

Memorandum of Agreement

between the

Fall River School Committee

and the

Fall River Government Programs Unit

This Memorandum of Agreement is entered into by and between the Fall River School Committee (hereinafter the Committee) and the Fall River Public Schools Government Programs Unit (hereinafter the Government Programs Unit).

Whereas, the Committee and the Government Programs Unit are parties to a Collective Bargaining Agreement for the period July 1, 2014 through June 30, 2017; and

Whereas, the Committee and the Government Programs Unit have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms for a successor agreement ; and

Whereas the negotiating subcommittee of the Committee acting subject to the ratification of this Memorandum of Agreement by the full School Committee to whom the subcommittee agrees to recommend acceptance, and the negotiating representatives of the Government Programs Unit, acting subject to the ratification of this Agreement by the membership of the Government Programs Unit to whom the negotiating subcommittee agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement of the contract negotiations for the successor Collective Bargaining Agreement that will be in effect from July 1, 2017 through June 30, 2020.

Now, therefore, the parties agree as follows:

1. All terms and provisions of the predecessor Collective Bargaining Agreement that was effective July 1, 2014 through June 30, 2017 shall, except to the extent modified by this Agreement, be carried over intact into the successor Collective Bargaining Agreement.

All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the term of the successor Agreement unless otherwise provided for in this document.

Government Programs MOA 7/1/2017 to 6/30/2020

The pay scale for the Government Programs' employees effective 7/1/2017 is not intended to negatively impact any employee at a higher rate of pay on the previous existing Government Programs scale as of that date. Those Government Program Group Employees shall remain at his or her rate of pay as of the effective date, but shall not be eligible for further salary and/or stipend increases until such time that his or her compensation, (including salary and stipends) equals or exceeds the rate of pay of Government Employee on the new scale effective 7/1/2017. At that time they will be moved to the rate of pay on the new scale, and will be advanced accordingly from that point. There shall be two scales, one for paraprofessionals, and one for clerks, based on the current positions.

Applicability

This Negotiated Contract with the Fall River School Committee applies to all employees of Government Programs within the Fall River School Department hired before November 1, 2019 and whose salaries are paid from accounts of the following programs: P.L. 94-142 (Special Needs), Perkins Grant (Vocational Education), Community Partnerships for Children, Quality Full-Day Kindergarten Grant, Title 1, Safe and Drug Free Schools, Early Childhood Allocation Grant, Academic Support & Youth Academy, Enhanced School Health Services Grant, Reading First, NCLB Grants, and any additional Government Programs resulting from new grants, funding sources, or program consolidation.

ARTICLE I - TRANSFERS AND REASSIGNMENT

A. Instructional Staff and Support Staff (Instructional Assistants, Paraprofessionals, and other instructional support staff)

2. Posting of Notices of Vacancies

The director shall post a list of known vacancies which occur during the year. Vacancies occurring at the end of the year or during the summer shall be posted and notices of known vacancies will be posted by the last paycheck.

When school is in session, such notices shall be **posted through the regular employment listings for the department** at least fifteen (15) school days before the vacancy is filled. No such vacancy will be filled except on a temporary basis during this fifteen (15) day period. If the vacancy occurs during the summer, notice must be provided at least thirty (30) days prior to filling that vacancy.

ARTICLE II - SICK LEAVE

2. Accumulation of Sick Leave

a. Annual sick time with full pay shall be allowed to all staff at an annual rate of 14 sick days per year. Sick leave days will be allotted in the same manner as corresponding groups paid through local funds. An individual's "sick day" is equal to the number of hours per regular work week divided by five (5).

ARTICLE III - LEAVES OF ABSENCE

2. Short Term Leave

e. Personal Business Days: Each employee is entitled to two (2) personal business days per year. Pay Scale B (Clerical Staff Scale) will be entitled to three (3) personal days as of September 1, 2000. Permission for personal business days must be submitted in writing to the program director at least twenty-four (24) hours prior to the day for which leave is requested. One (1) unused business day per year may be carried over and accumulated the following year.

Joint Committee: During the 2019-2020 school year, and prior to the expiration of this agreement, a joint committee from this Government employees group will meet to discuss adopting the piloted evaluation for clerks and paraprofessionals from their counterparts in the operating budget groups.

They will also review and recommend removal of language or propose clean-up of language that no longer applies to the membership. (For example- Health Insurance language, the contract also refers to teachers, but it also states that teachers covered by FREA are not covered by this agreement.-and there are currently no teachers in the unit. There are also positions in the contract that are no longer in the unit.)

Salary Tables:

The pay scale for the Government Programs' employees effective 7/1/2017 is not intended to negatively impact any employee who is already receiving a higher rate of pay on the previous existing Government Programs scale on that date. Those Government Program Group Employees shall remain at their rate of pay as of said effective date, but shall not be eligible for further salary and/or stipend increases until such time that his or her compensation, which shall include salary and educational stipends that equals or exceeds the rate of pay of Government Employee on the new scale effective 7/1/2017. At that time they will be moved to the rate of pay on the new scale, and will be advanced accordingly from that point.

When comparing the new scale to the previous scale, the amounts will be “all inclusive” when comparing annual compensation including base rates and any applicable educational stipend. Paraprofessionals within the Government programs unit will move to the following scale with an effective date of 7/1/2017.

Example: Operating budget paraprofessionals receive a base rate of pay, plus an annual stipend for specific amounts of earned college credits. In previous agreements, Government program employees may have been compensated at a higher base rate which included credits for education but with no annual stipend. The salary comparison will be made from the annual Government programs base rate which includes any education and or longevity credits, compared to the corresponding operating budget base rate including the annual

***education and longevity stipend.* The employee will receive whichever compensation is higher. The longevity table will match the longevity table in the operating budget group.**

Clerical Employees

Government program clerks will be paid according to the salary table for equivalent positions in the IA scale for operating budget clerks, effective 7/1/2017.

The position of School Wide Planner and Parent Outreach Coordinator will be assigned to the clerical schedule B of the group effective 7/1/2019, with benefits and salary provisions in line with this agreement.

Paraprofessional Employees

Government program paraprofessionals will be paid according to the salary table for equivalent positions in the operating budget scale for operating budget paraprofessionals, effective 7/1/2017. Government program paraprofessionals will work the same work year as operating budget paraprofessionals, effective 7/1/2019.

SIGNED THIS 16th DAY OF OCTOBER, 2019



Grace Melim



Bruce Assad, School Committee Atty.

Kristie Laplante

For the Government Programs Unit

For the Committee