

MEMORANDUM OF AGREEMENT
BETWEEN
THE NEW BEDFORD SCHOOL COMMITTEE
AND
THE NEW BEDFORD EDUCATORS ASSOCIATION

This **MEMORANDUM OF AGREEMENT** is entered into and between the New Bedford School Committee (hereinafter the “Committee”) and the New Bedford Educators Association (hereinafter the “Association”).

Whereas, the Committee and the Association have entered into a collective bargaining agreement for Unit A with a duration from July 1, 2025 through and including June 30, 2028.

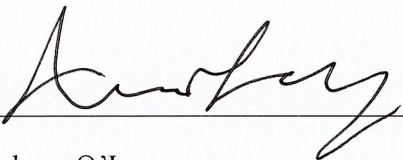
Whereas, the Parties recognize that there is a need to modify the work year for Guidance Counselors due to snow days that occurred during the 2025-2026 school year;

NOW, THEREFORE, in consideration of mutual covenants and promises, the parties agree as follows:

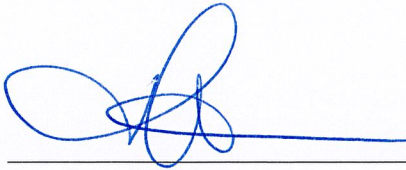
1. The Collective Bargaining Agreement between the Committee and the Association shall be modified only as specifically provided herein. Current contract language prevails unless otherwise amended in this MOA or any other relevant MOA.
2. Article 12, Work Year of the collective bargaining agreement is hereby amended for the 2025-26 school year: Notwithstanding the above, Guidance Counselors will be required to work five (5) days beyond the regular work year of Teachers. The compensation for such days will be at the per diem rate of the Master’s Degree level. Such days shall be scheduled contiguous to the regular Teacher school year. For SY 2025-26, guidance counselors shall be able to work the equivalent of the remaining number of the five days required beyond the regular work year by June 30th, 2026, in a schedule agreed upon by the professional employee and their building principal. It is agreed that the number of hours required shall be reflective of the total number of hours in a regular work day, normally seven (7) unless otherwise governed by memorandum of agreement for each of the remaining five additional days for the 2025-2026 work year. Furthermore, it is recognized that a workday shall include a thirty (30) minute duty-free lunch and preparation period.

3. Guidance counselors may also choose to work additional days after June 30th in lieu of the method outlined in number two (2) above. Any of the five additional days for the 2025-26 work year worked in July of 2026 will be mutually agreed upon by the professional employee and their respective building principal. It is agreed that the number of hours required shall be reflective of the total number of hours in a regular work day, normally seven (7) unless otherwise governed by memorandum of agreement. Furthermore, it is recognized that a work day shall include a thirty (30) minute duty-free lunch and preparation period. It is also recognized that any days worked in July 2026 will be at the 2025-2026 per diem rate of the Master's Degree level. It is understood that all compensation for any additional guidance counselor days worked in July of 2026 will be paid within the 2025-2026 fiscal year pay distribution schedule.

WHEREFORE, the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed by their duly-authorized representatives this ____ day of June, 2026.



Andrew O'Leary
Superintendent of Schools
For the New Bedford School Committee



Tom Nickerson
President
For the New Bedford Educators Association