

MEMORANDUM OF UNDERSTANDING
STOUGHTON SCHOOL COMMITTEE
AND
STOUGHTON TEACHERS ASSOCIATION, UNIT A

This **MEMORANDUM OF UNDERSTANDING** is entered into by and between the Stoughton School Committee (hereinafter, the "Committee") and the Stoughton Teachers Association, Unit A (hereinafter, the "Association").

WHEREAS, the Committee and the Association entered into a collective bargaining agreement for the period September 1, 2020 through and including August 31, 2023; and

WHEREAS, the duly-authorized representatives of the Committee and the duly authorized representatives of the Association have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed to a successor agreement for the period of September 1, 2023 through and including August 31, 2026; and

WHEREAS, the Committee has agreed to apply and pay any monetary increases included herein retroactive to the beginning of said agreement prior to the second paycheck in February;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. The Collective Bargaining Agreement in effect for the period September 1, 2020 through and including August 31, 2023 shall be in full force and effect for the period September 1, 2023 through and including August 31, 2026, except as modified by this **MEMORANDUM OF UNDERSTANDING**.

2. **Duration**

Three Years – September 1, 2023 – August 31, 2026.

Amend dates as necessary on the cover page and elsewhere in Contract.

3. **Existing Side Letters/MOUs**

Review all existing Side Letters and MOUs to determine what remains in effect and if should be incorporated into successor document.

4. **Housekeeping**

- a. **Gender Neutral Language**

Change all use of gendered pronouns and references throughout the contract (eg. he/him/his) to gender neutral pronouns (they/them/their).

b. Replace the term “guidance” with “school counseling”

c. Anywhere elementary is mentioned shall be deemed to include Pre-K, unless specifically differentiated and in Article VIII Section I, V, and Article XVIII, section I.

d. Amend Article IV. Section I. (pg 6) as follows:

Upon the receipt of a written request on or before October 1, ~~2019~~ **2025**, the Committee agrees to enter into negotiations with the Association for a successor Agreement.

e. Delete Article VIII. Section V. Subsection I (pg 13)

~~The parties agree to establish a joint subcommittee consisting of at least 4 members of the Administration and at least 4 members appointed by the STA for the purpose of studying the overall workload of special educators and making recommendations to the parties to promote equity. The subcommittee shall establish its own schedule of meetings and shall aim to make recommendations to the Parties within 90 days following its initial meeting. Any recommendation which would modify the terms of the collective bargaining agreement shall be subject to ratification by the STA and the Committee.~~

f. Amend Section III as follows:

Teacher assignments will be made without regard to race, creed, color, religion, nationality, sex, marital status, or age, **sexual orientation, or gender.**

g. Amend Article XII. Section VII. (pg 18) as follows:

Whenever any vacancy in a professional position occurs, including those outside the bargaining unit, it will be publicized by means of a notice **emailed to all members via SPS News.** ~~placed on the “First Class” section of the Stoughton Public Schools’ website. During the school year (September to June), each such vacancy will also be publicized by the Superintendent of Schools by means of a notice placed on an Association bulletin board in every school as far in advance of the appointment as possible. During the months of July and August, notice of each such vacancy shall be mailed to the President of the Association. Any teacher who wishes to receive notice of each such vacancy during the months of July and August must provide three (3) self-addressed, stamped envelopes to the Office of the Superintendent of Schools on or before the last day of the school year. In all situations,~~ The qualifications for the position, its duties, and rate of compensation will be clearly set forth. **The President of the Association will receive email notifications of all new hires and appointments.**

h. Amend Article XII. Section X. (pg 19) as follows:

~~B2. This provision applies only to the school nurses: Nurse Seniority This provision applies only to school nurses:...~~

5. Joint Labor-Management Committees:

a. Schedules:

A joint labor-management committee shall be established for the purpose of proposing a new HS and Advisory schedule that is in the best interests of students and staff. Said committee shall be comprised of the Unit A members of the HS Faculty Council, the HS principal, and two members of administration appointed by the Superintendent. The

joint committee shall present its mutually agreed-upon recommendations, if any, to the respective bargaining teams on or before March 1, 2024. It is expressly understood that no changes shall be made to the parties' Collective Bargaining Agreement regarding the high school schedule unless an agreement concerning a new high school schedule is reached and ratified by the Association membership and approved by the Committee. A joint labor-management committee shall be established for the purpose of proposing an Advisory schedule that is in the best interests of students and staff at the OMS. Said committee shall be comprised of 12 members appointed by the STA, the OMS principal, and two members of administration appointed by the Superintendent. The joint committee shall present its mutually agreed-upon recommendations, if any, to the respective bargaining teams on or before March 1, 2024. This deadline may be extended by mutual agreement between the parties. It is expressly understood that no changes shall be made to the parties' Collective Bargaining Agreement regarding the OMS advisory schedule unless an agreement concerning said schedule is reached and ratified by the Association membership and approved by the Committee.

If recommendations are reached sooner than March 1st, nothing shall preclude the parties from engaging in bargaining over those recommendations earlier.

b. Elementary:

A joint labor-management committee composed of 5 members appointed by the STA and 3 members appointed by the Superintendent shall be convened to explore whether it will be possible to implement the following or include part of the following or an alternative that the joint labor-management committee recommends in Article VIII Section V.

A minimum of two uninterrupted 42-minute periods of self-directed grade-level collaboration during the school day per month.

A minimum of two uninterrupted 42-minute periods of data team/ PLC meetings during the school day per month.

There shall be at least one data team/PLC or grade-level collaboration period per week.

