

MEMORANDUM OF AGREEMENT
between
MONOMOY REGIONAL SCHOOL COMMITTEE
and
THE MONOMOY REGIONAL EDUCATION ASSOCIATION
(Unit A)
2024 – 2027

WHEREAS, the Collective Bargaining Agreement (the "Agreement") between the Monomoy Regional School Committee (the "Committee") and the Monomoy Regional Education Association (the "Association") is set to expire on June 30, 2024;

WHEREAS, the Committee and the Association have negotiated a successor agreement;

NOW, THEREFORE, the Committee and the Association agree that the former Collective Bargaining Agreement shall remain in full force and effect, except as modified herein, as follows:

1. Article 5 – Salaries and Payments.

(a) The parties agree to modify the Retirement Benefits section of Article 5 by adding the following new provisions as paragraph C:

C. Employees who have accumulated at least 90 days of sick leave may sell up to ten (10) days of the then current fiscal year's sick leave accrual at a rate of 25% of the employee's salary/base hourly rate. Payments made under this Article shall be paid no later than the first payroll of the following fiscal year.

Employees hired on or before June 30, 2024, may elect to retain the current Retirement Benefit or opt into the above incentive program in this paragraph C by notifying the District of their election no later than September 1 of any year. However, once an employee elects to opt into the above incentive program, they will be ineligible for the Retirement Benefit in paragraphs A and B. Employees hired on or after July 1, 2024 are not eligible for the Retirement Benefit in paragraphs A and B.

(b) The parties further agree to modify Article 5 by adding a new section, "I," as follows:

The following will determine placement of Nurse's on the Salary Schedule for Master's level and beyond:

1. The National Association of School Nurses (NASN) Certification is equivalent to a Master's Degree for placement on the Salary Schedule purposes.

2. A nurse who has both a Master's degree and National Association of School Nurses (NASN) Certification will be placed on the Master's + 30 lane for Salary Schedule purposes.

2. Article 6 -- Professional Development and Course Reimbursement.

(a) The parties agree to modify Article 6 by changing the references to "Superintendent" to "Superintendent or Director of Curriculum, Instruction and Assessment" as appropriate.

(b) The parties further agree to modify Section 6 or Article 6 as follows:

To be eligible for a reimbursement, a teacher must submit to the Principal in writing an explanation of the workshop or other PDP professional pursuit that the teacher proposes to take, a written explanation of where and when the workshop or other PDP professional pursuit activity will be taken, how the workshop or other PDP professional pursuit aligns with the teacher's Individual Professional Development Improvement Plan (IPDIP) and any other relevant information that the Principal may request. In addition, the teacher will submit a statement of all expenses (including tuition costs, activity fees, and other expenses). Such information will be provided to the Principal as far as possible in advance of the commencement of the workshop or other PDP professional pursuit. **In the event the workshop of PDP professional pursuit requires advance payment, the District may reimburse the teacher before the workshop or PDP professional pursuit upon proof of payment. However, the teacher must provide confirmation of their attendance at the workshop or PDP professional pursuit, or be required to repay the District for the amount of any reimbursement.** The decision as to whether or not to grant a reimbursement, as well as the decision as to the size of the reimbursement, is subject to the complete discretion of the Principal. The Principal shall notify the individual of their decision in regard to the requested reimbursement prior to the commencement of the workshop or other PDP professional pursuit unless the lateness of the teacher's request and/or presentation of supporting information makes this impractical. The workshop or other PDP professional pursuit reimbursement which has been approved by the Principal shall be made to the teacher after evidence of successful completion of the workshop or other PDP professional pursuit has been presented and reviewed. It is expressly understood that decisions made by the Principal are not subject to the grievance and/or arbitration sections of this contract. An appeal of the Principal's decision, however, may be made by bargaining unit members providing regular education instruction, to the Director of Curriculum, Assessment and Instruction, or for

bargaining unit members providing special education instruction, to the Director of Special Education.

3. Article 7 – Work Day, Work Year, Working Conditions.

(a) The parties agree to modify the work year provision of Article 7 to provide for 184-day work year by including an additional day of professional development.

