

**Memorandum of Agreement  
Greater New Bedford Regional Vocational Technical School District  
And  
Greater New Bedford Educators Union (Unit B)**

Greater New Bedford Regional Vocational Technical School District (the “District”) and the Greater New Bedford Educators Union (the “Union”), hereby agree to a new three-year contract to be in effect from July 1, 2024 through June 30, 2027. Except as modified in this Memorandum, the terms and conditions of the previous contract will be carried forward into the new contract. Except as otherwise specifically agreed by the parties, the changes herein will have prospective effect. Language for inclusion in the integrated agreement will be in quotes or set off in smaller type; other terms of the MOA may not be included in the integrated agreement as written.

**1. Salaries (Article 3 and Appendix A)**

- a. **Revise the Salary Schedules in Appendix A by applying the following across the board increases: FY2025, 3%; FY2026, 3.25%; FY2027, 3.25%, as indicated in the attached salary schedules.**
- b. **Revise the Salary Schedules by adding a new top step and dropping the lowest step for FY2025, and again in FY 2027, as indicated in the attached salary schedules.**
- c. **Revise the Salary Schedule columns in Appendix A, by revising the Lane 2 column heading to read: “Associates, 60 credits, or Vocational Preliminary License,” and by revising the Lane 4 heading to read: “Degree & DESE Initial, Provisional or Professional License.” The parties understand that the License requirement for Lane 4 does is not met by an Emergency License.**
- d. **Revise Article 3 Section A.2. by replacing “205” with “207”.**
- e. **Salary Schedule increases will be effective the first pay period of the school year that falls within the fiscal year indicated.**
- f. **Revise Article 3, Section H by adding to the end of the section, “The District may satisfy its obligations under this section by implementing a web-based self-service feature enabling employees to access this information.”**
- g. **Revise Article 3, Section I by revising the benefit table to read:**

Completed Years	Amount
10	\$600
15	\$1200
20	\$1400
25	\$1600
30	\$1800
35	\$2000

**h. Revise Article 3, Section J to read:**

**J. Long Term Substitute Teaching**

1. An employee who is assigned by the District to substitute for a teacher and who does so for 15 or more consecutive school days for the same teacher (performing all functions of the teacher including planning and grading) will be paid at the first step and column of the teachers' salary schedule for the remainder of the assignment. The pay will be pro-rated based upon the number of periods per day/week/cycle the employee is engaged in this activity.
2. After completing the required 15 consecutive days, if the employee is assigned, without interruption, to substitute for another teacher on a long-term leave, the employee will continue to be paid in the teacher's salary scale for the remainder of the assignment(s), provided that assignment is also at least 15 consecutive days. Continuous assignments without interruption that cross into the following school year will not necessitate a restart of the consecutive school days count, even if the employee is not substituting for the same teacher.
3. Use of up to 3 of sick or personal leave days will not restart the count of school days, but such use will not count as school days and leave will be paid at the Teaching Assistant's rate.

**i. Revise Article 3, by adding a new Section K to read:**

K. All unit members will receive a Substitute Stipend of \$500 per year, which shall be prorated for employees who do not work the full year. The Stipend will be paid to employees in the last pay period of June.

**2. Sick Leave (Article 7)**

**a. Revise Article 7, Sections A and E to replace "180" with "185" as the maximum accrual. 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.**

**b. Revise Article 7, Section A by adding to the end of the section:**

Employees in their first year of employment will be advanced up to 6 days at the start of the year; if the employee leaves employment before earning the number of sick days they have used, then the District will recoup the used unearned days from the employee's final paycheck.

**c. Revise Article 7, Section E1 to read:**

**1. End of Career Buyback**

Educators 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 at \$75 per day for days 1-100; \$85 for days 101-150; and \$90 for days 151-185. In the case of retirement, the employee must provide the District with at least 12 months' notice of retirement to receive the full payment. If the employee provides at least 6 months' notice but less than 12 months, the payment will be 50% of the full amount. There shall be no other compensation for unused sick time based on an employee's departure from the District.