Prior to December 1, 2024, the committee shall present its recommendations to the STA and SC, which will negotiate if and how the recommendations will be implemented. This deadline may be extended by mutual agreement between the parties.

c. Pre-school:

A joint labor-management committee composed of 3 members appointed by the STA and 3 members appointed by the Superintendent shall be convened to explore restructuring the scheduling and staffing plans for Pre-school educators in the interest of student and staff needs. This shall include, but not be limited to, the possibility of additional preparation time to complete special education duties, including, but not limited to, report writing, IEP development, observations, and any additional

paperwork.

Prior to March 1, 2024 the committee shall present its recommendations to the STA and SC which will negotiate if and how the recommendations will be implemented. This deadline may be extended by mutual agreement between the parties.

6. Reorganization

- a. Change directors to department heads Grades 9-12 (Unit A)
- b. Create a Department Head PE/Health Grades 9-12 (Unit A)
- c. Create a Head Teacher at OMS PE/Health Grades 6-8 (Unit A)
- d. Create Liaisons PE/Health Grades Pre-k-5 (Unit A)
- e. Director of School Counseling Grades 6-12 moved to Unit B and negotiated with Unit B
- f. Create a Liaison School Counseling Pre-k-5 (Unit A)
- g. Split Fine Arts Director into Performing Arts Department Head 9-12, Head Teacher Performing Arts 6-8, Performing Arts liaison Pre-k-5. (Unit A)
- h. Split Visual Arts Director into Visual Arts Department Head 9-12, Head Teacher Visual Arts 6-8, Visual Arts liaison Pre-k-5. (Unit A)
- i. The parties agree that job duties and descriptions, including workload and any other applicable contract language, for new positions are mandatory subjects of bargaining and the STA agrees to receive said proposals from the SC at a separate table for separate negotiations not to be included in the successor Agreement. However, the parties have already agreed to the following:

Amend Article XXIX as follows:

Department Heads

Section I: The following shall be the various directors, their departments, grade responsibility, teaching load, and salary.

<u>Grade Responsibility</u>	<u>Teaching Load</u>	<u>Stipend</u>	<u>Evaluation</u>	<u>Observation</u>
<u>Level I</u>				
Liaison School Counseling Prek-5	TBD through discussion	See Appendix B	No	No
Director of School Counseling 6-12	Unit B (removed from contract)			
Head Teacher Performing Arts 6-8, Head Teacher Visual Arts 6-8, Head Teacher PE/Health at OMS (3 different positions)	Normal teaching load. No supervisories.	See Appendix B	No	No

Performing Arts Liaison prek-5, Visual Arts Liaison prek-5, Liaisons PE/Health Prek-5 (3 different positions)	Normal teaching load. No supervisories.	See Appendix B	No	No
Level II				
Department Head PE/Health 9-12	0.2 director 0.8 teaching load	See Appendix B	No	No
Performing Arts Department Head 9-12 & Visual Arts Department Head 9-12 (2 different positions)	0.2 director 0.8 teaching load	See Appendix B	No	No
English 9-12	0.2 director 0.8 teaching load	See Appendix B	No	No
Math and Business	0.2 director 0.8 teaching load	See Appendix B	No	No
Natural & Applied Sciences and Physical Education/Heath	0.2 director 0.8 teaching load	See Appendix B	No	No
Social Studies	0.2 director 0.8 teaching load	See Appendix B	No	No
World Languages	0.2 director 0.8 teaching load	See Appendix B	No	No
Special Education - OMS	0.2 director 0.8 teaching load	See Appendix B	No	No

Special Education - SHS	0.2 director 0.8 teaching load	See Appendix B	No	No
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Section II. The work year for all department heads listed above shall be ten months. The department head shall also work an additional two weeks, as needed and funded.

Section III. Department heads shall not be required to perform non-teaching duties.

~~Section IV. Positions of Level 2 Directors Department Heads shall be posted and filled every two (2) years. Positions of Level 1 and Level 3 Directors will be posted and filled every year.~~

~~a. These positions shall be filled by the Superintendent.~~

~~It is understood and agreed that this provision in no way shall limit the right of the Superintendent to remove a Director for just cause during the two (2) year period he/she had been elected to serve.~~

Section V. In consideration of the increase in teaching load and the reduction in compensation, the directors shall not be required to do the following:

- Planbook check
- Collect rankbooks
- Summer duties including but not limited to:
- Final class counts
- Assignments to computer classroom
- Be responsible for any duties associated with summer school
- "Kids Vote" at K-8 level
- Lesson planning and grading for any classes that are not their own.

7. **Article V:** Amend Section II as follows:

When a grievance arises, the grievance must be filed within twenty (20) calendar days from the day of the event upon which the grievance is based or from the date when the teacher had or **reasonably** should have had knowledge of the event.

8. **Article VIII:** Amend Section V by adding the following sentence to the end of part A:

"Every effort will be made to assign elementary teachers to no more than 65 minutes of supervisory duty per week."

9. **Article VIII:** Amend by deleting the following from Section V, C:

~~Prior to September 1, 2014, all schedules of teachers at the high school level comply with the following patterns of teacher assignments:~~

~~Schedule 1 – 25 Teaching Periods~~

_____	5 Supervisory Periods
_____	5 Preparation Periods

~~Schedule 2 – 26 Teaching Periods~~

_____	4 Supervisory Periods
_____	5 Preparation Periods

~~Schedule 3 – 24 Teaching Periods~~

_____	6 Supervisory Periods
_____	5 Preparation Periods

~~Schedule 2 and 3 must be alternated on a half-year basis.~~

~~It is understood that some variations may occur in the forgoing schedule, but every effort will be made to achieve equity.~~

Effective September 1, 2014:

10. **Article VIII:** Amend Section V, G as follows:

Teachers may leave the building during their preparation and/or lunch periods. Teachers will sign out **at the main office** upon leaving the building and will sign in **at the main office** upon returning to the building. Both parties recognize, however, that the purpose of preparation periods is to provide teachers with the opportunity to prepare for classes, and thus, teachers will utilize this provision in a reasonable and professional manner.