(b) The parties further agree to modify paragraph D of the work day provision in Article 7 by adding the following sentence at the end of the paragraph: **“Teachers who give up their prep period to substitute will be paid \$40 per period.”**

4. Article 9 – Paid Leaves of Absence.

(a) The parties agree to modify paragraph A of Section 1, Sick Leave, of Article 9 as follows:

Each teacher who works at least one day in the school year shall be credited with fifteen (15) days annual sick leave, plus such leave as they have accumulated since the date of employment in the Chatham School system or the Harwich School system. Sick leave may be accumulated from year to year up to a maximum of one hundred eighty (180) days. Sick leave may be used for personal illness, incapacity, or medical treatment required by such illness or incapacity, **and/or for any approved FMLA Leave for the birth or adoption of a child or MPLA leave.** Up to **thirty (30) fifteen (15)** days per year of one's sick leave may be used for illness of an immediate family member, or a domestic partner, although no more than five (5) consecutive days may be used for this purpose at any one time unless additional days are approved by the Superintendent who may require medical documentation. The Superintendent may request that a teacher absent for **five (5) seven (7)** consecutive days or with repeated unexplained absences or a pattern of abuse provide a doctor's certification that illness, incapacity or medical treatment prevents the teacher from working and an estimate of the duration of disability. The Superintendent may also request a certificate of fitness to return as a condition of return to work.

(b) The parties further agree to modify Section 3, Bereavement Leave, as follows:

Teachers will be entitled to bereavement leave of up to five (5) days at any one time in the event of a death of a teacher's spouse, child, **grandchild**, parent, parent-in-law, daughter-in-law, son-in-law, sibling, **sibling-in-law**, grandparent, **grandparent-in-law**, or domestic partner, **or any other permanent member of**

the employee's immediate household. Teachers will be entitled to bereavement leave of up to three (3) days at any one time in the event of a death of a teacher's aunt, uncle, or cousin. In addition, at the Superintendent's discretion, bereavement leave of up to five (5) days may be granted in the event of a death not included in the above categories. Additional days may be granted at the Superintendent's discretion. Additional days shall be deducted from the employee's accumulated sick leave. A teacher shall apply for bereavement leave as soon as possible.

(c) The parties also agree to modify Section 4, Sick Leave Bank, as follows:

- A. Upon the effective date of this agreement, a Sick Leave Bank shall be established for use by staff members defined below who have exhausted their own sick leave. The Sick Leave Bank may be utilized for personal illness and illness of a family household member or domestic partner.

Staff Members who are eligible to participate in the bank are as follows:

1. All staff members covered by the recognition clause of this contract (exclusive of coaches and extracurricular advisors who are not otherwise employed by the school department).
 2. All members of Unit B and Unit C.
- B. All new staff members shall have one (1) of their annual sick days automatically deducted in their first year of employment. If the Sick Leave Bank falls below 500 days, it shall be automatically renewed by contributions of one (1) sick day from each of its members' accumulated sick leave. ~~The one (1) sick day contribution shall be deducted on the first day of the new school year.~~
- C. The initial grant of sick leave by the Sick Leave Bank Committee, as established in Section 4, to an eligible employee shall not exceed thirty (30) days.

Upon completion of the thirty (30) day period, the period of entitlement ~~shall~~ may be extended by the sick leave bank committee upon demonstration of need by the applicant.

Any sick leave granted any individual under the provisions of this Article shall expire at the end of the applicable school year.

No employee shall be eligible for more than 200 days of sick leave from the Sick Leave Bank over the course of their employment with the school district. In the case of extenuating circumstances, the Sick

Leave Bank Committee, in its discretion, may grant additional days beyond the 200 day maximum.

