

MEMORANDUM OF AGREEMENT

The Negotiating Subcommittee of the Shrewsbury School Committee (hereinafter "the Committee"), acting subject to the ratification of this Memorandum of Agreement (hereinafter "the Agreement"), by the School Committee to whom the Subcommittee agrees to recommend acceptance, and the Negotiating Team of Unit B of the Shrewsbury Education Association ("Unit B"), acting subject to ratification of this Agreement by the membership of Unit B, to whom the Negotiating Team agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement for the successor collective bargaining agreement that will be in effect for the three-year period from July 1, 2019 through June 30, 2022.

1. All terms and provisions of the predecessor Collective Bargaining Agreement that was effective from July 1, 2016-June 30, 2019 shall, except as modified by the terms of this Memorandum, be extended for a three-year period from July 1, 2019 through June 30, 2022.
2. All references to dates in the successor Collective Bargaining Agreement shall be changes to reflect the terms of the successor Agreements unless otherwise provided for in this document.
3. **Article I-Recognition:**
 - a. A.Change date of agreement to new date of agreement (housekeeping)
 - b. B.The Committee recognizes Unit B as the exclusive bargaining agent and representative of **all Shrewsbury Public Schools** ~~the High School, Middle Schools, and Floral Street School~~ Assistant Principals and the district-wide Athletic Director for the purposes of collective bargaining with respect to wages, hours and other specific conditions of employment as itemized in this Agreement. No other employees are included in this agreement. (housekeeping)
4. **Article II-Salaries:**
 - a. C. Change dates to reflect July 1, 2019, 2020, 2021 in 1, 2, and 5--no change to amounts (housekeeping)

5. Article III-B.Work Year:

2019-2020

- **2.2%** COLA +\$500, Steps
- Work Days:
 - High School Assistant Principal 215
 - Middle School Assistant Principal 208
 - **Elementary** Assistant Principal 208
 - Athletic Director 208 changed to 213 (additional \$2725 this year)

2020-2021

- **2.9%** COLA +\$500, Steps
- Work Days:
 - High School Assistant Principal 215
 - Middle School Assistant Principal 208
 - **Elementary** Assistant Principal 208
 - Athletic Director 213

2021-2022

- **2.0%** COLA, Steps
- Work Days:
 - High School Assistant Principal 215

- Middle School Assistant Principal 208
- **Elementary** Assistant Principal 208
- Athletic Director 213

6. **Article V-Leaves of Absence- (housekeeping)**

- a. A. Personal Days reflects SEA language
- b. B. Temporary Leaves of Absence with pay reflects SEA language for Bereavement
- c. C. Sick Leave reflects SEA language for family sick language
- d. E. Eliminate E as redundant (Bereavement Language is already covered under B. Temporary Leaves of Absence).


7. **Article XII- (housekeeping)**

- a. B. Combining Sick Leave days and personal days shall reflect SEA language
- b. E. Sick Leave Bank shall reflect SEA language
- c. F. Jury Duty: ~~Provided that where applicable the employee involved uses his/her best efforts to be excused, a~~ **An** employee required to perform jury duty shall be compensated in the amount of difference between his/her regular pay (including stipends) and jury duty pay (exclusive of mileage). (housekeeping)

For Unit B

For the Shrewsbury School Committee





11/18/19
Date

11/18/19
Date