

**MEMORANDUM OF AGREEMENT
BETWEEN THE
GREATER NEW BEDFORD REGIONAL VOCATIONAL TECHNICAL
SCHOOL DISTRICT
AND
GREATER NEW BEDFORD ADMINISTRATORS UNION**

(Note: The following Memorandum of Agreement is an “off-the-record” document unless and until approved and ratified by both parties. In the event either side rejects or fails to ratify the Agreement, both sides are free to return to their last “on-the-record” positions.) All changes are prospective and effective upon ratification, unless noted otherwise.

Greater New Bedford Regional Vocational Technical School District (the “District”) and the Greater New Bedford Administrators Union (“GNBAU”) (collectively, the “Parties”) hereby agree to a new three-year contract to be in effect from July 1, 2024, through June 30, 2027. Except as otherwise modified in this Memorandum, the terms and conditions of the prior contract will be carried forward into the new contract. Exact language for inclusion in the integrated contract shall be in quotes; other language in this Memorandum reflected in bold font represents agreements reached by the Parties which may or may not be included in the collective bargaining agreement as written.

1. Recognition (Article 1)

Revise Article 1, Section A to read as follows:

“The District recognizes the Union as the exclusive representative for purposes of collective bargaining on all matters subject to negotiation pursuant to M.G.L. c. 150E including wages, hours and other terms or conditions of employment for all those employed by the District pursuant to Department of Labor Relations Certification in Case No. WMAM-20-8306: All those employed by the District pursuant to the Department of Labor Relations Certification in Case No. WMAM-20-8306: All full-time and regular part-time employees employed by the Greater New Bedford Regional Vocational Technical School District in the positions of Assistant Principals, Academic Department Heads, CVTE Academy Administrators, Humanities and Stem Administrators, Outside Construction Coordinator, Cooperative Education Coordinators, Supervisors of Attendance, Special Services Coordinator, Guidance Coordinator, Dean of Admissions and Exploratory Programs, but excluding the Principal, Business Manager, Executive Director of Student Services, Executive Director for Operations, Technology and Digital Learning, Executive Director for Diversity, Equity, Inclusion and Compliance, Director of Academics, Director of CTE Programs, Director of Athletics and Student Life, Human Resources Director, Director of Guidance and Pupil Personnel, Information Technology and Digital Learning Directors, and Director of Curriculum, Instruction, Assessment, and Accountability, and further excluding all managerial, confidential, casual and other employees of the School District.”

2. Salaries (Article 3)

- a. **Revise Article 3, Section H to include new longevity payment amounts according to the schedule below:**

Completed Years of Service	Amount
10	\$500.00
15	\$1200.00
20	\$1600.00
25	\$2500.00
30	\$3000.00
35	\$3500.00

- b. **Amend Appendix A in the existing Agreement to reflect increases on the following schedule, effective July 1, 2024:**

Effective July 1, 2024 (FY 25): 3%
 Effective July 1, 2025 (FY 26): 3.25%
 Effective July 1, 2026 (FY 27): 3.25%

- c. **Amend Appendix A by inserting new salary row and columns for Humanities and Stem Administrator and adding Dean of Admissions and Exploratory Programs to the Academy Administrator/Asst. Principal row.**
- d. **Any administrator moved into a position on the salary table as part of the consolidation will move to the step on the new salary scale that is at least 2% higher than their current salary and given credit for every year of supervisory experience at Greater New Bedford Regional Vocational Technical High School.**

3. Work Year (Article 5)

a. Work Year

For the life of the 2024-2027 Agreement only, notwithstanding the provisions of Article 5, Section A, any employee who was hired to a position within the bargaining unit before July 1, 2016, will have work years as follows: Academic Department Heads, 197 days; Assistant Principals, 192 days; Academy Administrators, 190 days. After June 30, 2027, this provision of the memorandum will expire and the work year will be 202 days as set forth in the Agreement, unless further agreed to by the Parties in writing.

b. Administrative Days

For the life of the 2024-2027 Agreement, any employee who was hired to a position within the bargaining unit before July 1, 2021, will receive 3 paid Administrative Days off per year, approved at the discretion of the Superintendent-Director.

