

**MEMORANDUM OF AGREEMENT
BETWEEN THE
EASTON SCHOOL COMMITTEE
AND THE
EASTON EDUCATORS ASSOCIATION**

The collective bargaining agreement between the Easton School Committee and the Easton Educators Association that expires on August 31, 2022 shall be continued through August 31, 2025 with the following modifications:^{1/}

ARTICLE IV – SALARIES, APPENDIX A. See attached “Current (Legacy) Salary Schedule,” “New Salary Schedule,” and “Financial Package” that outlines across-the-board increases to both Schedules, a transition plan, as well as one-time payments.

ARTICLE IV – SALARIES, APPENDIX B, Section B. Maximum Annum Salary Adjustment (page 11). Rename and change all references to “longevity” and revise Section 7 to read as follows:

7. Bargaining unit members shall have the option of having ~~Maximum Annum Salary Adjustments~~ longevity payments added to their annual salary or receiving such compensation in a lump sum separate check on the Wednesday next following the ~~first~~ second pay period in September.

See also, New Longevity Schedule for new employees only, outlined in attached “Financial Package.”

ARTICLE IX – TRAVEL FUNDS (page 20). Revise to read as follows:

~~The Easton School System will provide sufficient funds so that two (2) department heads may attend at least one convention each year out of state providing this convention is east of the Mississippi River. If the convention is west of the Mississippi River, funds will be provided so that one (1) department head may attend.~~

Members of Unit A are entitled to attend out-of-state conferences contingent upon the availability of funding and the approval of the Superintendent.

Approved travel will be reimbursed at the prevailing rate set by the Town of Easton.

ARTICLE X - PROTECTION (page 21). Update to reflect SC’s statutory obligation/ authority, as follows: *[Housekeeping]*

~~If civil proceedings are brought against a unit member alleging that he/she committed an assault in connection with his/her employment, the Committee will furnish legal counsel~~

^{1/} *Notes in italics are not intended to change meaning of the amendments as written.*

~~to defend him/her in such proceedings, if he/she requests such assistance. The~~
Committee shall indemnify and otherwise provide legal counsel for employees for
matters relating to their employment to the extent required by Mass. Gen Laws Ch 268A.

ARTICLE XI – LEAVES (page 21-22). Section A (Sick Leave). Revise as follows:

[Note: Part I of three-part Leave Package]

Personnel in their first year of employment in Easton will accrue 1.5 days per ~~be entitled~~
~~to five (5) sick days and one (1) additional sick day for each additional~~ month of active
employment thereafter for a total of fifteen (15) days per year. (Active employment is
construed to mean days worked.) Sick leave may be accumulated from year to year at the
rate of fifteen (15) days per year.

All other personnel will be entitled to fifteen (15) days of sick leave each school year as
of the first official day of said school year whether or not they report for duty on that day.
If a person completed the previous school year using days, he/she will not be entitled to
accumulate sick days the following year until he/she returns to work, at which point sick
days will be pro-rated for that year. Sick leave may be accumulated from year to year at
the rate of fifteen (15) days per year without limit. *[remainder separated into third*
paragraph below]

Upon request of the Superintendent a medical certificate shall be required to be filed with
the Superintendent of Schools after five (5) consecutive days of sick leave and filed
monthly for consecutive sick leave after the first five (5) days. Five (5) days per year will
be allowed for family illness. In addition, the Superintendent may grant use of up to an
additional five (5) days of accumulated sick leave when the teacher's presence is
necessary to attend to the needs of an immediate family member (as defined in Section D
below) who is suffering from a catastrophic illness or injury. The Superintendent may
require submission of a medical certification as a condition of granting days for
catastrophic illness or injury. All family illness ~~Such~~ days will be deducted from
accumulated sick leave.

ARTICLE XI – LEAVES. Section D. Funeral Leave (page 22). Revise as follows: *[Note:*
Part II of three-part Leave Package]

In the event of a death ~~up to five (5) days of leave may be granted by the Superintendent~~
~~of Schools.~~ the Superintendent may grant additional days without loss of pay as follows:
~~in extenuating circumstances.~~

- Up to five (5) work days due to the death of a spouse, parent, child, grandchild,
sibling, or any relative or domestic partner residing in the same household.
- Up to three (3) work days due to a death of a grandparent, father-in-law, mother-
in-law, brother-in-law, sister-in-law.