11. **Article VIII:** Replace Section V subsection I with the following:

Special education educators, educators involved in writing IEPs, and related service providers will be assigned Special Education Duties for 80% of their duty minutes. The only exception to these assignments shall be made in an unforeseen, emergency situation when a building principal notifies the members of the emergency.

12. **Article VIII:** Amend Section VI as follows:

A. Class coverage: When it becomes necessary to use a unit member to cover classes during a scheduled supervisory period, the Unit member will be compensated at the ~~rate of 1/7 of the then current daily substitute rate of pay per class (rounded to the nearest dollar amount).~~ **High school teachers who lose senior classes are not eligible for compensation. following rates per class:**

Preschool	1/7 of daily substitute teacher rate
Elementary	1/7 of daily substitute teacher rate
Middle School	1/7 of daily substitute teacher rate

High School	1/8 of daily substitute teacher rate for regular period
High School	1/4 of daily substitute teacher rate for a long block

When it becomes necessary for a pre-k/elementary class to be split between other unit members, the Unit members covering will be compensated at the rate of fifty percent of the then daily substitute rate (rounded to the nearest dollar amount).

In the event a teacher is required to take on the full students of another class in addition to their own, that teacher will be paid at the above rates for each period or block in which they take the additional students.

13. **Article VIII:** Delete Section X which reads:

~~Section X. Notwithstanding the provisions of Section V (C), above, the Liaison for Student Attendance and Discipline shall be assigned three teaching periods, two office periods and one preparation period per day. The Liaison may be assigned up to five supervisory periods per cycle. In addition to these supervisory periods, the principal may assign other supervisory duties from 7:10 a.m. to 7:30 a.m. daily and from 2:15 p.m. to 2:30 p.m. on Mondays and Fridays.~~

14. **Article VIII:** Amend Section XI as follows:

Specialists shall not be assigned to more than two (2) schools in a day. **The administration shall make every effort to ensure there is equity amongst specialists across the district in these traveling assignments.**

15. **Article IX:** Amend Section IV as follows:

Teachers will not be required to drive pupils to activities which take place away from the school. ~~Teachers may do so voluntarily, however, with the advance approval of their administrative principal. In such event, the Committee will make appropriate arrangements with the Town Insurance Plan in order that the teacher will be insured against liability claims that might arise as a result of the teacher's use of his vehicle.~~

16. **Article XII:** Amend Section V by creating a new part C as follows:

Any teacher who has voluntarily applied and been selected to fill a Unit B position, after two (2) years in the new Unit B position, may be transferred back to their original position by their own choice or that of the administration. A permanent substitute will be hired in the teacher's original position in those years.

17. **Article XVIII:** Amend Sec IX Subsection A 2 as follows:

Any teacher who receives National Teacher Certification, **National Nurse Certification, American Speech Language Hearing Association Certificate of Clinical Competency, National School Psychologist Certification, National School Counselor Certification, Registered Occupational Therapist Certification, or American Physical Therapist Association Specialist Certification** shall receive a payment of one thousand dollars (\$1,000) as a one-time bonus. Payment will be made upon submission of proof of certification.

18. **Article XVIII:** Add a new Section X as follows, to be effective on the 92nd day of the 2023-2024 school year:

Members who apply and are selected by Administration to serve as language interpreters in addition to their regular teaching responsibilities will be compensated at the hourly rate of \$42/hour in fifteen (15) minute increments. Members will only be used for this purpose when the building administration determines that no other option is available. The selection of members for this purpose will be final and binding and not subject to the grievance procedure or arbitration. On the rare occasion when document translation is needed the same rate and ground rules apply. On the rare occasion when a member not on the list is asked by an administrator to translate, they shall receive the same rate. Timesheets will be submitted biweekly with the appropriate administrator's signature.

19. **Article XVIII:** Add a new paragraph at the end of Section IX B as follows:

Starting September 1, 2024, bargaining unit members shall be paid longevity payments annually (in the second paycheck of the school year) for service in the Stoughton Public Schools as follows:

After 15 years of completed service \$500
After 20 years of completed service \$1,300
After 25 years of completed service \$2,500
After 30 years of completed service \$3,200

20. **Article XIX:** Amend Section I as follows:

All regularly appointed teachers shall be credited ~~entitled to~~ fifteen (15) sick leave days with full pay on the first day of each school year. Should an employee terminate their employment for any reason, such days shall be considered to be accrued at the rate of 1.5 days per month starting on the first day of the school year. In the case of an employee utilizing more sick days than they have earned based on the above calculation, the amount paid out to the employee in excess of their earned days shall be deducted from their final paycheck. Should an employee be hired after the first day of the school year, they shall be credited on their first day with an appropriate number of sick days prorated by the proportion of the year they will work. computed as follows: For each calendar month of the work year, namely September through June, a professional status teacher will earn one and a half (1 ½) days of sick leave per month up to fifteen (15) days per work year. All non-professional status teachers will be allotted allotted three (3) sick leave days on the first workday of their first year of appointment and then earn one an one hal (1 ½) days of sick leave each month of that work year beginning in November. For each subsequent year of non-professional status employment, a non-professional teacher will earn one and one half (1 ½) days of sick leave per month up to fifteen days per work year. Said one and one half (1 ½) days, for both professional status and non-professional status teachers, will be credited on the first workday of the month following the month in which the sick leave was earned. Any teacher may accumulate full paid sick leave up to a maximum of three hundred (300) days. Deductions from any accumulated sick leave allowable under this section shall be made only after the school year is ended. Said deductions shall be made only if the number of days of excused absences exceed fifteen (15) days in any school year and/or if the number of days earned caused the accumulation to exceed the maximum accumulation under this section. Teachers will be notified of the extent of their accumulated sick leave no later than November 1 of the current school year.