- D. A six-person Sick Leave Bank Committee consisting of ~~three~~ two teachers appointed to the Bank Committee by the Association, ~~one~~ two administrators (exclusive of the Superintendent), one secretary or assistant appointed by the Association, and the Superintendent of School shall administer the bank. If a tie in voting occurs relative to the use of the Sick Leave Bank, **the members of the Sick Leave Bank Committee shall mutually agree upon a third party to vote to break the tie. the decision shall be in favor of the applicant.** Decisions of the Sick Leave Bank Committee are final and binding and not subject to grievance or arbitration.
- E. The Sick Leave Bank Committee shall determine the eligibility for use of the plan and the amount of leave to be granted. The following criteria may be used by the Committee in administering the bank and determining the eligibility and amount of leave:
1. Adequate medical evidence of illness or incapacitation
 2. Prior utilization of all eligible sick leave
 3. Length of service in Chatham, Harwich and Monomoy systems
 4. Propriety of use of previous sick leave.
- F. A written request for sick leave bank days shall be submitted to the Committee by an applicant or their designee. Such a request shall be accompanied by whatever medical evidence is required by the Committee to substantiate the request.

5. **Article 10 - Parental, FMLA, Child Care and Adoption Leave.** The parties agree to replace paragraph C of Section 1, Parental Leave, with the following:

- C. **In cases where both parents are employed by the School District, both employees shall be entitled to the full amount of MPLA and/or FMLA leave.**

6. **Article 18 - Duration.** The parties agree to update the contract to reflect the term of July 1, 2024 through June 30, 2027.

7. Appendix A - Compensation and Salary Schedules.

(a) The parties agree to amend Appendix A to provide for the following base wage increases:

Effective July 1, 2024	3.00%
Effective July 1, 2025	3.25%
Effective July 1, 2026	3.25%

(b) The parties agree to further amend Appendix A, effective July 1, 2024, by deleting Steps 1 and 2 and by changing Step 16 to Step 15 and deleting the notation, “*After 15 years of service in Chatham/Harwich/Monomoy.”

(c) The parties further agree to increase the longevity amounts at the 26-30 year level and 30+ year level as follows:

Upon completion of 16 and through 20 years of service:	\$800
Upon completion of 21 and through 25 years of service:	\$1,000
Upon completion of 26 and through 30 years of service:	~~\$1,200~~ <u>\$1,400</u>
Upon completion of more than Over 30 years of service:	~~\$1,600~~ <u>\$1,800</u>

(d) The parties agree to refer the procedure for practicums to Administration to resolve with the MREA President.

8. Appendix B – Athletic Coaches Salary Schedules. The parties agree to modify Appendix B as follows:

(a) Restructure the categories as follows:

- Create New Category A-1
- Rename Category A to Category A-2
- Create New Category B-1
- Rename Category A to Category B-2
- Create New Category “Unified Sports”

(b) Assign sports to categories as shown in attached list.

(c) Increase Category A-1 rates by \$2,000, and Category B-1 rates by \$1,000.

(d) All rates will be increased by 6%, effective July 1, 2024.

- (e) The coaches salary schedule will be further adjusted as follows:

7/1/2024	3.00%
7/1/2025	2.5%
7/1/2026	2.5%

- (f) The parties agree to modify Appendix B by deleting “Step 4: After 5 years coaching in a sport” and “Step 5: After 10 years coaching in a sport” and replacing it with a paragraph that reads as follows:

Coaches may be placed on the salary schedule step that corresponds to their coaching experience, as verified by the Athletic Director, including experience outside of Monomoy Regional School District.

9. **Appendix C – Extracurricular Positions.** The parties agree to modify Appendix C as follows:

- (a) Add the High School Robotics Coach stipend at \$3,468.
- (b) Add the Assistant High School Robotics Coach stipend at \$2,000.
- (c) All rates will be increased by 6%, effective July 1, 2024.
- (d) The coaches salary schedule will be further adjusted as follows:

7/1/2024	3.00%
7/1/2025	2.5%
7/1/2026	2.5%

10. **Appendix D – Coordinators, Mentors, Director of Guidance and Instructional Leaders.**

- (a) The parties agree to add Elementary/Middle School Counseling and Related Health (K-12) to the list of instructional leaders.