**d. Revise the annual buyback bonus table in Article 7, Section E2 to read:**

Days of Sick Leave Used	Bonus
0	\$1200
1	\$800
2	\$560
3	\$400

### 3. Other Leaves (Article 8)

#### a. **Revise Article 8, Section E (Parental Leave) to read:**

##### E. **Parental Leave**

##### 1. Paid Parental Leave

- a. The District will pay employees for 10 school days of paid leave applied toward an approved FMLA parental leave (only for childbirth, adoption, or bonding).
  - b. The employer paid parental leave will be applied before other paid or unpaid leave and must be taken consecutively beginning immediately after the birth/placement of the child.
  - c. Employer paid leave will not be deducted from sick or other benefit time, and it does not extend the statutory allowance for leave (e.g., 12 weeks for FMLA).
  - d. Employer paid leave will be capped at a District wide cost of \$65,000 per fiscal year. In order to avoid exceeding the cap employees will initially be paid 65% of regular salary for the 10 days of leave (less lawful and customary deductions). At the end of the year, if funds remain under the cost cap, employees will receive those funds pro rata up to 100% of gross pay (less lawful and customary deductions).
  - e. If both parents are employed by the District, both are individually eligible for this employer paid benefit, however this will not affect the overall application of leave time which will be shared as described in the preceding section D.
2. Childbirth and Pregnancy Related Leave. An employee who gives birth to a child is eligible to use available individual sick leave for up to eight (8) weeks immediately following the birth of the child, inclusive of any employer paid leave, without requiring medical documentation. Additional sick leave beyond the 8-week period may be used based upon documented medical need and available sick leave.
  3. Adoption. If an employee adopts a child under the age of 18, the employee may access up to 5 weeks (25 days) of available individual sick leave to cover FMLA/MPLA qualifying parental leave upon presentation of documentation in accordance with the provisions of FMLA or otherwise satisfactory to the District. If both parents are employees of the District the statutorily available weeks of unpaid leave shall be in the aggregate.
  4. Non-Birthing Parent. Upon birth of the employee's child, the employee may access up to 5 weeks (25 days) of available individual sick leave to cover FMLA/MPLA qualifying parental leave upon presentation of documentation in accordance with the provisions of FMLA or satisfactory to the District.

#### b. **Revise Article 8, by adding a new Section G to read:**

##### G. Use of Paid Leave During Notice Periods

Employees who have a planned resignation or termination date may not use leave of any kind without approval from the Superintendent-Director. The District reserves the right to require medical certification to support any use of sick leave during this time in addition to any other rights the District may have. This provision does not apply to those who give notice of retirement except during their final month of employment.

### 4. Reduction in Force, Non-Renewal and Introductory Period (Article 11)

#### **Revise Article Title to add Introductory period and add a new Section C to read:**

##### C. Introductory Period.

Employees newly hired to positions within the bargaining unit will be in a 90-school day introductory period from the effective date of hire during which the District will informally review the employee's performance and suitability for the position. The District may discipline or discharge an employee during the 90-day period without any recourse to grievance or arbitration, by the employee or the Union. Leave time or absence of 10 or more school days will not count towards the duration of the introductory period. There will be only one introductory period for employees continuously employed.

### 5. Union Rights (Article 12)

**a. Revise Article 12, Section A to read:**

A. Payroll Deduction. The District agrees to provide payroll deductions of current Union and affiliate dues for employees who have submitted written authorizations to the District. Any new authorizations must be received within 60 days of employment, or between September 1 and October 1 of the fiscal year. The Union's Treasurer shall certify the specific amount of current dues on or before September 15 of each year. The dues and a list of employees from whom the dues have been deducted shall be forwarded to the Union Treasurer no later than thirty (30) days after such deductions have been made. If an employee withdraws authorization for dues deduction the District shall cease making the deduction as soon as practicable.

**b. Labor Management Committee Pilot.** The parties agree to pilot during the life of the 2024-2027 Agreement a meeting of a Labor Management Committee as described below. This program will sunset at the end of the 2024-2027 contract and will not be included in the main (integrated) agreement unless otherwise agreed by the parties.

A. The Labor-Management Committee shall be composed of not more than four (4) Union representatives (representing GNBEU Units A, B, and C), two (2) School Committee members, one of whom must be the Chair (or if the Chair is unavailable, the Vice Chair), and two (2) Administration representatives selected by the Superintendent-Director.

B. The Labor-Management Committee shall meet three times a year, at mutually agreed upon times and in mutually agreed upon places within the School Building to discuss and make recommendations intended to:

- a) Foster good relations between the parties;
- b) Prevent disputes and misunderstandings; and,
- c) Establish lines of communication for the benefit of all.

C. The Labor-Management Committee will not have within the scope of its activities the adjustment of grievances or the negotiation/interpretation of contract provisions. Conversations within the meetings will be considered to be non-binding on the Union and the District.

