

MEMORANDUM OF AGREEMENT
Between
The Dudley-Charlton Regional School District
and
The Massachusetts Nurses Association

This Memorandum of Agreement ("MOA") is entered into by and between the Dudley-Charlton Regional School District ("District") and the Massachusetts Nurses Association ("Association" or "MNA").

The parties acknowledge that they did not enter into formal successor collective bargaining negotiations. Rather, through discussions between the District and the Association, the parties have agreed to the following limited amendments and extensions to the collective bargaining agreement covering the District's professional nursing employees.

Except as specifically modified by this Memorandum of Agreement, all provisions of the existing collective bargaining agreement shall remain unchanged and in full force and effect. The parties agree that the collective bargaining agreement, as modified by this MOA, shall remain in effect through August 31, 2029.

1. Article III - Salaries

The title of Article III - "Wages" shall be amended to read "ARTICLE III - SALARIES."

The parties agree to the following annual cost-of-living adjustments (COLAs) to the nursing salary schedules:

FY2027: 3.5%

FY2028: 4.0%

FY2029: The COLA shall be equal to the COLA negotiated between the District and the Dudley-Charlton Teachers Association (DCTA) for FY2029.

FY2030: The COLA shall be equal to the COLA negotiated between the District and the Dudley-Charlton Teachers Association (DCTA) for FY2030.

The applicable COLA shall be applied to all steps of the nursing salary schedules.

2. Nurse Leader Stipend

The Nurse Leader compensation schedule shall be expanded to include three (3) steps. The value of each step shall increase in accordance with the cost-of-living adjustment (COLA) negotiated between the District and the Dudley-Charlton Teachers Association (DCTA), as applicable. The Nurse Leader schedule shall be incorporated into the collective bargaining agreement as follows:

School Year	Step 1	Step 2	Step 3
2026-2027	\$4,747	\$6,130	\$7,516
2027-2028	\$4,937	\$6,375	\$7,817
2028-2029*	\$4,937	\$6,375	\$7,817
2029-2030*	\$4,937	\$6,375	\$7,817

In addition to the stipend above, the Nurse Leader shall receive \$50.00 per Dudley-Charlton Regional School District nursing department member for oversight responsibilities.

* The 2028-2029 and 2029-2030 stipend amounts shall be adjusted by the same COLA negotiated between the District and the Dudley-Charlton Teachers Association (DCTA) for FY2029 and FY2030, respectively.

3. Article IV - Work Day and Work Year: Parent-Teacher Conferences

Nurses shall work their full contractual workday on scheduled parent-teacher conference days. Nurses shall not be required to attend evening parent-teacher conference sessions. Nothing in this provision shall reduce the nurses' contractual work year or required number of contractual workdays.

4. Article IV - Additional Hourly Rates

Article IV, Section L shall be amended by replacing the current hourly rate of \$30.00 with \$45.00 per hour.

Article IV, Section M shall be amended by replacing the current hourly rate of \$30.00 with \$50.00 per hour.

Article IV, § Administrative approved training rate of \$45.00 hourly shall be increased to \$50.00 per hour.

Where the Agreement uses the term "teacher" in connection with an hourly rate or provision specifically applicable to bargaining-unit nurses, the term shall be replaced with "nurse" or "nursing," as grammatically appropriate.

5. Article IX - Nursing Evaluation

The building principal shall be responsible for completing the evaluation of the school nurse(s) assigned to the principal's building. The District may utilize the Nurse Coordinator/Nurse Leader or other appropriately qualified personnel to provide clinical consultation or input when appropriate; however, the principal shall serve as the evaluator responsible for completing the evaluation.

6. Article XIII - Personal Leave

At the conclusion of each school year, a bargaining-unit member may convert a maximum of two (2) unused personal leave days to accumulated sick leave. Any unused personal leave beyond the two-day maximum shall expire at the conclusion of the applicable school year and shall not otherwise accumulate or carry forward.

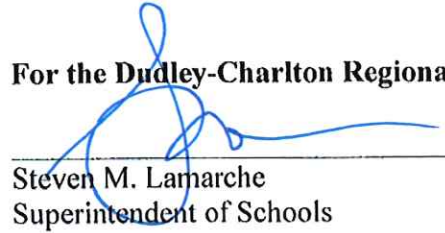
7. Incorporation and Duration

The parties agree that the provisions of this MOA shall be incorporated into the collective bargaining agreement. This Memorandum of Agreement shall modify and extend the parties' collective bargaining agreement through August 31, 2029. Except as expressly modified herein, all other terms and conditions of the existing collective bargaining agreement shall remain unchanged and in full force and effect.

This MOA constitutes the complete agreement of the parties concerning the matters addressed herein and shall become effective upon execution by the authorized representatives of both parties and any required approval by the Dudley-Charlton Regional School Committee.

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For the Dudley-Charlton Regional School District



Steven M. Lamarche
Superintendent of Schools

Date: 8.27.2026

For the Massachusetts Nurses Association



Authorized Representative

Date: 8/5/26