In addition, Superintendent shall also have the discretion to grant requests for bereavement leave based upon individual relationships and circumstances not identified above. Bereavement days are generally consecutive school days immediately following or including the day of death. However, in the event services are not held promptly after a death, the Superintendent shall have the discretion to grant the funeral days as outlined above when services are scheduled.

ARTICLE XIV - MATERNITY/CHILD BEARING LEAVE (page 23) Change title to "Parental Leave. Eliminate all of current Section A and replace with the following Section A. *[Note: Part III of three-part Leave Package. Marks are designed to highlight key substantive adjustments, beyond the restructuring and statutory provisions that are incorporated.*

1. Parental leaves will be granted to employees in accordance with the Massachusetts Maternity/Paternity Leave Act at M.G.L. Ch. 149, Section 105D (MPLA) and the Family Medical Leave Act (FMLA). To the extent both statutes apply, leave under the two statutes shall run concurrently. Further, leave under these statutes shall run concurrently with leave under this article.
2. An employee who wishes to take leave under this section shall inform the Superintendent in writing on a designated form of the anticipated date of departure as soon as possible and at least four (4) weeks in advance. (In the event of notification by an appropriate agency of an adoption date less than four (4) weeks in advance, the notice date will be adjusted accordingly.) At the time of the notification, the employee will select one of the following two (2) options, to the extent eligible:

Option A – Statutory Leave Only: Unpaid Massachusetts Parental ~~Maternity~~ Leave (M.G.L. Ch. 149, Section 105D) or unpaid leave under the Family Medical Leave Act Leave. An employee who is pregnant or giving birth may substitute the employee's own accumulated sick time to cover days during the school year when the employee is medically incapacitated from working in the employee's professional role. An employee who gives birth is presumed to be medically incapacitated from working for ~~eight~~ twelve weeks immediately following the birth. In the event the employee is medically incapacitated for any other period, the employee must submit adequate medical evidence of such incapacity in order to substitute additional paid sick time. Employees who are adopting or otherwise taking parental leave without giving birth may substitute ~~ten (10)~~ twenty (20) workdays of paid leave, five (5) of them from their allotment of family sick days for the year and fifteen (15) from their accrued personal sick time. The duration of Statutory Leave by shall not exceed that provided by MPLA (i.e., 8 weeks per birth/adoption, immediately following the birth/adoption) or FMLA (i.e., total of 12 consecutive workweeks within a 12-month period), whichever is applicable.

Option B – Statutory Leave, with Extended Leave for Employees with Professional Teacher Status: ~~After completing their~~ In addition to the employee's Statutory Leave (with application of paid time as provided under Option A), the ~~teacher~~ employee may take extended leave starting at the beginning of the school year or the beginning of a semester or vacation period, and ending on the ~~September 1~~ first day of the school year

immediately following the birth/adoption or the first day of the next school year next September 1.

3. At the time the employee requests and is granted leave under this Article, the anticipated date of return shall be specified in accordance with Option A or B above. An employee on Extended Leave under Option B must notify the Superintendent by March 15 of the calendar year in which the leave expires of the employee's intent to return to work in the school system as scheduled. A failure to comply with this requirement shall be deemed a voluntary resignation.
4. In the event both parents work for the District, they shall be entitled only to split the entitlements under the FMLA and/or the MPLA, whichever is applicable. In addition, only one of the two parents shall be entitled to extended leave under Option B.
5. ~~However, if she~~ If an employee does not return to work in the District for at least one (1) complete school year following the termination of ~~the leave~~ under this article, the sick leave benefits paid shall be repaid to the Committee or the Town of Easton, unless such return is not possible because of circumstances that were not known at that time that the leave commenced and that are beyond the employee's control.

