

**MEMORANDUM OF AGREEMENT
BETWEEN
THE WATERTOWN EDUCATORS ASSOCIATION
AND
THE WATERTOWN SCHOOL COMMITTEE
March 9, 2017**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Watertown Educators Association (hereinafter the "Association") and the Watertown School Committee (hereinafter the "Committee") on behalf of Unit B.

WHEREAS, the Association and the Committee entered into a collective bargaining agreement for the period September 1, 2014, through and including August 31, 2016; 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 September 1, 2016, through and including August 31, 2019;

NOW, THEREFORE, in consideration of mutual covenants and promises and subject to the ratification of the respective parties, it is agreed as follows:

The terms and conditions set forth in the Collective Bargaining Agreement for the period September 1, 2014, through and including August 31, 2016, shall continue in full force and effect for the period September 1, 2016 through and including August 31, 2019 except as amended herein.

1. ARTICLE V SALARIES AND OTHER COMPENSATION

Amend Section A.3(c) as follows:

Any member of Unit B required by his/her supervisor or the Superintendent to report to work for more than ~~194~~ **193** days shall be compensated at a **his / her** per diem rate.

2. ARTICLE V SALARIES AND OTHER COMPENSATION

Increase longevity amounts as follows:

Administrators upon completion of the following years of service to the Town of Watertown shall receive the following amount added to his/her salary.

Years of Service		
10 through	14 Years	\$ 800

15 through	19 Years	\$1,075
20 through	24 Years	\$1,350
25 through	29 Years	\$1,750
30 through	34 Years	\$2,500
35 Years+		\$3,400

Effective September 1, 2008

Years of Service

10 through	14 Years	\$ 800
15 through	19 Years	\$1,075
20 through	24 Years	\$1,350
25 through	29 Years	\$1,750
30 through	34 Years	\$3,000
35 Years+		\$3,400

Effective September 1, 2016

Years of Service

10 through	14 Years	\$1,000
15 through	19 Years	\$1,500
20 through	24 Years	\$2,000
25 through	29 Years	\$2,500
30 through	34 Years	\$3,500
35 Years+		\$4,000

Years of Service is defined as years completed in the Watertown Public Schools.

3. ARTICLE VII WORKLOAD

Amend Section A as follows:

Unit B members will serve ~~191~~ **193** days and teach at least one but no more than two daily courses, classes, or sections in their field. The High School Guidance Coordinator has .25 guidance responsibility.

~~Effective at the start of the 2007-2008 work year, Unit B members will serve 194 days.~~

4. ARTICLE VII WORKLOAD

Amend Section C. Evening Meetings as follows:

Unit B members may be required to attend up to ~~six-(6)~~ **eight (8)** evening

meetings each year. Except in the event of extraordinary circumstances, Unit B members shall be notified of evening meetings at least one week in advance. Attendance at all other evening meetings will be at the option of the individual Unit B member. **If a Unit B member is requested by a principal, the superintendent, the assistant superintendent, or designee, to attend more than eight (8) evening meetings, the Unit B member will be compensated at the rate of \$100 per meeting.**

5. ARTICLE XIII SICK LEAVE

Amend Section C.2. as follows:

No teacher will receive more than ~~sixty (60)~~ **ninety (90)** days from the Bank in one school year.

6. ARTICLE XIV TEMPORARY LEAVES OF ABSENCE

Change the title of Section B.5 to Bereavement Leave and amend as follows:

- a. Up to five (5) days at any one time in the event of death of an administrator's spouse, child, son-in-law, daughter-in-law, parent, sibling, **grandfather, grandmother, father-in-law, mother-in-law** or any other member of the immediate household.
- ~~b. Administrators will be granted up to three (3) days at any one time in the event of death of an administrator's grandfather, grandmother, father-in-law or mother-in-law.~~
- e b. Administrators will be given one (1) day for the funeral of any other relative, or administrators may be granted one (1) day for the funeral of another person with the approval of the Superintendent.
- c. **If an administrator must travel to attend the services of a deceased relative from a class named in parts a. and b. above, and that travel necessitates a leave beyond 5 days, the administrator may apply for additional leave, beyond the 5 days otherwise permitted, by submitting a written request to the Superintendent stating the travel necessary and the exact amount of days requested. The Superintendent or designee shall decide whether to grant the leave sought and that decision shall be final, binding and not subject to the grievance and arbitration process. In the event the leave is granted, accrued unused personal days shall be the sole means of compensating the administrator for the additional time out.**

7. ARTICLE XIV TEMPORARY LEAVES OF ABSENCE

Amend Section B.6. as follows:

Up to five (5) days annually in the event of serious illness requiring bedside care or household attention of the administrator's spouse, child, son-in-law, daughter-in-law, parents, sibling, or other member of the immediate household. **Up to five (5) additional bedside care days may be taken through the deduction of one's personal sick leave accumulation.** The administration may require a doctor's certificate attesting to the seriousness of the illness.

7. ARTICLE XIV TEMPORARY LEAVES OF ABSENCE

Section B.7. Adoption leave: replace the word "*principal*" with "*immediate supervisor*".

8. ARTICLE XVII PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Paragraphs 2 and 3: replace the words "*Staff members*" with "*Unit B members.*"

9. APPENDIX A, SECTION A

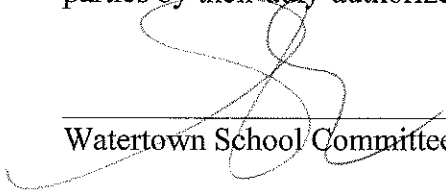
Increase the salary schedule by 2.25% effective September 1, 2016;
Increase the salary schedule by 2.00% effective September 1, 2017;
Increase the salary schedule by 2.00% effective September 1, 2018.

10. APPENDIX A, SECTION A

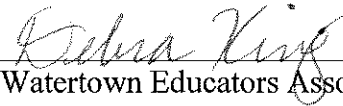
Effective September 1, 2016, increase the CAGS stipend from \$1,500 to \$2,500 and increase the Doctorate stipends from \$3,000 to \$4,000.

The parties further agree to merge existing contract MOAs into a single contract document and clean up entire contract for clarity.

WHEREFORE, the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed, subject to ratification by both parties by their duly-authorized representatives this 5th day of April, 2017.



Watertown School Committee



Watertown Educators Association