

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

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Pembroke Teachers Association, Unit E (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 XII, VACATION:** Amend by replacing “Vacation” with “Service Bonus” wherever “vacation” appears in this Article.
3. **ARTICLE XXIII, WAGE SCALE:** Effective July 1, 2024, amend the Wage Scale by increasing each step by \$1.75.

The new Wage Scale is below:

<b>Step</b>	<b>Food Service Staff</b>	<b>Head Cook</b>
<b>1</b>	\$18.98	\$20.86
<b>2</b>	\$19.69	\$21.98
<b>3</b>	\$20.68	\$22.92
<b>4</b>	\$21.81	\$25.14

4. **ARTICLE XXIII, WAGE SCALE:** Amend Section B as follows:
  - B. ~~Consistent with current practice, bargaining unit members with a SafeServe certification shall receive \$100.00 bonus annually.~~
    1. **Bargaining Unit Members who are Food Service Managers and who are required by their positions to hold ServSafe certification shall receive a five hundred dollar (\$500.00) annual bonus for each of the five (5) years of**

certification validity. Bargaining Unit Members with ServSafe certification that are not required to hold ServSafe certification shall receive a two hundred-fifty dollar (\$250.00) annual bonus for each of the five (5) year of certification validity. This bonus shall be paid in the first paycheck in April.

2. Bargaining Unit Members who are Food Service Managers and who are required by their position to hold ServSafe certification, the District shall pay in advance for the cost of ServSafe testing.
3. Bargaining Unit Members who are not required by their position to hold ServSafe certification may opt to take the test at their own expense with no possibility of reimbursement by the District unless they are promoted to Food Service Manager or ServSafe certification becomes a requirement of their position, in which case they shall then be reimbursed for the cost of their most recent test upon submission of the receipt for the course/test.

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 E and the full School Committee, this 11<sup>th</sup> day of June 2024.

Pembroke School Committee

By   
Chairperson

Pembroke Teachers Association

By   
President