Minor revisions to remaining sections:

- B.-~~C.~~ In the event of miscarriage or death of the child prior to termination of the leave, the person may make written application for reinstatement prior to the previously established employee. Such application may be granted by the School Committee upon recommendation of the Superintendent of Schools.
- C. ~~D.~~ An employee with professional status returning from a leave under Option B will be placed on the next step of the schedule if the employee had been actively employed by the Easton School System for more than ninety-one (91) days in the school year during which the leave commenced. Upon return, all benefits that were accumulated on the date the leave began shall be restored.
- D.~~E.~~ An employee returning from a ~~maternity/child-rearing parental~~ parental leave less than one (1) year in length shall have a right to return to the grade level or department as well as the school to which the employee was assigned at the commencement of the leave, unless there has been an elimination of courses or programs, reduction in force, or other change that makes such as assignment impossible, in which case the assignment shall be to as nearly comparable a position as possible.
- E.~~F.~~ An employee returning from an ~~extended maternity/child-rearing parental~~ parental leave of at least a full year, unless there has been a reduction in force that would have affected the employee, will be returned to the same or a similar position to which the employee was assigned at the commencement of the leave with all benefits (including seniority) that the employee has accrued at the commencement of the leave.

1. Similar means when an employee leaves as a full-time employee the employee returns as a full-time employee.
2. The leave will not break seniority but will not be included to determine one's total length of service.

F.G. It is recognized that once an employee elects Option A or Option B with a specified return date, particular type of leave provided for in this Article, that election may not be revoked.

ARTICLE XVII – TEACHING LOAD (page 28). Revise Section E to read as follows:

E. All bargaining unit members assigned to Kindergarten through Grade Five shall have a duty-free preparation period of at least forty (40) consecutive minutes during the student day for ~~four (4)~~ **five (5)** days each week. Teachers shall have a thirty (30) minute lunch period and a thirty (30) minute planning period exclusive of one (1) lunch-duty day. (See Article XVIII). Student passing, supervision, and traveling time from school to school shall not be considered preparation time.

ARTICLE XXII - EVALUATIONS (page 32). Adopt the procedures, rubrics and forms published by DESE, with selection of local variations to be considered and adopted by the Evaluation Subcommittee. Revise and update the provisions of Article XXII if appropriate under the DESE models. The subcommittee will do this work during the 2022-2023 school year. All work will begin no later than September 15, 2022 and will be completed by June 1, 2023. Both parties will bring the finished product to their respective memberships for ratification. Implementation of the new evaluation tool/procedures will happen over the last two years of this agreement when teachers begin year one of their evaluation cycle. It is expected that all Easton Educators will be using the new evaluation tool/procedures by September 1, 2024. Among the procedures to be considered by the Evaluation Subcommittee is the timeframe for sharing written feedback following an observation with the teacher (currently two (2) school days) and the time frame in which teachers will have the right to discuss evaluation reports with their supervisors (currently “before filed,” but with no definition of “filed”).

IN ADDITION TO THE AMENDMENTS TO THE COLLECTIVE BARGAINING AGREEMENT SET FORTH ABOVE, THE PARTIES ACKNOWLEDGE THE FOLLOWING:

Appendix C (page 13 – 15). Stipends: The parties will form a small joint committee to review potential changes to the stipends set forth in Appendix C. The committee will begin meeting immediately following ratification of this Memorandum of Agreement and will complete its work within four months thereafter. Any increases that are ratified by the parties will be retroactive to September 1, 2022.

LUMP SUM PAYMENT. Although the lump payment for pay periods 22 – 26 have in the past been issued on the last day of the student school year, effective September 2022, such lump sum

payments will instead be issued within one week of the last day of the student school year. (See APPENDIX A, Section C (Page 10) re number of pays)

HOUSEKEEPING ITEMS. In updating the Collective Bargaining Agreement, the parties will review it for any housekeeping items, including but not limited to considering and noting current applicability of various sections to PreK.

All changes to the collective bargaining agreement are intended to take effect as of the date of ratification by both parties, unless otherwise noted. The fact that proposals were made and withdrawn by either party shall not be used for the purpose of interpreting the collective bargaining agreement in any future grievance, arbitration, administrative, or court proceeding.

IN WITNESS of this Memorandum of Agreement having been accepted by the parties their authorized representatives do hereby affix their hands and seals.