4. Sick Leave (Article 7)

- a. **Certain employees previously accrued days for sick leave buyback at retirement under the former system that permitted employees with the maximum accrual of 185 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 through June 30, 2022. Employees with accrued over the cap days will retain those days and be paid at retirement. Employees with over the cap days who exhaust all of their personal sick leave days due to a catastrophic illness may upon request have all of their over the cap days transferred to their personal sick leave account for use as sick leave. This will be a one-time request involving all of the over the cap days, after which the employee will no longer have access to the over the cap benefit. If an employee has over the cap days at retirement, they will be added to other accrued sick days and paid out in accordance with the collective bargaining agreement with the understanding that an employee may buy back more than 185 days if the accrued leave under the contract combined with the “over the cap” days exceeds 185 days.**

- b. **Revise Article 7, Section A to change the maximum amount of sick days accumulated to 185 days.**

- c. **Revise Article 7, Section E.1 (End of Career Buyback) to read as follows:**

“Administrators who retire from the District in order to receive pension pursuant to M.G.L Chapter 32, or who die while employed by the District shall be entitled to receive payment for accrued unused sick days at the time of retirement not to exceed 185 days as follows: days 1-100 at \$75 per day; days 101 to 150 at \$85 per day; days 151 and above at \$90 per day. In the case of retirement, the employee must provide the District with at least 12 months’ notice of retirement to receive the payment. There shall be no other compensation for unused sick time based on an employee’s departure from the District.”

- d. **Revise Article 7, Section E.2 (Annual Buyback) by changing “180 days” to “185 days” in the first sentence and to include new sick leave buyback bonus amounts according to the schedule below. However, for the first year of the agreement only the cap of 180 shall apply for the purpose of assessing eligibility for annual sick leave buyback pursuant to Section E.**

Days of Sick Leave Used	Bonus
0	\$1,200.00
1	\$800.00
2	\$560.00
3	\$440.00

5. Retirement Notice Bonus (Article 18)

Notwithstanding the provisions of Article 18, Section D, of the Agreement regarding the amount of the bonus, employees who retire from the District during the life of the 2024-2027 Agreement (i.e., on or before June 30, 2027), who meet all other criteria in Article 18 of the Agreement will be paid a retirement notice bonus equal to 5% of the employee's base salary.

6. Duration

Revise Article to read as follows:

"This Agreement shall be in effect from July 1, 2024 through June 30, 2027."

7. Retroactivity

Retroactive payments under this agreement shall be made only to current employees as of the day of the payment, except that employees who have retired from the District pursuant to state law may be entitled to retroactive payments relating to the time of their employment as determined by the District. Increases to salary in Appendix A shall be retroactive.


8. Housekeeping


By mutual agreement upon integration of the agreement, grammatical, typographical, and formatting errors will be corrected, and obsolete language deleted.

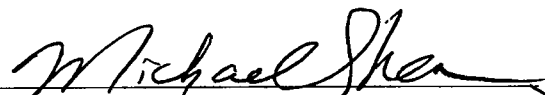

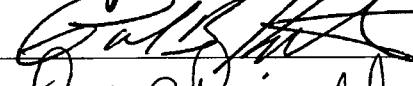


The parties hereto execute this Agreement subject to the terms and conditions stated above, and subject to ratification and funding as outlined by M.G.L. c. 150E.

**GREATER NEW BEDFORD
ADMINISTRATORS UNION**

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





Date: 11/22/24

Date: 11/12/24

APPENDIX A

FY 2025- 3%	1	2	3	4	5	6
Academy Administrator, Asst Principal, Dean of Admissions and Exploratory	\$114,324	\$116,591	\$118,857	\$121,124	\$123,390	\$125,656
Humanities and Stem Administrator	\$113,043	\$115,309	\$117,575	\$119,841	\$122,055	\$124,373
Academic Department Head	\$107,449	\$108,959	\$110,470	\$111,980	\$113,490	\$114,998
Supervisor of Attendance/ Cooperative Education Coordinator/Special Services Coordinator/Guidance Coordinator	\$106,090	\$107,449	\$108,807	\$110,167	\$111,525	\$112,885

FY 2026 -3.25%	1	2	3	4	5	6
Academy Administrator, Asst Principal, Dean of Admissions and Exploratory	\$118,039	\$120,380	\$122,720	\$125,060	\$127,400	\$129,740
Humanities and Stem Administrator	\$116,716	\$119,056	\$121,396	\$123,735	\$126,022	\$128,415
Academic Department Head	\$110,941	\$112,500	\$114,060	\$115,619	\$117,178	\$118,736
Supervisor of Attendance/ Cooperative Education Coordinator/Special Services Coordinator/Guidance Coordinator	\$109,538	\$110,941	\$112,343	\$113,747	\$115,150	\$116,554

FY 2027- 3.25%	1	2	3	4	5	6
Academy Administrator, Asst Principal, Dean of Admissions and Exploratory	\$121,876	\$124,292	\$126,708	\$129,125	\$131,541	\$133,956
Humanities and Stem Administrator	\$120,510	\$122,925	\$125,341	\$127,757	\$130,117	\$132,588
Academic Department Head	\$114,546	\$116,156	\$117,767	\$119,376	\$120,986	\$122,595
Supervisor of Attendance/ Cooperative Education Coordinator/Special Services Coordinator/Guidance Coordinator	\$113,098	\$114,546	\$115,995	\$117,444	\$118,892	\$120,342