

**MEMORANDUM OF AGREEMENT
BETWEEN
THE PEMBROKE TEACHERS ASSOCIATION, UNIT C
AND
THE PEMBROKE SCHOOL COMMITTEE**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Pembroke Teachers Association, Unit C (hereinafter the “Association”) and the Pembroke School Committee (hereinafter the “Committee”).

WHEREAS, the Association and the Committee entered into a collective bargaining agreement for the period July 1, 2021, through and including June 30, 2024; and

WHEREAS, the Association and the Committee have bargained collectively pursuant to Massachusetts General Law, Chapter 150E, for a successor collective bargaining agreement for the period July 1, 2024, through and including June 30, 2025;

NOW, THEREFORE, in consideration of mutual covenants and promises and subject to the ratification of the respective parties, it is agreed as follows:

1. The terms and conditions set forth in the Collective Bargaining Agreement for the period July 1, 2019, through and including June 30, 2021 except as amended herein.
2. **Article XXV, WORK CLOTHES:** Amend the boot/footgear provision as follows:

In addition, the District, at its discretion, shall either provide boots / footgear or *will reimburse up to a ~~\$150.00~~ \$225 annually stipend* to custodial staff and bus drivers *for the purchase of boots/footgear upon the submission of a receipt.*

The remainder of this article remains unchanged.

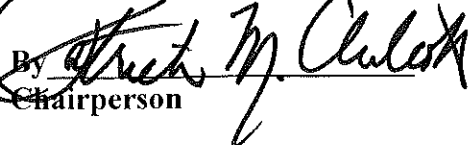
3. APPENDIX A – WAGE SCHEDULE

Effective July 1, 2024, increase each step by one dollar and twenty-five cents (\$1.25).
The new Wage Schedule is below:


Step	Day Custodian	Maintenance Custodian	Evening Custodian	WWT Operator	Secretary	Media Tech	Bus Driver
1	\$24.51	\$25.56	\$25.88	\$37.46	\$25.45	\$26.28	\$31.38
2	\$26.48	\$27.61	\$28.00	\$37.46	\$27.44	\$27.77	\$31.38
3	\$27.74	\$28.94	\$29.33	\$37.46	\$28.72	\$29.00	\$31.38
4	\$29.00	\$30.20	\$30.67	\$37.46	\$29.95	\$30.18	\$31.38
5	\$29.56	\$30.79	\$31.25	\$38.18	\$30.55	\$30.78	\$31.98

WHEREFORE, the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed by their duly-authorized representatives, subject to ratification by the membership of Unit C and the full School Committee, this 11th day of June 2024.

Pembroke School Committee

By 
Chairperson

Pembroke Teachers Association

By 
President