

**Memorandum of Agreement between  
Easton School Committee  
and the  
Easton Educators' Association (Unit B)**

The collective bargaining agreement between the Easton School Committee and the Easton Educators' Association (Unit B) that expired on August 31, 2022 shall be continued through August 31, 2025 with the following modifications:

**ARTICLE IV SALARIES.** Revise and clarify as follows:

The starting salary of each Unit B member shall be determined upon hire by the Superintendent of Schools. When negotiating a starting salary with a candidate, the Superintendent shall consider the following guidelines.

Effective July 1, 2022:

**Elementary/Middle School AP  
and Guidance Director**

Step 1: \$110,000  
Step 2: \$111,750  
Step 3: \$113,500  
Step 4: \$115,250  
Step 5: \$117,000

**High School APs:**

Step 1: \$115,000  
Step 2: \$116,750  
Step 3: \$118,500  
Step 4: \$120,250  
Step 5: \$122,000\*

\*The single employee who is on Step 3 of the Longevity Schedule for the 2022-2023 school year will receive, in addition to the regular longevity payment (\$1,500), an additional one-time payment of \$1,500 for 2022-2023 school year only.

**SpEd Coordinators:**

Step 1: \$96,188  
Step 2: \$97,719  
Step 3: \$99,249  
Step 4: \$100,779  
Step 5: \$102,309

For Pre-School Coordinator: Stipend of \$4770 and additional \$1000 for travel expenses.

Across Board increase to above charts will be as follows:

July 1, 2023 - 2.5%

July 1, 2024 - 2.0%.

Additional payment: Equivalent total of 2% for the Unit as a one-time payment (not to base).

- \$2100 for current employees who worked full time and in person for all of 2020-2021 and 2021-2022 and who remain employed at the time of payment.
- OR \$1000 for current employees who worked full time and in person for all of 2021-2022 and who remain employed at the time of payment.
- 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 as soon as is practical following ratification.

**ARTICLE IV SALARIES Maximum Annum Salary Adjustment** (page 8). Rename and change all references to “longevity” and revise last sentence to read as follows:

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

In addition, the threshold for receiving longevity at Step 1 is lowered from completion of 8 years to completion of 6 years.

The asterik \*\*will be removed as housekeeping.

**ARTICLE X LEAVES, Section A, Sick Leave.** (page 10). Add a new subsection, as follows:

5. 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 who is suffering from a catastrophic illness or injury. “Immediate family” is as defined in Section B.1 below, provided that the Superintendent has the discretion to also grant requests for such days based upon other individual relationships and circumstances. The Superintendent may require submission of a medical certification as a condition of granting days for catastrophic illness or injury. All family illness days will be deducted from accumulated sick leave.

**ARTICLE X LEAVES, Section B, Funeral Leave** (page 10). Revise as follows:

In the event of a death, the Superintendent may grant days without loss of pay as follows:

1. 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.
2. 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 XII MATERNITY LEAVE** (page 13). Change title to “Parental Leave. Eliminate entire article and replace with the following.

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 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 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 twenty (20) workdays of paid leave, five (5) of them from their allotment of family sick days for the year under Article X.A.5 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 who have completed 3 years of employment in an administrative position pursuant to M.G.L. c. 71, §41. In addition to the employee’s Statutory Leave (with application of paid time as provided under Option A), the 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 first day of the school year immediately following the birth/adoption or the first day of the next school year.

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. An employee returning from a leave will be placed on the next step of the schedule if the employee has been actively employed by the Easton Public Schools for more than ninety-one (91) days in the school year(s) in which the employee was on leave. Upon return, all benefits that were accumulated on the date the leave began shall be restored.
6. 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 date to be granted at the discretion of the Superintendent of Schools.
7. An employee returning from a parental leave less than one (1) year in length shall have a right to return to the position and school to which the employee was assigned at the commencement of the leave, unless there has been an elimination of programs, reduction in force, or other change that makes such an assignment impossible, in which case the assignment shall be to as nearly comparable a position as possible.
8. An employee returning from 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 had accrued at the commencement of the leave.
  - a. Similar means when an employee leaves as a full-time employee the employee returns as a full-time employee.
  - b. The leave will not break seniority but will not be included to determine one’s total length of service.

9. It is recognized that once an employee elects Option A or Option B with a specified return date that election may not be revoked.

**ARTICLE XX DURATION.** 3-year contract for period of July 1, 2022 – June 30, 2025.

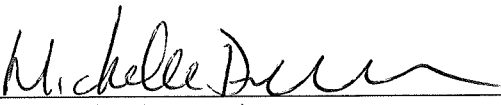
**HOUSEKEEPING**

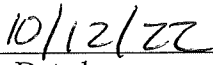
**ARTICLE III GRIEVANCE PROCEDURE Section C Level One** (page 5). Change opening paragraph as follows.

An individual or group with a grievance shall, with or without representation of the Association, file it with the appropriate Principal or immediate Supervisor within ten (10) school days (or when school is not in session, fifteen calendar days, fifteen calendar days from the day of the event upon which the grievance is based, or from the date when the individual or group had or should have had knowledge of the event.

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.

  
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For the School Committee

  
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Dated

  
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For the Easton Educators' Association

  
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Dated