21. Art XX: Add a new Section VI as follows:

a. Add a new Section J as follows:

All professional status members will donate one day into the sick bank starting on October 1, 2024. All professional status members may opt out of the sick bank by sending an email to the Association President stating such intention by September 1.

b. Add a new Section K as follows:

In the event that the sick leave bank committee is split with a two and two vote, the committee shall mutually agree upon an individual who, upon review of the case and all relevant information, shall cast the deciding vote.

22. Article XXI: Amend Section I as follows:

a. Add the following sentences to the end of Section A:

Up to 3 days shall be accessible in the same manner in the event of a pregnancy loss. An additional two days may be granted by the Superintendent or designee.

b. Add a new Section F as follows:

The District will make every attempt to support staff attending bargaining unit members' funeral services without the loss of pay.

23. Article XXI: Amend Section II as follows:

~~Three~~ Two days of ~~in addition to~~ the annual sick leave allowance may be used for personal, legal, business, household, or family matters which require absence during school hours, ~~without loss of pay.~~ An additional day may be utilized for this purpose each year which shall be deducted from the annual sick leave allowance.

24. Article XXI: Amend Section IV as follows:

For the purpose of this regulation, immediate family is defined as father, mother, ~~spouse, domestic partner~~ husband, wife, son or daughter, ~~or the son or daughter of their domestic partner or spouse.~~

25. Parental Leave: Article XXII: Amend as follows:

Section I. A parental leave of absence shall be granted upon request to any teacher for any purpose related to the actual or prospective rearing of a newly born or adopted infant, provided that:

A. The teacher has completed three (3) consecutive months as a unit employee of the Committee.

B. As soon as practicable ~~after the female employee determines that she is pregnant, she shall~~ inform the building principal.

- C. The teacher shall notify the Superintendent, in writing, at least four (4) weeks prior to the probable date said leave or disability is to commence. At the time of the notification, the teacher shall select, in writing, one of the following options, if applicable:

1. ~~Option B. Massachusetts statutory maternity leave of eight (8) weeks with entitlement to sick leave benefits for certified disability resulting from childbearing and/or childbirth and recovery there from during the period of this leave.~~

Option A. Parental Leave will be available to all bargaining unit members in compliance with the Massachusetts Parental Leave Act (MPLA) (M.G.L. c. 149, s. 105D) or the federal Family Medical Leave Act (as applicable). Employees taking leave under the MPLA (8 weeks of leave) or FMLA (12 weeks of leave) will be granted the following paid leave benefits, prior to accessing any other paid leave benefits in the CBA:

- i. Between September 1 2023 and August 31, 2024:

- a. Up to 12 paid work weeks may be taken, to be deducted from accumulated sick leave.

- ii. Between September 1 2024 and August 31, 2025:

- a. Up to 4 work weeks of paid Parental Leave, on consecutive work days, not from sick time.
b. Up to an additional 8 paid work weeks may be taken, to be deducted from accumulated sick leave.

- iii. Between September 1 2025 and August 30, 2026:

- a. Up to 6 work weeks of paid Parental Leave, on consecutive work days, not from sick time.
b. Up to an additional 6 paid work weeks may be taken, to be deducted from accumulated sick leave.

- iv. Starting August 31, 2026:

- a. Up to 8 work weeks of paid Parental Leave, on consecutive work days, not from sick time.
b. Up to an additional 4 paid work weeks may be taken, to be deducted from accumulated sick leave.

All leaves under Option A shall run concurrently and the weeks are used to be consecutively.

2. Option A B. Extended leave without pay, and as to birthing female employees, with entitlement to sick leave benefits for certified disability due to childbearing and/or childbirth and recovery there-from during the period of this leave

Section II. The provisions of Option A **B** are as follows:

A. The duration of the leave shall be as follows:

1. No leave shall be more than two (2) years;
2. If a **birthing** female employee's period of disability due to pregnancy, childbirth and recovery occurs immediately prior to an anticipated parental leave, the parental leave shall commence with the first **work** day after the last day of certified disability;
3. All requests for leaves under this Article are irrevocable except that in unusual situations, such as an infant death or miscarriage, a teacher may return to work on a date different from the return date selected in the original leave application provided that Superintendent receives written notice at least thirty (30) days prior to the intended return. The Superintendent may require the teacher to return on the first day of the next marking period following said notification.

~~Section III. A teacher who chooses Option B, but whose leave extends beyond eight (8) weeks and who is not certified disabled shall be considered on leave under Option A, and shall be required to notify the Superintendent, in writing, as to her return date.~~

Employees may first select option A and then select option B by notifying the Superintendent in writing four (4) weeks prior to their expected return date, barring extreme or unexpected circumstances, of their new return date. If both parents are employees of the Stoughton Public Schools, both members will be entitled to the full leave in either option A or B or both.

