# MEMORANDUM OF AGEEMENT BETWEEN THE NEW BEDFORD SCHOOL COMMITTEE AND THE NEW BEDFORD EDUCATORS ASSOCIATION, INC. – UNIT B

# April 27, 2015

The New Bedford School Committee ("Committee") and the New Bedford Educators Association Inc. – Unit B ("Union"), collectively referred to as the "Parties" agree to extend their July 1, 2011 – June 30, 2014 collective bargaining agreement through June 30, 2015 except as modified by this Memorandum of Agreement ("MOA"). The Parties agree to the following modifications:

### 1. Article 26, Duration.

Amend Article 26 by replacing "the first day of July 2011" with the "first day of July 2014" and by replacing "the thirtieth day of June, 2014" with "the thirtieth day of June, 2015"

## 2. Appendix A Salary Schedules

Amend Appendix A as follows:

- A. Administrators who were on Step 4 in the 2013-2014 work year.

  All administrators who were on Step 4 at the end of the 2013-2014 work year who are full-time administrators in the 2014-2015 work year shall receive two thousand, six hundred fifty dollars (\$2,650.00) in addition to the salary amount in Appendix A. The \$2,650.00 shall be paid on or about June 30, 2015. Such payment shall be prorated for administrators who did not work the full 2014-2015 work year as a full-time administrator.
- B. Administrators who were below Step 4 in the 2013-2014 work year.

  All administrators who were below Step 4 at the end of the 2013-2014 work year who are full-time administrators in the 2014-2015 work year shall receive fifteen hundred dollars (\$1,500.00) in addition to the salary amount in Appendix A. The \$1,500.00 shall be paid on or about June 30, 2015. Such payment shall be prorated for administrators who did not work the full 2014-2015 work year as a full-time administrator.

# 3. Article 2 (Direct Deposit)

Amend Section B in Article 2 by adding a new section 4 as follows:

"4. Direct Deposit. Effective on or about the last pay period in June of 2015 or as soon as possible for the New Bedford Public Schools thereafter, all employees represented by the bargaining unit shall receive their pay through direct deposit."

### 4. Article 8, Administrative Hours and Load.

- A. Amend Section A of Article 8 by deleting Section A.3 in its entirety.
- B. Effective June 30, 2015, replace Section B 1 of Article 8 with the following: "The work year for all administrators shall not exceed one hundred and ninety-five (195) work days."

# 5. Housekeeping Changes:

- A. Amend Article 5 A by replacing all references to "just cause" with "good cause".
- B. Appendix G, Two Year Formal Evaluation Cycle Administrators.

Remove Appendix G (obsolete). Replace with the following: "Administrators shall be evaluated in accordance with law and Educator Evaluation regulations, 603 CMR 35.00 et seq, and the Model System for Educator Evaluation." The Parties agree to meet to bargain any minor changes to the DESE model and time frame.

### C. Article 1 and Article 9

- 1. In accordance with the January 23, 2014 MOA, amend Article 1 and Section A1 of Article 9 as follows:
  - a. Replace "Housemasters" with "Assistant Principal for Student Success"
  - b. Eliminate Dean of Students
  - c. Replace "Department Heads" with "Instructional Leader (subject area)"

This Memorandum of Agreement is subject to ratification by the New Bedford Educators Association – Unit B membership and approval by the New Bedford School Committee.

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Agreed to on this 47th day of June	, 2015 by
New Bedford School Committee	New Bedford Educators Association, Inc Unit B
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Mayor Jonathan F. Mitchell	Louis St. John, President