For the School Committee

Dated

For the Easton Educators Association

Dated

Easton/teacher-neg-2022/22-06-06-Easton teacher MOA-to U

Financial Package for Unit A

New Salary Schedule (attached) will apply to all new employees to the unit (with a starting date after June 30, 2022). All employees with start date prior to June 30, 2022 will remain on the Current (Legacy) Salary Schedule until they reach the top step.

FY23

- 2% increase to base salary of the current salary schedule (does not apply to those on top step in 2021-2022, who will move to new salary schedule with top step that incorporates increases ranging from 2.32% to 5.64% - see transition plan below*)
- Equivalent total of 2% for the Unit as a one-time payment (not to base)
 - \$1700 for current employees who worked full time and in person for all of 2020-2021 and 2021-2022 and return for the 2022-2023 school year
 - OR \$500 for current employees who worked full time and in person for all of 2021-2022 and return for the 2022-2023 school year.
 - Prorated for part-time employees
 - Amount of payment will also be prorated for any employee on an approved leave of absence (e.g.: parental leave) based on the amount of time worked on site
 - Payment to be made in September 2022.

FY24

- 2.5% increase to base salary for both schedules.
- Equivalent total of 1% for the Unit as a one-time payment (not to base)
 - \$850 for current employees who worked full time and in person for all of 2020-2021 and 2021-2022 and return for the 2023-2024 school year
 - OR \$250 for current employees who worked full time and in person for all of 2021-2022 and return for the 2023-2024 school year.
 - Prorated for part-time employees
 - Amount of payment will also be prorated for any employee on an approved leave of absence based on the amount of time worked on site (e.g.: parental leave)
 - Payment to be made in September 2023

FY25

- 2% increase to base salary for both schedules

***Current Employees (i.e., employed prior to June 30, 2022): Transition to New Salary Schedule**

- Every employee on the top step in 2021-2022 (Master's+/11) will move to the top step of the New Schedule for 2022-2023. Every employee on the top step in 2021-2022 (Bachelor's+/15)* will transition to the New Schedule, with placement on the step that is closest to their old top step and provides an increase in salary, provided that registered nurses on the top step at BA/BA+15 will move directly to Step 14. These step moves represent the following increases for FY 23:

	BA*	BA+15*	MA	MA+15	MA+30	MA+45	MA+60	DOC
Current Top Step	82,683	84,630	90,550	91,681	92,928	94,125	95,323	99,344
NEW Schedule Next Step	84,600	86,600	93,200	94,200	97,200	98,700	100,700	102,700
% Difference	2.32%	2.33%	2.93%	2.75%	4.60%	4.86%	5.64%	3.38%

BA/BA+ Nurses only move to Step 14: BA (at \$87,400) = 5.64%; BA+15 (at \$89,400) = 5.53%

- Current employees who are not on the top step in 2021-2022 will continue on the Current (Legacy) Salary Schedule until they reach the top (i.e., Steps 10 or 11). For the year after, they will transition to the New Schedule, with placement on the step that is closest to their old top step and provides an increase in salary.
- Once placed on the New Schedule, all current employees who are in the MA lane or beyond and all registered nurses (even if in the BA and BA+15 lanes) will continue to progress on the steps until reaching Step 14, whereas current employees (other than registered nurses) who are in the BA and BA+15 lanes* will not progress additional steps until and unless they earn the credits necessary to move to the MA lane.

New Employees (with starting date after June 30, 2022): New employees will immediately begin on the New Salary Schedule, with placement on the step assigned upon hiring. New employees who are in the MA lane or beyond and all registered nurses (even if in the BA and BA+15 lanes) will continue to progress on the steps until reaching Step 14, whereas new employees (other than registered nurses) who are in the BA and BA+15 lanes* will not progress additional steps until and unless they earn the credits necessary to move to the MA lane.