- (b) The parties further agreement to modify the mentor schedule as follows:

Mentor for New Teacher (0-2 years of experience)	~~\$919~~ <u>\$1,200</u>
Mentor for New Teacher to MRSD (2+ years of experience)	~~\$614~~ <u>\$750</u>
Mentor Induction Coordinators (two)	~~\$1,061~~ <u>\$1,500</u>

11. Appendix G – Review Committees.

- (a) The parties further agree to add the following new provisions to Appendix G:

Job Descriptions Review Committee

A Committee consisting of an equal number of representatives from the School Committee and the Association shall be created to review and evaluate the job descriptions currently in use and to work to create job descriptions for positions that do not have them. Recommendations, if any, shall be forwarded to the respective bargaining teams no later than February 1, 2025.

PLC Study Committee

There shall be a PLC Study Committee comprised of up to six (6) Association representatives and six (6) District representatives to study PLC's including, but not limited to, the frequency and timing of meetings and the total amount of time allocated for PLC meetings. The PLC Study Committee shall, by February 1, 2025, submit any recommended changes to the MREA and the District in Writing.

12. Evaluation Process. The parties agree to incorporate the recommendations of the Evaluation Process Review Committee into the contract and delete all text relating to the Evaluation Process Review Committee as the work is completed.

13. Housekeeping. The parties agree to:

- (a) Incorporate the following MOAs, MOUs and settlements as appropriate:
- New HS Clubs (Art of War, Creative Home Team, ETC)
 - Finance and Folding
 - Saturday School Administrator
 - Elementary ESY Coordinator
 - Oak Street Academy
 - District Nurse Leader
 - Mental Health, Career Education and Training Coordinators
 - Assistant Unified Sports Coach
 - Set Design and Construction
 - Jazz Matters
 - Woodland Wizards, Village Folk, Monarch Ambassadors
 - Unit A updated Evaluation Process

(b) In Article 17 – Health Insurance, delete the dates related to the one-time health insurance-related incentive payments (making the incentive permanent).

This Agreement shall be subject to ratification by the bargaining unit and the School Committee.

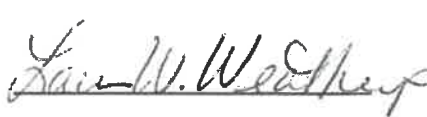
This Agreement has been duly executed by the authorized representatives of the Monomoy Regional School Committee and the Monomoy Regional Education Association, subject to the conditions herein.

MONOMOY REGIONAL SCHOOL
COMMITTEE

By: 

Date: 5/30/24

MONOMOY REGIONAL EDUCATION
ASSOCIATION

By: 

Date: 5/30/2024

FY25

Changes: Remove steps 1 and 2, renumber remaining steps, no 15 year requirement for the top step, 3% COLA

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	MA+75/ DOC
1	\$58,196	\$59,361	\$61,142	\$62,974	\$64,866	\$66,812	\$68,814	\$70,880
2	\$60,524	\$61,734	\$63,586	\$65,495	\$67,461	\$69,483	\$71,569	\$73,715
3	\$62,946	\$64,204	\$66,130	\$68,115	\$70,156	\$72,263	\$74,429	\$76,664
4	\$65,463	\$66,772	\$68,776	\$70,840	\$72,964	\$75,153	\$77,408	\$79,729
5	\$68,082	\$69,443	\$71,525	\$73,671	\$75,884	\$78,159	\$80,503	\$82,919
6	\$70,805	\$72,221	\$74,388	\$76,619	\$78,920	\$81,283	\$83,726	\$86,237
7	\$73,635	\$75,111	\$77,362	\$79,684	\$82,076	\$84,537	\$87,074	\$89,684
8	\$76,583	\$78,113	\$80,457	\$82,870	\$85,358	\$87,917	\$90,556	\$93,273
9	\$79,646	\$81,239	\$83,675	\$86,185	\$88,772	\$91,435	\$94,177	\$97,003
10	\$82,832	\$84,488	\$87,023	\$89,634	\$92,323	\$95,093	\$97,945	\$100,882
11	\$87,006	\$88,747	\$91,408	\$94,150	\$96,975	\$99,885	\$102,883	\$105,966
12	\$88,246	\$89,987	\$92,647	\$95,391	\$98,213	\$101,126	\$104,123	\$107,209
13			\$94,509	\$97,252	\$100,073	\$102,985	\$105,982	\$109,068

Transition: All existing staff who qualify for a step increase will move up one step before the step names are changed.