Section IV. An employee requesting a parental leave of absence must indicate at the time of application for said leave the Option selected and the intended date of return pursuant to the Option selected. An employee must notify the Superintendent, in writing, at least four (4) school weeks prior to the expiration of the leave of his/her intention to return to work. Any employee who fails to so notify the Superintendent in writing, or who does furnish said written notice, but fails to return to duty at the expiration of the leave without good reason, shall be deemed to have resigned, and the Committee's obligation to provide a position for said employee shall cease.

Section V. In order for entitlement to sick leave benefits to apply for certified disability for childbirth and recovery therefrom in connection with additional siblings, the employee will have to return to full-time active service and be granted an additional leave of the type provided under Option A or Option B above. The parties agree that sick leave benefits for disability due to childbirth and recovery therefrom will not be allowed for an employee who is on any kind of approved extended leave of absence. In addition, employees will not be entitled to sick leave benefits for any other illness and/or disabilities incurred while on maternity leave, except as provided in this Article.

Section VI.

- A. Employees returning to work as prescribed above shall be restored to their same position with the same status as the date of **their** leave unless the position has been impacted by Article XII, Transfers, Vacancies, Etc., Section X.

- B. All other benefits to which an employee was entitled at the time leave of absence commenced, including any unused sick leave, shall be restored upon return.

Any employee returning from parental leave in any year subsequent to the year in which the leave was taken shall be advanced to the next step on the salary schedule provided said employee completed ninety-one (91) work days during the year in which the parental leave commenced.

Section VII. Adoption of Non-Infant. A paid leave of absence shall be granted **in the same manner as Option B above** for a total of up to **twelve (12)** ~~eight (8)~~ weeks in a **twelve (12) month period** for the purposes of adopting a non-infant. Said leave may be taken non-consecutively. This leave shall be paid from sick leave accumulated in accordance with this Article. The teacher shall notify the Superintendent, in writing **and with legal documentation regarding the adoption**, at least four (4) weeks prior to the probable date said leave is to commence.

~~Section VIII. Non-Birthing Parent. A paid leave of absence shall be granted to a non-birthing parent for a total of up to two (2) weeks for any purpose related to the actual or prospective rearing of a newly born child. This leave shall be paid from sick leave accumulated in accordance with this Article. The teacher shall notify the Superintendent, in writing, at least four (4) weeks prior to the probable date said leave is to commence.~~

26. **Article XXV:** Create a new Section V as follows:

The School Committee shall ensure all staff has access to a healthy and safe working environment as defined by all relevant state and federal mandates.

27. **Article XXVI:** Create a new section 7 as follows, update Article XXXV Section I, and delete Article XXVIII Section II:

All employees who travel for work, beyond a commute to a single school, shall be reimbursed \$40 per month.

28. **Article XXVI:** Create a new Section 8 as follows:

Virtual meetings may be held in place of in person meetings at the request of a parent/guardian, other than parent teacher conference nights and back to school nights.

29. **Article XXXII:** Amend Section II as follows:

Permanent substitutes shall be **placed on the salary schedule in the same manner as teachers. The Superintendent shall have sole discretion over where on the salary schedule permanent substitutes are placed and such discretion shall not be subject to the grievance procedure, provided permanent substitutes are placed at least step 1 of the Bachelor's lane, or step 1 of the Master's lane if they have a Master's degree.** ~~Paid at Bachelor's minimum unless they have a Master's degree in which case they will be paid at Master's minimum.~~

30. **Economic Agreement:** Applied to Appendix A, B, C, and D

Year 1–

1. Strike steps 1&2 of the salary schedule in Appendix A and include previous step numbers along with new renumbered steps in each schedule.
2. Move all those members currently on step 1 or 2 to step 3 ~~(new step 1)~~.
3. Add a new top step which is 3% higher than current step 14.
4. 2.5% adjustment on all steps and lanes in the salary schedule.
5. All teachers on step 3 in FY 24 prior to ratification shall receive a one-time payment of \$275.

Year 2–

1. 3.75% adjustment on all steps and lanes in the salary schedule.
2. 3% applied to all other stipends.

Year 3–

1. 3.75% adjustment on all steps and lanes in the salary schedule.
2. 3% applied to all other stipends.
3. 0.25% adjustment shall be applied to all steps, lanes, and stipends on day 92.

31. Appendix B

	23-24	24-25	25-26	Starting Day 92 of the 25-26 School Year
<u>Federally Funded</u>				
Peer Leader Advisor	\$ 1,787	\$ 1,841	\$ 1,896	\$ 1,901
S.A.D.D. Advisor	\$ 1,080	\$ 1,112	\$ 1,146	\$ 1,149
Spectrum (1 HS 1 OMS)	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
<u>District Wide</u>				
Front of House Manager*	\$ 4,000	\$ 4,120	\$ 4,244	\$ 4,254
Front of House Assistant Manager	\$ 2,000	\$ 2,060	\$ 2,122	\$ 2,127
Knightly News/Event Filming/Digital Media	\$ 5,000	\$ 5,150	\$ 5,305	\$ 5,318

