
 - iv. Eligible educators will receive a step increase, and educators who have complied with the employee handbook to announce their intended lane changes and provide appropriate documentation will be provided with lane changes.
- c. Second Year of Three-Year Contract, July 1, 2022 to June 30, 2023. A 2% increase will be applied to the 15-step scale effective July 1, 2022. All step and lane changes will be provided in accordance with the terms of the new collective bargaining agreement.
- d. Third Year of Three-Year Contract, July 1, 2023 to June 30, 2024. A 2% increase will be applied to the 15-step scale effective July 1, 2023. All step and lane changes will be provided in accordance with the terms of the new collective bargaining agreement.
- e. Salary Schedules. The July 1, 2020 to June 30, 2021 salary scales, and the 8-step salary scale are attached to this memorandum. The salary scales for July 1, 2021 to June 30, 2024 are attached to the main agreement as Appendix A.
5. **Bi-weekly pay and Direct Deposit.** Notwithstanding the provisions of Article 3, Section A, the District will implement bi-weekly pay and/or mandatory direct deposit on a timetable determined by the District.
6. **Stipends for Additional Duties.** Stipends for additional responsibilities (e.g., coaching, advisors, etc.) have been paid based upon the employee handbook for the

2020-2021 year. Stipends for the 2021-2024 contract are attached to that contract as Appendix B and will take effect on and after July 1, 2021.

7. **Class Schedule.** Notwithstanding Article 6, Section C.1.a of the collective bargaining agreement, for the life of the 2021-2024 Agreement, the District will assign teachers to no more than 4 periods per day as teacher of record.

8. **Sick Leave Buyback.** Certain educators previously accrued days for sick leave buyback at retirement under the previous system that permitted employees with the maximum accrual of 180 sick days to accrue days over the cap based on non-use of sick leave during the year. The District will compile a list of those employees and the number of days earned. Those employees will be permitted to retain those days for the purposes of end of career buyback and will be paid those days at the rate of \$60 at retirement.

The parties hereto execute this Agreement subject to the terms and conditions stated above, and subject to ratification and funding as outlined by M.G.L. c. 150E.

**GREATER NEW BEDFORD
EDUCATORS UNION**

**GREATER NEW BEDFORD
REGIONAL VOCATIONAL
TECHNICAL SCHOOL DISTRICT**

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Date: 7-22-21

Date: _____

Salary Scales
2020-2021 12 Step Scales

	Academic						
	B	B+15	M	M+15	M+30	CAGS/2M	Doctorate
Prov	\$48,592	\$49,936	\$52,293	\$52,631	\$52,975	\$54,478	\$55,997
1	\$51,021	\$52,367	\$54,723	\$55,060	\$55,404	\$56,908	\$58,427
2	\$53,572	\$54,918	\$57,275	\$57,611	\$57,955	\$59,459	\$60,979
3	\$56,251	\$57,595	\$59,954	\$60,290	\$60,635	\$62,138	\$63,657
4	\$59,063	\$60,408	\$62,767	\$63,102	\$63,447	\$64,951	\$66,469
5	\$62,017	\$63,361	\$65,718	\$66,055	\$66,400	\$67,903	\$69,423
6	\$65,118	\$66,463	\$68,820	\$69,156	\$69,501	\$71,004	\$72,523
7	\$68,373	\$69,718	\$72,076	\$72,413	\$72,757	\$74,260	\$75,780
8	\$71,793	\$73,137	\$75,493	\$75,831	\$76,176	\$77,678	\$79,198
9	\$74,268	\$75,592	\$77,915	\$78,247	\$78,587	\$80,067	\$81,564
10	\$79,151	\$80,495	\$82,854	\$83,190	\$83,535	\$85,037	\$86,556
11	\$83,110	\$84,453	\$86,810	\$87,147	\$87,493	\$88,995	\$90,515
12	\$87,265	\$88,609	\$90,967	\$91,303	\$91,648	\$93,150	\$94,671

	CVTE									
	74-Initial	74-Prof Lic	AS	BA	B+15	MA	M+15	M+30	CAGS/2M	Doctorate
Prov	\$49,241	\$49,936	\$50,609	\$52,293	\$52,631	\$54,979	\$55,317	\$55,657	\$57,002	\$58,689
1	\$51,669	\$52,367	\$53,038	\$54,723	\$55,060	\$57,409	\$57,745	\$58,087	\$59,430	\$61,118
2	\$54,220	\$54,918	\$55,590	\$57,275	\$57,611	\$59,961	\$60,296	\$60,637	\$61,982	\$63,669
3	\$56,900	\$57,595	\$58,269	\$59,954	\$60,290	\$62,639	\$62,977	\$63,315	\$64,660	\$66,347
4	\$59,712	\$60,408	\$61,081	\$62,767	\$63,102	\$65,451	\$65,788	\$66,128	\$67,473	\$69,161
5	\$62,666	\$63,361	\$64,034	\$65,718	\$66,055	\$68,404	\$68,741	\$69,082	\$70,426	\$72,113
6	\$65,766	\$66,463	\$67,135	\$68,820	\$69,156	\$71,506	\$71,842	\$72,182	\$73,527	\$75,215
7	\$69,021	\$69,718	\$70,390	\$72,076	\$72,413	\$74,761	\$75,099	\$75,438	\$76,784	\$78,471
8	\$72,441	\$73,137	\$73,808	\$75,493	\$75,831	\$78,179	\$78,517	\$78,857	\$80,202	\$81,889
9	\$76,031	\$76,726	\$77,399	\$79,083	\$79,421	\$81,769	\$82,106	\$82,447	\$83,792	\$85,478
10	\$79,800	\$80,495	\$81,168	\$82,854	\$83,190	\$85,538	\$85,876	\$86,216	\$87,561	\$89,249
11	\$83,757	\$84,453	\$85,124	\$86,810	\$87,147	\$89,495	\$89,833	\$90,173	\$91,517	\$93,206
12	\$87,913	\$88,609	\$89,281	\$90,967	\$91,303	\$93,651	\$93,989	\$94,329	\$95,674	\$97,362

