

**MEMORANDUM OF AGREEMENT
GREATER NEW BEDFORD REGIONAL VOCATIONAL TECHNICAL
SCHOOL DISTRICT
AND
GREATER NEW BEDFORD EDUCATORS UNION (SECURITY UNIT)**

Greater New Bedford Regional Vocational Technical School District (the “District”) and the Greater New Bedford Educators Union- Security Unit (the “Union”) hereby agree to a new three-year contract to be in effect from July 1, 2025 through June 30, 2028. Except as otherwise specifically agreed by the Parties in this Memorandum of Agreement (“Memorandum”), the new three-year contract will have prospective effect starting with ratification of this Memorandum and the CBA by all parties.

1. New Contract

The attached new collective bargaining agreement dated July 1, 2025 to June 30, 2028 (the “Agreement” or “CBA”) shall be separately executed by the Parties. The Agreement will not provide any retroactive rights or obligations, except as set forth in this Memorandum.

2. Wage Schedules

- a. FY26. Employees will receive pay increases of their current or converted hourly rates by 3.25% percent, retroactive to July 1, 2025. Employees not currently at the top step will receive any step increases in accordance with the Employee Handbook. Only current employees as of the date the Agreement is ratified will be eligible for retroactive payments as set forth in this Memorandum.
- b. FY27. A new wage scale will be created with a Step 7 at 3.25% higher than Step 6 of the FY26 scale, effective July 1, 2026. All unit members will be placed at Step 7 of the new scale.
- c. FY28. A 2.5% increase will be applied to the 7-step scale, effective July 1, 2027. All step changes will be provided in accordance with the terms of the new CBA.
- d. The wage scales summarized above are attached to this Memorandum and will be attached to the new CBA as Exhibit A.

3. Paid Lunch

Effective July 1, 2026, employees will receive a thirty-minute paid lunch in accordance with the terms of Article 5 of the CBA.

4. Work Year

Effective July 1, 2026, the work year for all positions in the unit will be 190 days as set forth in accordance with the terms of the new CBA. Pay for full-time employees will be computed based on 210 days at the employee’s regularly scheduled hours worked, which includes 20 paid benefit days.

5. **Longevity Pay**

Effective upon ratification, longevity payments for years of service completed as of June 30, 2026, and thereafter, will be made in accordance with Article 3 of the CBA.

6. **Cafeteria/Hall Monitor**

The Cafeteria/Hall Monitor wage scale will be eliminated and the incumbent employee in that position will be placed on Step 1 of the Security I wage scale for purposes of retroactive pay in FY26. The incumbent will then crosswalk to Step 7 of the Security I wage scale, effective FY27.

7. **Welcome Center**

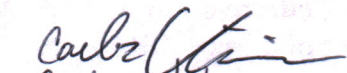
The incumbent employee in this position is paid at a legacy rate in Employee Handbook (FY25 \$31.65). The incumbent employee's pay will be subject to across-the-board COLA increases only. The legacy rate will be abolished once the current incumbent employee in the position leaves the employ of the District.

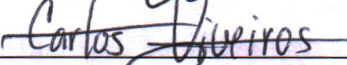
8. **Release of Claims**

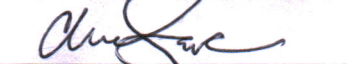
The Parties will execute a separate written agreement in which the Union, collectively, and its bargaining unit members individually agree to release the District from any and all claims, as raised by the Union during these negotiations, arising from or relating to allegations of unpaid work performed during break times in prior school years.

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.

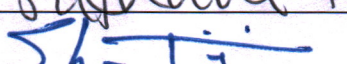
**GREATER NEW BEDFORD
EDUCATORS UNION**











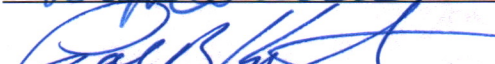
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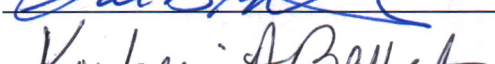
**GREATER NEW BEDFORD
REGIONAL VOCATIONAL
TECHNICAL SCHOOL
COMMITTEE**

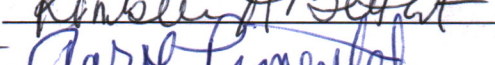












Date: 6/9/2026

WAGES

FY26 (202 Work Year for Security I; 190 Work Year for Security II) – 3.25%

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Security I	\$19.74	\$20.41	\$21.08	\$21.75	\$22.43	\$23.09	\$32.68
Security II	\$40.35	\$41.22	\$42.09	\$42.94	\$43.81	\$44.67	

FY27 (210 Days -190 Day Work Year and 20 Benefit Days) – 3.25%

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Security I	\$21.07	\$21.77	\$22.46	\$23.16	\$23.84	\$24.53	\$25.22	\$33.74
Security II	\$41.66	\$42.56	\$43.45	\$44.34	\$44.64	\$45.38	\$46.12	

FY28 (210 - 190 Work Year and 20 Benefit Days) – 2.5%

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Security I	\$21.60	\$22.31	\$23.02	\$23.73	\$24.44	\$25.14	\$25.85	\$33.74
Security II	\$42.70	\$43.48	\$44.24	\$45.00	\$45.76	\$46.51	\$47.27	