Night School Coordinator	\$ 12,000	\$ 12,360	\$ 12,731	\$ 12,763
<u>SHS</u>				
Advisory Program Coordinator	\$ 6,163	\$ 6,348	\$ 6,538	\$ 6,555
Best Buddies Advisor	\$ 1,293	\$ 1,332	\$ 1,372	\$ 1,375
Fruition Scholars	\$ 2,411	\$ 2,483	\$ 2,558	\$ 2,564
HOSA Future Health Professionals	????			
DECA Advisor	\$ 2,435	\$ 2,508	\$ 2,583	\$ 2,590
Freshman Class Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
Junior Class Advisor	\$ 2,000	\$ 2,060	\$ 2,122	\$ 2,127
National Art Honor Society Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
National Business Honor Society Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
National Honor Society Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
Senior Class Advisor	\$ 3,000	\$ 3,090	\$ 3,183	\$ 3,191
Sophomore Class Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
Student Council Advisor	\$ 4,000	\$ 4,120	\$ 4,244	\$ 4,254
World of Difference Advisor	\$ 2,858	\$ 2,944	\$ 3,032	\$ 3,040
Yearbook Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389

Yearbook Financial Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
Peer Leader Advisor	\$ 1,770	\$ 1,823	\$ 1,878	\$ 1,882
Spectrum	\$ 1,293	\$ 1,332	\$ 1,372	\$ 1,375
<u>OMS</u>				
Best Buddies Advisor	\$ 1,293	\$ 1,332	\$ 1,372	\$ 1,375
Head Teachers (English, Math, Science, Social Studies, Reading, Foreign Language, ELE)	\$ 2,776	\$ 2,859	\$ 2,945	\$ 2,952
Intramurals (2 positions)	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
Student Council Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
National Junior Honor Society Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
Peer Leader Group Advisor	\$ 1,770	\$ 1,823	\$ 1,878	\$ 1,882
Yearbook Advisor	\$ 1,591	\$ 1,639	\$ 1,688	\$ 1,692
Knightly News / Student Reporters Advisor	\$ 1,306	\$ 1,345	\$ 1,386	\$ 1,389
Spectrum	\$ 1,293	\$ 1,332	\$ 1,372	\$ 1,375
Student Reporters Advisor	\$ 1,293	\$ 1,332	\$ 1,372	\$ 1,375
<u>Elementary</u>				

Assistant Principal (5 positions)	\$ 2,776	\$ 2,859	\$ 2,945	\$ 2,952
After school math support (1 per grade per trimester per school)	Extended day rate			
After school reading support (1 per grade per trimester per school)	Extended day rate			
<u>Directors</u>				
English	\$ 5,776	\$ 5,949	\$ 6,128	\$ 6,143
Guidance & Testing K-12	\$ 7,499	\$ 7,724	\$ 7,956	\$ 7,976
Liaison School Counseling Prek-5	To be bargained along with job description			
Head Teacher Performing Arts 6-8, Head Teacher Visual Arts 6-8, Head Teacher PE/Health at OMS (3 different positions)	To be bargained along with job description			
Performing Arts Liaison Prek-5, Visual Arts Liaison prek-5, Liaisons PE/Health Prek-5 (3 different positions)	To be bargained along with job description			
Performing Arts Department Head 9-12 & Visual Arts Department Head 9-12 (2 different positions)	To be bargained along with job description			

Math	\$ 5,776	\$ 5,949	\$ 6,128	\$ 6,143
Natural & Applied Science	\$ 5,776	\$ 5,949	\$ 6,128	\$ 6,143
Performing Arts K-12	To be negotiated after receiving proposal from SC on restructure		\$ -	
Physical Education/Health K-12	To be negotiated after receiving proposal from SC on restructure			
Social Studies	\$ 5,776	\$ 5,949	\$ 6,128	\$ 6,143
Special Education (2 positions)	\$ 5,776	\$ 5,949	\$ 6,128	\$ 6,143
Visual Arts K-12	To be negotiated after receiving proposal from SC on restructure			
World Languages	\$ 5,776	\$ 5,949	\$ 6,128	\$ 6,143
Miscellaneous				
Curriculum work (per hour)	\$ 43	\$ 44	\$ 46	\$ 46
Extended Day (per hour)	\$ 43	\$ 44	\$ 46	\$ 46

2024-2025: 3%

2025-2026: 3%

Day 92 of 2025-2026: 0.25%

32. Appendix C

2024-2025: 3%

2025-2026: 3%
 Day 92 of 2025-2026: 0.25%

33. APPENDIX D

2024-2025: 3%
 2025-2026: 3%
 Day 92 of 2025-2026: 0.25%

PERFORMING STUDENT ADVISORS SALARY SCHEDULE

	23-24	24-25	25-26	Starting Day 92 of the 25-26 School Year
LEVEL V				
Senior High Spring Color Guard Advisor	2,449	2522.47	2598.1441	\$ 2,605
Senior High Guitar Ensemble Advisor	2,449	2522.47	2598.1441	\$ 2,605
Senior Jazz Band II Dir	2,449	2522.47	2598.1441	\$ 2,605
Middle School Drum Club Dir	2,449	2522.47	2598.1441	\$ 2,605
Middle School Glee Club Dir SHS Stoughcatos	2,449	2522.47	2598.1441	\$ 2,605
Middle School Woodwind Ensemble	2,449	2522.47	2598.1441	\$ 2,605
Marching Percussion Tech	\$2,500	2575	2652.25	\$ 2,659
Marching Music/Visual Tech I	\$1,500	1545	1591.35	\$ 1,595
Marching Music/Visual Tech II	\$1,500	1545	1591.35	\$ 1,595
Marching Music/Visual Tech III	\$1,500	1545	1591.35	\$ 1,595

Color Guard Tech I	\$1,500	1545	1591.35	\$ 1,595
Color Guard Tech II	\$1,500	1545	1591.35	\$ 1,595
Color Guard Tech III	\$1,500	1545	1591.35	\$ 1,595
Winter Guard Tech I	\$1,500	1545	1591.35	\$ 1,595
Winter Guard Tech II	\$1,500	1545	1591.35	\$ 1,595
Winter Guard Tech III	\$1,500	1545	1591.35	\$ 1,595
House Manager	\$5,000	5150	5304.5	\$ 5,318