Qualifying MREA Unit A staff on FY24 Step:	Moved to Step	Renamed as step
1	2	1
2	3	1
3	4	2
4	5	3
5	6	4
6	7	5
7	8	6
8	9	7
9	10	8
10	11	9
11	12	10
12	13	11
13	14	12
14	16	13
16	16	13

FY26 3.25%

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	MA+75/ DOC
1	\$60,087	\$61,290	\$63,129	\$65,021	\$66,974	\$68,983	\$71,050	\$73,184
2	\$62,491	\$63,740	\$65,653	\$67,624	\$69,653	\$71,741	\$73,895	\$76,111
3	\$64,992	\$66,291	\$68,279	\$70,329	\$72,436	\$74,612	\$76,848	\$79,156
4	\$67,591	\$68,942	\$71,011	\$73,142	\$75,335	\$77,595	\$79,924	\$82,320
5	\$70,295	\$71,700	\$73,850	\$76,065	\$78,350	\$80,699	\$83,119	\$85,614
6	\$73,106	\$74,568	\$76,806	\$79,109	\$81,485	\$83,925	\$86,447	\$89,040
7	\$76,028	\$77,552	\$79,876	\$82,274	\$84,743	\$87,284	\$89,904	\$92,599
8	\$79,072	\$80,652	\$83,072	\$85,563	\$88,132	\$90,774	\$93,499	\$96,304
9	\$82,234	\$83,879	\$86,394	\$88,986	\$91,657	\$94,407	\$97,238	\$100,156
10	\$85,524	\$87,234	\$89,851	\$92,547	\$95,323	\$98,184	\$101,128	\$104,161
11	\$89,834	\$91,631	\$94,379	\$97,210	\$100,127	\$103,131	\$106,227	\$109,410
12	\$91,114	\$92,912	\$95,658	\$98,491	\$101,405	\$104,413	\$107,507	\$110,693
13			\$97,581	\$100,413	\$103,325	\$106,332	\$109,426	\$112,613

FY27 3.25%

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	MA+75/ DOC
1	\$62,040	\$63,282	\$65,181	\$67,134	\$69,151	\$71,225	\$73,359	\$75,562
2	\$64,522	\$65,812	\$67,787	\$69,822	\$71,917	\$74,073	\$76,297	\$78,585
3	\$67,104	\$68,445	\$70,498	\$72,615	\$74,790	\$77,037	\$79,346	\$81,729
4	\$69,788	\$71,183	\$73,319	\$75,519	\$77,783	\$80,117	\$82,522	\$84,995
5	\$72,580	\$74,030	\$76,250	\$78,537	\$80,896	\$83,322	\$85,820	\$88,396
6	\$75,482	\$76,991	\$79,302	\$81,680	\$84,133	\$86,653	\$89,257	\$91,934
7	\$78,499	\$80,072	\$82,472	\$84,948	\$87,497	\$90,121	\$92,826	\$95,608
8	\$81,642	\$83,273	\$85,772	\$88,344	\$90,996	\$93,724	\$96,538	\$99,434
9	\$84,907	\$86,605	\$89,202	\$91,878	\$94,636	\$97,475	\$100,398	\$103,411
10	\$88,304	\$90,069	\$92,771	\$95,555	\$98,421	\$101,375	\$104,415	\$107,546
11	\$92,754	\$94,609	\$97,446	\$100,369	\$103,381	\$106,483	\$109,679	\$112,966
12	\$94,075	\$95,932	\$98,767	\$101,692	\$104,701	\$107,806	\$111,001	\$114,291
13			\$100,752	\$103,676	\$106,683	\$109,788	\$112,982	\$116,273