2020-21 8-Step Scales

	Academics	FY21					
	BA	BA+15	MA	MA +15	MA +30	CAGS/2M	Doctorate
1	\$47,480	\$48,825	\$51,183	\$51,519	\$51,863	\$53,366	\$54,885
2	\$50,924	\$52,269	\$54,626	\$54,963	\$55,306	\$56,810	\$58,329
3	\$55,783	\$57,128	\$59,485	\$59,822	\$60,166	\$61,669	\$63,188
4	\$60,724	\$62,069	\$64,426	\$64,763	\$65,107	\$66,610	\$68,129
5	\$65,136	\$66,482	\$68,839	\$69,175	\$69,519	\$71,023	\$72,541
6	\$71,835	\$73,180	\$75,537	\$75,874	\$76,217	\$77,721	\$79,240
7	\$76,758	\$78,103	\$80,461	\$80,797	\$81,141	\$82,644	\$84,163
8	\$87,264	\$88,609	\$90,967	\$91,303	\$91,647	\$93,150	\$94,669

	CVTE	FY21											
	Prov	C.74 App	+36	+60 (AS)	+90	BA	BA +15	BA+30	MA	MA+15	MA+30	CAGS/2M	Doctorate
1	\$47,480	\$48,128	\$48,825	\$49,498	\$50,179	\$51,183	\$51,519	\$51,863	\$53,862	\$54,205	\$54,545	\$55,890	\$57,577
2	\$50,924	\$51,571	\$52,269	\$52,941	\$53,622	\$54,626	\$54,963	\$55,306	\$57,306	\$57,648	\$57,988	\$59,333	\$61,020
3	\$55,783	\$56,430	\$57,128	\$57,800	\$58,482	\$59,485	\$59,822	\$60,166	\$62,165	\$62,508	\$62,847	\$64,193	\$65,880
4	\$60,724	\$61,371	\$62,069	\$62,741	\$63,423	\$64,426	\$64,763	\$65,107	\$67,106	\$67,449	\$67,788	\$69,134	\$70,821
5	\$65,136	\$65,784	\$66,482	\$67,154	\$67,835	\$68,839	\$69,175	\$69,519	\$71,518	\$71,861	\$72,201	\$73,546	\$75,233
6	\$71,835	\$72,482	\$73,180	\$73,852	\$74,533	\$75,537	\$75,874	\$76,217	\$78,217	\$78,559	\$78,899	\$80,244	\$81,932
7	\$76,758	\$77,406	\$78,103	\$78,776	\$79,457	\$80,461	\$80,797	\$81,141	\$83,140	\$83,483	\$83,823	\$85,168	\$86,855
8	\$87,264	\$87,912	\$88,609	\$89,282	\$89,963	\$90,967	\$91,303	\$91,647	\$93,646	\$93,989	\$94,329	\$95,674	\$97,361

8-Step Scales for FY2022-2024 (185 Days)

FY 2022

	Academic						
	B	B15	M	M15	M30	CAGS/2M	Doc
5	67,322	68,713	71,149	71,497	71,852	73,406	74,976
6	74,245	75,636	78,072	78,420	78,775	80,329	81,899
7	79,334	80,725	83,161	83,509	83,864	85,418	86,988
8	90,193	91,583	94,020	94,367	94,723	96,277	97,846

	CVTE											
	Ch 74 Ap	A36	A60	A90	A+B	B15	B30	M	M15	M30	CAGS/2M	Doc
5	67,992	68,713	69,407	70,112	71,149	71,497	71,852	73,919	74,273	74,624	76,014	77,758
6	74,915	75,636	76,331	77,035	78,072	78,420	78,775	80,842	81,196	81,547	82,937	84,681
7	80,004	80,725	81,419	82,124	83,161	83,509	83,864	85,930	86,285	86,636	88,026	89,770
8	90,862	91,583	92,278	92,982	94,020	94,367	94,723	96,789	97,143	97,494	98,885	100,629

FY 2023

	Academic						
	B	B15	M	M15	M30	CAGS/2M	Doc
6	75,730	77,149	79,634	79,988	80,351	81,936	83,537
7	80,921	82,339	84,824	85,179	85,541	87,126	88,728
8	91,997	93,415	95,900	96,255	96,617	98,202	99,803

	CVTE											
	Ch 74 Ap	A36	A60	A90	A+B	B15	B30	M	M15	M30	CAGS/2M	Doc
6	76,413	77,149	77,857	78,576	79,634	79,988	80,351	82,458	82,820	83,178	84,596	86,375
7	81,604	82,339	83,048	83,766	84,824	85,179	85,541	87,649	88,010	88,368	89,787	91,565
8	92,679	93,415	94,124	94,842	95,900	96,255	96,617	98,725	99,086	99,444	100,863	102,641

FY 2024

	Academic						
	B	B15	M	M15	M30	CAGS/2M	Doc
7	82,539	83,986	86,521	86,883	87,252	88,869	90,502
8	93,836	95,283	97,818	98,180	98,550	100,166	101,799

	CVTE											
	Ch 74 Ap	A36	A60	A90	A+B	B15	B30	M	M15	M30	CAGS/2M	Doc
7	83,236	83,986	84,709	85,441	86,521	86,883	87,252	89,402	89,771	90,136	91,582	93,397
8	94,533	95,283	96,006	96,739	97,818	98,180	98,550	100,699	101,068	101,433	102,880	104,694