

MEMORANDUM OF AGREEMENT
between the
Shrewsbury School Committee
and the
Shrewsbury Education Association (Unit B)

The Shrewsbury School Committee and the Negotiating Subcommittee of the Shrewsbury Education Association (Unit B), (hereinafter “the Association”), acting subject to the ratification of this Agreement by the membership of the Association to whom the Subcommittee agrees to recommend acceptance, hereby mutually agree to the following terms and that will be in effect from July 1, 2020 to June 30, 2021.

1. **ARTICLE III, Section C(1)-Work Year**

The parties agree that, during the term of this Agreement only and for the 2020-2021 school year only, the work year will be one (1) day shorter, resulting in 214 work days at the high school level, 207 work days at the middle level, 207 work days at the elementary level, and 212 for the Athletic Director. At the expiration of this Agreement, the previously-existing Work Year language will be restored for subsequent fiscal years and the provisions of Article III, Section C(1) will have full force and effect. These contractual work days do not include any additional days beyond the normal work year that were/will be required to plan for the reopening of school, any of which are being funded through COVID funds received by the district.

2. **WAGES (Appendices)**

The Union agrees that unit members will assume a wage freeze for half of the 2020-2021 school year. The parties agree that this means that SEA Unit B members' rates of pay that were adjusted effective July 1, 2020 to reflect a 2.9% COLA for salaries and experience steps will return to the 2019-2020 salary schedule rates effective with the September 16, 2020 pay date through the March 10, 2021 pay date, representing 13 of the 26 pays for the 2020-2021 work year. For the pay dates from September 16, 2020 through March 10, 2021, unit members' pay will continue to include any other increases included for the 2020-2021 school year, including the salary increase of \$500 in recognition of a heightened workload related to educator evaluation as outlined in the original contract.

All unit members' pay rates shall return to the levels represented by the 2.9% wage increase and any step increases due to members who qualify that are in the contract for the 2020-2021 work year for the March 24, 2021 pay date and will remain through the end of the work year. These will be the same rates that were in effect for Unit B members starting July 1, 2020.

3. ENTIRE AGREEMENT

This Agreement represents the entire Agreement between the parties as to all modifications of the Collective Bargaining Agreement for the time period of July 1, 2020 to June 30, 2021. Both parties have cooperated in the negotiation, drafting, and preparation of the Agreement. The Agreement contains mutual promises and

consideration which shall only be valid if accepted, ratified, and executed in full by each party. Any attempted modification of the terms of this Agreement by either party shall render the Agreement and any and all tentative agreements null and void.

4. MODIFICATION

This Agreement shall be binding on the Parties for the term specified and may not be modified in any manner except by an instrument in writing of concurrent or subsequent date signed by the parties.

5. RESTORATION OF BENEFITS

At the expiration of this Agreement, on June 30, 2021, all benefits in effect pursuant to the predecessor Collective Bargaining Agreement shall be automatically restored and any changes to such benefits, must be negotiated to the extent required by M.G.L. c. 150E.

6. RE-OPENING

In the event that by April 30, 2021, the School District receives funding from the Commonwealth of Massachusetts through the Chapter 70 program and/or any other new federal aid stimulus program that provides unrestricted funding directly to the District with an authorized use of staff salary increases, and enacted by either the Federal Government or the State Government with a combined total of at least \$20,254,858, the salary schedules for the 2020-2021 contract shall revert to the original agreement reached during 2019-2022 negotiations as shown in Appendix A of the 2019-2022 contract. If

this occurs, the required number of work days will no longer be reduced by one, and will be restored to the original number in the contract for each Unit B role.

That both parties are in agreement, they have signed below:

Sandra Fryc, Chairperson, Shrewsbury School Committee/Date

Anne Koertge/PJ O'Connell, Unit B Representatives/Date