Longevity

- Current employees (with a start date before June 30, 2022) will receive longevity under the Current (Legacy) Longevity Scale (begins after completing 11 years of employment) through the end of their employment with the District.
- All New employees (with a start date on or after June 30, 2022) will earn longevity only after the completion of fourteen years in the district. The New Longevity Scale of payments for these employees will be as follows:

After 14 years	\$700
After 19 years	\$1,100
After 24 years	\$1,500
After 29 years	\$2,800
After 34 years	\$3,300

FOR REFERENCE ONLY: CONSIDERATIONS BY PARTIES

Benefits to Current Unit Members

- Salaries commensurate with neighboring districts
- No loss of step increases from Current (Legacy) Salary Schedule
- No loss of longevity from Current (Legacy) Salary Schedule
- Increase to top salaries earned for every employee

Benefits to New Unit Members

- Salaries commensurate with neighboring districts
- Increase to top salaries earned for every employee
- While new employees will take 3 more years to reach top step, the top step will be more than if they had remained on the current salary schedule, and it will be incrementally increasing until they reach it (compare with New Salary Schedule)

Benefits to Town

- Salaries commensurate with neighboring districts
- Predictable step increases after 10 years
- Increased number of steps after 10 years

FY2023 - 2% (Legacy)

GRADE	1	2	3	4	5	6	7	8
STEP	BA	BA+15	MA	MA+15	MA+30	MA+45	CAGS, DBL MA, MA+60	DOC
1	50,817	52,691	54,689	55,619	56,061	57,601	58,549	61,769
2	53,151	55,013	57,022	57,930	59,741	59,907	60,872	64,097
3	57,496	58,535	61,437	62,391	63,421	64,395	65,368	68,667
4	60,126	62,033	64,065	65,020	67,101	68,045	68,015	71,298
5	62,874	64,772	66,830	67,777	70,781	71,695	70,774	74,066
6	65,732	67,650	69,704	70,650	74,461	75,345	73,642	76,942
7	68,753	70,662	72,694	73,660	78,141	78,995	76,669	79,953
8	71,885	73,800	75,856	76,803	81,821	82,645	79,810	83,108
9	75,171	77,088	79,129	80,109	85,501	86,295	83,100	86,409
10	84,336	86,323	87,278	88,231	89,183	89,905	90,627	91,696
11			92,361	93,515	94,786	96,007	97,229	101,331

FY2024 - 2.5% (Legacy)

Increase	102.50%							
GRADE	1							
STEP	BA	BA+15	MA	MA+15	MA+30	MA+45	CAGS, DBL MA, MA+60	DOC
1	52,088	54,008	56,057	57,009	57,462	59,041	60,013	63,313
2	54,480	56,388	58,448	59,378	61,234	61,405	62,394	65,700
3	58,933	59,999	62,972	63,951	65,006	66,005	67,002	70,384
4	61,629	63,584	65,666	66,646	68,778	69,746	69,716	73,081
5	64,446	66,391	68,501	69,471	72,550	73,487	72,544	75,918
6	67,375	69,341	71,447	72,416	76,322	77,228	75,483	78,866
7	70,472	72,428	74,511	75,502	80,094	80,970	78,586	81,952
8	73,682	75,645	77,752	78,723	83,866	84,711	81,805	85,185
9	77,051	79,015	81,107	82,112	87,638	88,452	85,178	88,569
10	86,445	88,481	89,460	90,437	91,412	92,153	92,892	93,988
11			94,671	95,853	97,156	98,407	99,660	103,864

FY2025 - 2% (Legacy)

Increase	102.00%							
GRADE	1	2	3	4	5	6	7	8
STEP	BA	BA+15	MA	MA+15	MA+30	MA+45	CAGS, DBL MA, MA+60	DOC
1	53,130	55,089	57,178	58,149	58,611	60,221	61,213	64,579
2	55,570	57,516	59,617	60,565	62,459	62,633	63,642	67,014
3	60,112	61,199	64,232	65,230	66,306	67,325	68,342	71,791
4	62,862	64,856	66,980	67,978	70,154	71,141	71,110	74,542
5	65,735	67,719	69,871	70,861	74,001	74,957	73,995	77,436
6	68,722	70,728	72,876	73,864	77,849	78,773	76,993	80,443
7	71,881	73,877	76,002	77,012	81,696	82,589	80,157	83,591
8	75,156	77,158	79,307	80,298	85,544	86,405	83,441	86,889
9	78,592	80,595	82,729	83,754	89,391	90,221	86,881	90,341
10	88,174	90,250	91,249	92,246	93,240	93,996	94,750	95,868
11			96,564	97,770	99,099	100,376	101,653	105,942