Appendix A:

23-24: Delete steps 1 and 2, Create a new top step 3% higher than previous step 14, 2.5%

Previous Step	New Step	B	B+15	M	M+15	M30	M45	M60	PhD
1									
2									
3	1	\$ 52,490	\$ 54,225	\$ 57,419	\$ 58,748	\$ 60,611	\$ 61,755	\$ 62,921	\$ 63,506
4	2	\$ 55,553	\$ 57,419	\$ 60,611	\$ 62,338	\$ 63,807	\$ 65,013	\$ 66,246	\$ 66,833
5	3	\$ 58,220	\$ 60,078	\$ 63,807	\$ 65,398	\$ 67,000	\$ 68,271	\$ 69,567	\$ 70,153
6	4	\$ 60,879	\$ 62,741	\$ 67,000	\$ 68,334	\$ 70,715	\$ 72,061	\$ 73,432	\$ 74,019
7	5	\$ 63,807	\$ 66,462	\$ 70,188	\$ 71,255	\$ 73,922	\$ 75,334	\$ 76,770	\$ 77,357
8	6	\$ 67,525	\$ 69,663	\$ 74,454	\$ 74,977	\$ 77,105	\$ 78,580	\$ 80,081	\$ 80,668
9	7	\$ 70,716	\$ 72,850	\$ 77,105	\$ 78,701	\$ 81,898	\$ 83,470	\$ 85,071	\$ 85,656
10	8	\$ 74,977	\$ 76,575	\$ 81,898	\$ 82,966	\$ 85,097	\$ 86,730	\$ 88,398	\$ 88,984
11	9	\$ 79,243	\$ 81,363	\$ 86,158	\$ 88,015	\$ 89,346	\$ 91,065	\$ 92,821	\$ 93,406
12	10	\$ 83,082	\$ 85,310	\$ 90,349	\$ 92,301	\$ 93,702	\$ 95,506	\$ 97,352	\$ 97,940
13	11	\$ 88,763	\$ 91,546	\$ 93,434	\$ 95,453	\$ 96,900	\$ 98,772	\$ 100,682	\$ 101,268
14	12	\$ -	\$ -	\$ 96,755	\$ 98,783	\$ 100,237	\$ 102,117	\$ 104,038	\$ 104,625
15	13	\$ -	\$ -	\$ 99,658	\$ 101,747	\$ 103,244	\$ 105,180	\$ 107,159	\$ 107,764

24-25: 3.75%

Previous Step	Step	B	B+15	M	M+15	M30	M45	M60	PhD
1									
2									
3	1	\$ 54,459	\$ 56,258	\$ 59,573	\$ 60,951	\$ 62,884	\$ 64,071	\$ 65,280	\$ 65,887
4	2	\$ 57,636	\$ 59,573	\$ 62,884	\$ 64,676	\$ 66,200	\$ 67,451	\$ 68,730	\$ 69,339
5	3	\$ 60,403	\$ 62,331	\$ 66,200	\$ 67,851	\$ 69,513	\$ 70,831	\$ 72,176	\$ 72,784
6	4	\$ 63,162	\$ 65,094	\$ 69,513	\$ 70,896	\$ 73,367	\$ 74,763	\$ 76,186	\$ 76,795
7	5	\$ 66,200	\$ 68,954	\$ 72,820	\$ 73,927	\$ 76,694	\$ 78,159	\$ 79,649	\$ 80,258
8	6	\$ 70,057	\$ 72,275	\$ 77,246	\$ 77,788	\$ 79,996	\$ 81,526	\$ 83,084	\$ 83,693
9	7	\$ 73,368	\$ 75,582	\$ 79,996	\$ 81,652	\$ 84,969	\$ 86,600	\$ 88,261	\$ 88,868
10	8	\$ 77,788	\$ 79,446	\$ 84,969	\$ 86,077	\$ 88,288	\$ 89,983	\$ 91,713	\$ 92,321
11	9	\$ 82,214	\$ 84,415	\$ 89,389	\$ 91,315	\$ 92,697	\$ 94,480	\$ 96,302	\$ 96,909
12	10	\$ 86,198	\$ 88,509	\$ 93,737	\$ 95,763	\$ 97,216	\$ 99,088	\$ 101,003	\$ 101,613
13	11	\$ 92,092	\$ 94,979	\$ 96,938	\$ 99,033	\$ 100,534	\$ 102,476	\$ 104,457	\$ 105,065
14	12	\$ -	\$ -	\$ 100,383	\$ 102,488	\$ 103,996	\$ 105,946	\$ 107,939	\$ 108,548
15	13	\$ -	\$ -	\$ 103,395	\$ 105,562	\$ 107,116	\$ 109,124	\$ 111,177	\$ 111,805