D. At least 72 hours prior to convening a Labor-Management meeting, the parties shall establish the meeting's agenda.

**6. Professional Improvement Activities (Article 17)**

**a. Revise Article 17, Sections C.1. and C.2. by replacing "50%" with "60%".**

**b. Revise Article 17, Section D by replacing "\$10,000" with "\$15,000" and replacing "\$1,000" with "\$1,500".**

**7. Duration (Last Article)**

**Revise the Duration Article to read:**

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

**8. Housekeeping**

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

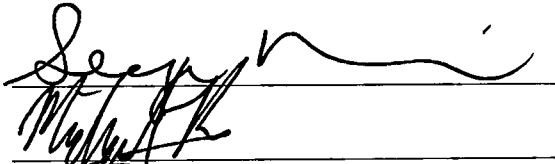
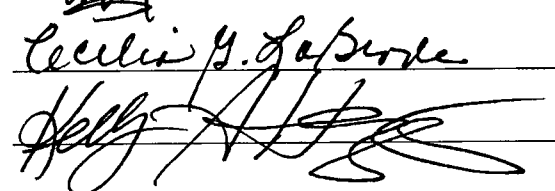
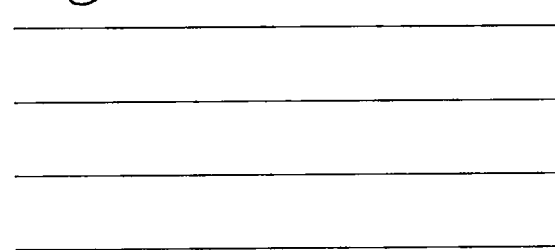
**9. Retroactivity**

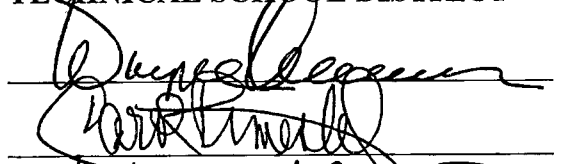

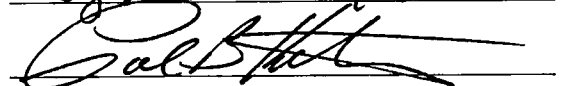
Retroactive payments under this agreement shall be made only to current employees as of the day of the payment, except that employees who have retired from the District pursuant to state law may be entitled to retroactive payments relating to the time of their employment as determined by the District. Increases to salary in Appendix A shall be retroactive. The availability of paid parental leave shall be retroactive to September 1, 2024. All other terms are prospective from ratification.

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 (UNIT B)**

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

  
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Michael Shea  
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Cynthia M. Mullen  
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Date: 12/10/24

Date: 12/10/24

## WAGE SCALES

FY25				
	No Degree or License	Associates, 60 credits, or Vocational Preliminary License	BA or higher degree	Degree & DESE Initial, Provisional or Professional License
1	\$19.66	\$24.13	\$26.38	\$28.68
2	\$20.00	\$24.55	\$26.84	\$29.17
3	\$20.35	\$24.97	\$27.29	\$29.66
4	\$20.69	\$25.40	\$27.75	\$30.15
5	\$21.04	\$25.82	\$28.21	\$30.64
6	\$21.38	\$26.24	\$28.66	\$31.13
7	\$21.71	\$26.65	\$29.12	\$31.64
8	\$22.05	\$27.06	\$29.57	\$32.12
9	\$22.40	\$27.49	\$30.06	\$32.69

FY26				
	No Degree or License	Associates, 60 credits, or Vocational Preliminary License	BA or higher degree	Degree & DESE Initial, Provisional or Professional License
1	\$20.29	\$24.91	\$27.24	\$29.61
2	\$20.65	\$25.35	\$27.71	\$30.11
3	\$21.01	\$25.79	\$28.18	\$30.62
4	\$21.37	\$26.22	\$28.65	\$31.13
5	\$21.72	\$26.66	\$29.12	\$31.63
6	\$22.08	\$27.10	\$29.60	\$32.14
7	\$22.41	\$27.51	\$30.07	\$32.67
8	\$22.76	\$27.94	\$30.53	\$33.17
9	\$23.13	\$28.38	\$31.03	\$33.75

FY27				
	No Degree or License	Associates, 60 credits, or Vocational Preliminary License	BA or higher degree	Degree & DESE Initial, Provisional or Professional License
1	\$21.32	\$26.17	\$28.61	\$31.09
2	\$21.69	\$26.62	\$29.10	\$31.62
3	\$22.06	\$27.08	\$29.58	\$32.14
4	\$22.43	\$27.53	\$30.07	\$32.66
5	\$22.80	\$27.98	\$30.56	\$33.18
6	\$23.14	\$28.41	\$31.04	\$33.73
7	\$23.50	\$28.85	\$31.52	\$34.25
8	\$23.88	\$29.31	\$32.04	\$34.85
9	\$24.26	\$29.77	\$32.55	\$35.42