FY2023 - 2% New Grid

GRADE	1	2	3	4	5	6	7	8
STEP	BA	BA+15	MA	MA+15	MA+30	MA+45	MA, MA+60	DOC
1	51,000	53,000	55,500	56,500	59,500	61,000	63,000	65,000
2	53,800	55,800	58,400	59,400	62,400	63,900	65,900	67,900
3	56,600	58,600	61,300	62,300	65,300	66,800	68,800	70,800
4	59,400	61,400	64,200	65,200	68,200	69,700	71,700	73,700
5	62,200	64,200	67,100	68,100	71,100	72,600	74,600	76,600
6	65,000	67,000	70,000	71,000	74,000	75,500	77,500	79,500
7	67,800	69,800	72,900	73,900	76,900	78,400	80,400	82,400
8	70,600	72,600	75,800	76,800	79,800	81,300	83,300	85,300
9	73,400	75,400	78,700	79,700	82,700	84,200	86,200	88,200
10	76,200	78,200	81,600	82,600	85,600	87,100	89,100	91,100
11	79,000	81,000	84,500	85,500	88,500	90,000	92,000	94,000
12	81,800	83,800	87,400	88,400	91,400	92,900	94,900	96,900
13	84,600	86,600	90,300	91,300	94,300	95,800	97,800	99,800
14	87,400	89,400	93,200	94,200	97,200	98,700	100,700	102,700

FY2024 - 2.5% New Grid

GRADE	102.50%	1	2	3	4	5	6	7	8
STEP	BA	BA+15	MA	MA+15	MA+30	MA+45	CAGS, DBL MA, MA+60	DOC	
1	52,275	54,325	56,888	57,913	60,988	62,525	64,575	66,625	
2	55,145	57,195	59,860	60,885	63,960	65,498	67,548	69,598	
3	58,015	60,065	62,833	63,858	66,933	68,470	70,520	72,570	
4	60,885	62,935	65,805	66,830	69,905	71,443	73,493	75,543	
5	63,755	65,805	68,778	69,803	72,878	74,415	76,465	78,515	
6	66,625	68,675	71,750	72,775	75,850	77,388	79,438	81,488	
7	69,495	71,545	74,723	75,748	78,823	80,360	82,410	84,460	
8	72,365	74,415	77,695	78,720	81,795	83,333	85,383	87,433	
9	75,235	77,285	80,668	81,693	84,768	86,305	88,355	90,405	
10	78,105	80,155	83,640	84,665	87,740	89,278	91,328	93,378	
11	80,975	83,025	86,613	87,638	90,713	92,250	94,300	96,350	
12	83,845	85,895	89,585	90,610	93,685	95,223	97,273	99,323	
13	86,715	88,765	92,558	93,583	96,658	98,195	100,245	102,295	
14	89,585	91,635	95,530	96,555	99,630	101,168	103,218	105,268	

FY2025 - 2% New Grid

102.00%								
GRADE	1	2	3	4	5	6	7	8
STEP	BA	BA+15	MA	MA+15	MA+30	MA+45	CAGS, DBL MA, MA+60	DOC
1	53,321	55,412	58,025	59,071	62,207	63,776	65,867	67,958
2	56,248	58,339	61,057	62,103	65,239	66,807	68,898	70,989
3	59,175	61,266	64,089	65,135	68,271	69,839	71,930	74,021
4	62,103	64,194	67,121	68,167	71,303	72,871	74,962	77,053
5	65,030	67,121	70,153	71,199	74,335	75,903	77,994	80,085
6	67,958	70,049	73,185	74,231	77,367	78,935	81,026	83,117
7	70,885	72,976	76,217	77,262	80,399	81,967	84,058	86,149
8	73,812	75,903	79,249	80,294	83,431	84,999	87,090	89,181
9	76,740	78,831	82,281	83,326	86,463	88,031	90,122	92,213
10	79,667	81,758	85,313	86,358	89,495	91,063	93,154	95,245
11	82,595	84,686	88,345	89,390	92,527	94,095	96,186	98,277
12	85,522	87,613	91,377	92,422	95,559	97,127	99,218	101,309
13	88,449	90,540	94,409	95,454	98,591	100,159	102,250	104,341
14	91,377	93,468	97,441	98,486	101,623	103,191	105,282	107,373