

MEMORANDUM OF AGREEMENT

BETWEEN

THE NEW BEDFORD SCHOOL COMMITTEE

AND

THE NEW BEDFORD EDUCATORS ASSOCIATION, INC. – UNIT A

December 17, 2024

WHEREAS, Parker Elementary School (“PES”) has been designated as being converted to an Early Childhood Center effective for the 2025-2026 School Year;

WHEREAS, the New Bedford School Committee (“Committee”) and the New Bedford Educators Association, Inc. – Unit A (“Association”) have negotiated changes in terms and conditions of employment for employees represented by the Association at Parker as a result of such conversion/closing;

NOW THEREFORE, the Committee and the Association collectively referred to as the “parties”, hereby agree as follows:

1. The Collective Bargaining Agreement between the Committee and the Association shall be modified only as specifically provided herein and such modification shall apply to employees and positions at Parker Elementary School. Current contract language prevails unless otherwise amended in this MOA.
2. Compensation: All staff will be placed on Appendix A of the collective bargaining agreement salary scale. Current staff as of June 30, 2025 will be transitioned over to Appendix A from the Career Ladder in a manner to ensure they do not earn less on an annual basis than they were anticipated to earn during the 2025-2026 school year which shall include the annual increase outlined in the Career Ladder system for those in Career Level VI, Advanced Teacher and/or Expert Teacher classifications. All Professional employees at Parker Elementary School will receive written confirmation of their new step/lane no later than 72 hours after ratification of the Association and of the Committee.
3. 2025-2026 Assignment: Within 24 hours of ratification of this Memorandum of Agreement (MOA) by the Association, all professional employees, regardless of Professional Teacher Status (PTS) assigned to Parker Elementary School, shall be notified in writing by the Superintendent that, as a result of the change in designation to an early childhood center effective July 1, 2025, they will be eligible to participate in the “in-building transfer” process consistent with Article 13, Section 2, a., b., c. and participate in the “system-wide/district-wide transfer process consistent with Article 13.D.

Professional employees of Parker Elementary School shall receive priority placement in the system-wide/District wide bid process as outlined in Article 13.D. In the event that more than one professional employee from Parker applies for a position, and all qualifications and/or experience is


equal, assignment selection shall be granted to the professional employee with highest NBEA Unit A seniority. In the event a professional employee at Parker does not possess a MA DESE license in any area the District would agree to hold the position they would have been assigned to if properly licensed until May 15th to provide time for them to secure the appropriate MA DESE license.


The District agrees to make every effort to ensure all anticipated new positions as a result of the creation of the Parker Early Childhood Center will be included in the In Building and District Wide bidding process.

4. The District agrees to make every effort to ensure all anticipated new positions as a result of the conversion of the Parker Elementary School will be included in the District Wide bidding process.
5. Property: The District will provide a reasonable number of boxes to each impacted employee for the purpose of packing. The District will relocate District owned property to the impacted employees newly assigned building as is determine necessary by the District. The District will ensure that Parker School is available for 3 consecutive business days following the last instructional day for students for the purpose of staff having optional time to pack/collect their belongings.
6. This Memorandum of Agreement is subject to ratification by the Union membership and approval by the School Committee.

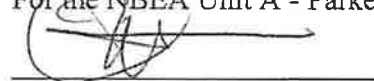
Agreed to by the Negotiating Committees on the dates indicated below, subject to ratification from both the Association and the Committee.

For the New Bedford School Committee



Trina Camarao, Asst. Superintendent


Heather Emsley, Executive Director

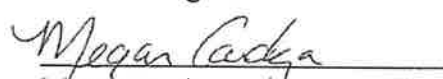
For the NBEA Unit A - Parker



Thomas Nickerson, President

Jill Rivers


Jackie Pugsley-Washburn


Deirdre Delgado


Megan Cardoza


Laura Besse



Olivia Sisoian

Date: _____

Date: _____

