

## **MEMORANDUM OF AGREEMENT BY AND BETWEEN**

**THE HOLYOKE PUBLIC SCHOOLS**

**AND**

**THE HOLYOKE THERAPISTS ASSOCIATION**

The Holyoke Public Schools and the Holyoke Therapists' Association hereby agree to the following terms, conditions and understandings to be incorporated into a successor collective bargaining agreement. This Memorandum of Agreement is subject to ratification by the respective constituent bodies.

### **UPDATE: ARTICLE 1: PARTIES AND ASSOCIATION RECOGNITION**

#### **The Holyoke School Committee:**

The parties acknowledge that a Receiver has been appointed for the District, is vested with all the powers of the Superintendent and the School Committee pursuant to G.L. c. 69, §1K, and can exercise all powers granted to the School Committee, District and/or Superintendent herein. Wherever a reference in a collective bargaining agreement is made to the "school committee" or the "superintendent," it will be interpreted to mean the "Receiver."

#### **Holyoke Therapists Association**

The Holyoke School Committee recognizes Holyoke Therapists Association- Service Employees International Union, Local 888- as the exclusive bargaining representative for all full-time or regular part-time Speech & Language Pathologist Assistants, Physical Therapists and Physical Therapist assistants, Occupational Therapists, and Occupational Therapist Assistants; *recognition shall not include Department Heads.*

### **UPDATE: ARTICLE 5: DURATION OF AGREEMENT**

This agreement is for the term July 1, 2022 through June 30, 2025. The terms and conditions of this collective bargaining agreement shall remain in full force and effect after its expiration while the parties are negotiating for a successor agreement.

### **UPDATE: ARTICLE 22: ADVANCE NOTICE OF RESIGNATION OR RETIREMENT**

Therapists are expected to give sixty (60) days' advance notice of resignation and/or retirement from the school system.

### **UPDATE: ARTICLE 33: PERSONAL LEAVE**

All therapists may use up to the equivalence of five (5) days of their accumulated sick time for personal leave annually. To the extent possible, notice of intent to take a personal day must be provided to the


Except for serious extenuating reasons as determined by the Chief of Pupil Services or designee no such leave will be granted during the first or last week of school or on the work day preceding, or the work day after the Thanksgiving, Christmas, winter and spring vacation periods, and Columbus Day, Veterans' Day, Martin Luther King Day, Good Friday, Patriots' Day and Memorial Day. When there are extenuating reasons, employees may apply for such leave no less than ten (10) days prior to the holiday or vacation period and shall be notified of the approval within 5 days or reasonably soon thereafter.

**CAREER:** Career therapists and therapist assistants have been recognized experienced/ skilled professionals. Career therapists serve as role models to less experienced staff and proactively drive their own professional growth. There are five levels in the career tier.

For each year of this three year contract (SY 2023-2025), a Career V therapist who receives the requisite evaluation ratings as described in *Advancement on the Career Ladder* shall receive an additional \$1,000 added to their annual base salary. Similarly, a Career V therapist assistant who receives the requisite evaluation ratings as described in *Advancement on the Career Ladder* shall receive an additional \$750 added to their annual base salary. This salary provision will sunset on June 30, 2025.

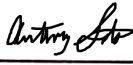
Ratified in the City of Holyoke on the \_\_\_\_ day of \_\_\_\_\_ 2023.

**Holyoke Therapists Association:**

  
\_\_\_\_\_  
Maureen Medeiros, SEIU Representative  
Jared Doucette

12/13/23

**Holyoke Public Schools:**

  
\_\_\_\_\_  
Anthony Soto, Superintendent/Receiver

**Department of Elementary and Secondary Education:**

\_\_\_\_\_  
Jeffrey C. Riley, Commissioner of Elementary and Secondary Education

**Signature:** 

**Email:** jeffrey.riley@mass.gov