

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

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Pembroke Teachers Association, Unit D (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 XXIV, WAGE SCALE:** Effective July 1, 2024, amend the Wage Scale as follows:
 - Eliminate the current Steps 1 and 2 and renumber the Wage Scale to 5 steps.
 - Increase the new Steps 1 through 4 by \$1.25.
 - Increase the new Step 5 by \$1.35.
 - Effective July 1, 2024, employees will be placed on the new Wage Scale as follows:
 - Employees on Steps 1 and 2 during the 2023-2024 school year will be placed on the new Step 1;
 - Employees on Step 3 during the 2023-2024 school year will be placed on the new Step 2;
 - Employees on Step 4 during the 2023-2024 school year will be placed on the new Step 3;
 - Employees on Step 5 during the 2023-2024 school year will be placed on the new Step 4; and
 - Employees on Steps 6 and 7 during the 2023-2024 school year will be placed on the new Step 5.

The new Wage Scale is below:

Step	Wage
1	\$23.09
2	\$23.67
3	\$24.27
4	\$25.01
5	\$25.73

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 D and the full School Committee, this 1st day of June 2024.

Pembroke School Committee
By Arthur M. Chiles
Chairperson

Pembroke Teachers Association
By Lynne Beck
President