25-26: Day 1-91: 3.75%

Previous Step		Step	B	B+15	M	M+15	M30	M45	M60	PhD
1										
2										
3		1	\$ 56,501	\$ 58,368	\$ 61,807	\$ 63,237	\$ 65,242	\$ 66,474	\$ 67,728	\$ 68,358
4		2	\$ 59,798	\$ 61,807	\$ 65,242	\$ 67,101	\$ 68,683	\$ 69,980	\$ 71,307	\$ 71,940
5		3	\$ 62,668	\$ 64,669	\$ 68,683	\$ 70,395	\$ 72,119	\$ 73,487	\$ 74,882	\$ 75,513
6		4	\$ 65,530	\$ 67,535	\$ 72,119	\$ 73,555	\$ 76,118	\$ 77,566	\$ 79,043	\$ 79,675
7		5	\$ 68,683	\$ 71,540	\$ 75,551	\$ 76,699	\$ 79,570	\$ 81,090	\$ 82,636	\$ 83,267
8		6	\$ 72,684	\$ 74,986	\$ 80,143	\$ 80,705	\$ 82,996	\$ 84,584	\$ 86,200	\$ 86,831
9		7	\$ 76,119	\$ 78,416	\$ 82,996	\$ 84,714	\$ 88,155	\$ 89,847	\$ 91,571	\$ 92,201
10		8	\$ 80,705	\$ 82,425	\$ 88,155	\$ 89,305	\$ 91,598	\$ 93,357	\$ 95,152	\$ 95,783
11		9	\$ 85,297	\$ 87,580	\$ 92,741	\$ 94,740	\$ 96,173	\$ 98,023	\$ 99,913	\$100,543
12		10	\$ 89,430	\$ 91,828	\$ 97,252	\$ 99,354	\$100,862	\$102,804	\$104,791	\$105,423
13		11	\$ 95,545	\$ 98,540	\$ 100,573	\$ 102,746	\$104,304	\$106,319	\$108,374	\$109,005
14		12	\$ -	\$ -	\$ 104,148	\$ 106,331	\$107,896	\$109,919	\$111,987	\$112,619
15		13	\$ -	\$ -	\$ 107,272	\$ 109,521	\$ 111,132	\$ 113,217	\$ 115,346	\$115,997

25-26: Day 92 onwards: 0.25%

Previous Step		Step	B	B+15	M	M+15	M30	M45	M60	PhD
1										
2										
3		1	\$56,642	\$58,514	\$61,962	\$63,395	\$65,405	\$66,640	\$67,897	\$68,529
4		2	\$59,947	\$61,962	\$65,405	\$67,269	\$68,855	\$70,155	\$71,485	\$72,120
5		3	\$62,825	\$64,831	\$68,855	\$70,571	\$72,299	\$73,671	\$75,069	\$75,702
6		4	\$65,694	\$67,704	\$72,299	\$73,739	\$76,308	\$77,760	\$79,241	\$79,874
7		5	\$68,855	\$71,719	\$75,740	\$76,891	\$79,769	\$81,293	\$82,843	\$83,475
8		6	\$72,866	\$75,173	\$80,343	\$80,907	\$83,203	\$84,795	\$86,416	\$87,048
9		7	\$76,309	\$78,612	\$83,203	\$84,926	\$88,375	\$90,072	\$91,800	\$92,432
10		8	\$80,907	\$82,631	\$88,375	\$89,528	\$91,827	\$93,590	\$95,390	\$96,022
11		9	\$85,510	\$87,799	\$92,973	\$94,977	\$96,413	\$98,268	\$100,163	\$100,794
12		10	\$89,654	\$92,058	\$97,495	\$99,602	\$101,114	\$103,061	\$105,053	\$105,687
13		11	\$95,784	\$98,786	\$100,824	\$103,003	\$104,565	\$106,585	\$108,645	\$109,278
14		12			\$104,408	\$106,597	\$108,166	\$110,194	\$112,267	\$112,901
15		13			\$107,540	\$109,795	\$111,410	\$113,500	\$115,634	\$116,287

25-26: Merged Salary Schedule (Actual pay for full 25-26 year)

Previous Step	Step	B	B+15	M	M+15	M30	M45	M60	PhD
1									
2									
3	1	\$56,569	\$58,438	\$61,881	\$63,313	\$65,321	\$66,554	\$67,810	\$68,440
4	2	\$59,869	\$61,881	\$65,321	\$67,182	\$68,765	\$70,065	\$71,393	\$72,026
5	3	\$62,744	\$64,746	\$68,765	\$70,480	\$72,207	\$73,576	\$74,973	\$75,604
6	4	\$65,610	\$67,616	\$72,207	\$73,643	\$76,210	\$77,660	\$79,138	\$79,771
7	5	\$68,765	\$71,626	\$75,642	\$76,792	\$79,666	\$81,188	\$82,735	\$83,368
8	6	\$72,772	\$75,076	\$80,239	\$80,802	\$83,096	\$84,685	\$86,304	\$86,936
9	7	\$76,211	\$78,511	\$83,096	\$84,816	\$88,262	\$89,956	\$91,681	\$92,312
10	8	\$80,802	\$82,525	\$88,262	\$89,412	\$91,709	\$93,470	\$95,267	\$95,898
11	9	\$85,400	\$87,686	\$92,853	\$94,853	\$96,289	\$98,141	\$100,034	\$100,664
12	10	\$89,538	\$91,939	\$97,369	\$99,474	\$100,983	\$102,928	\$104,917	\$105,551
13	11	\$95,661	\$98,659	\$100,694	\$102,871	\$104,430	\$106,447	\$108,505	\$109,136
14	12			\$104,273	\$106,459	\$108,026	\$110,051	\$112,122	\$112,754
15	13			\$107,402	\$109,653	\$111,267	\$113,353	\$115,485	\$116,137

This Memorandum of Agreement, having been ratified by the parties, is hereby signed and sealed by their duly authorized representatives.

For Stoughton School Committee

Estherine L. Nero

Date: 12/18/23

For Stoughton Teachers Association:

Craig Braulten

Date: 12/10/23

