

MEMORANDUM OF AGREEMENT

between

MONOMOY REGIONAL SCHOOL COMMITTEE

and

THE MONOMOY REGIONAL EDUCATION ASSOCIATION

(Unit C)

2021 – 2024

WHEREAS, the Collective Bargaining Agreement (the "Agreement") between the Monomoy Regional School Committee (the "Committee") and the Monomoy Regional Education Association (the "Association") is set to expire on June 30, 2021;

WHEREAS, the Committee and the Association have negotiated a successor agreement;

NOW, THEREFORE, the Committee and the Association agree that the former Collective Bargaining Agreement shall remain in full force and effect, except as modified herein, as follows:

Article 2 – Non Discrimination

Neither the School Committee nor the Association shall discriminate against any employee on the basis of ancestry, race, creed, color, religion, gender identification, national origin, sex, sexual orientation, age, disability, marital status, or membership or non-membership in the Association, or any other basis protected by applicable law.

Article 3 – Payroll Deduction and Agency Fee

Delete “and Agency Fee” from Article title.

Delete Section B in its entirety and relabel.

Article 8 – Work Day, Work Year, Hours of Work and Overtime

Reword **Section 3** as follows and adding the wording in red

The employer may require additional days of work, ~~which will be compensated at the employee's regular daily rate.~~ Days beyond the 182-day work year, which may be during school vacations or summer vacation, will be compensated at the rate of time and one-half the regular rate of pay. When insufficient number of employees volunteer for

additional days, the days will be offered on a rotating basis amongst all according to seniority.

All work performed in excess of forty (40) hours in the work week shall be compensated at the rate of time and one-half the regular rate of pay. Where an insufficient number of employees volunteer for overtime work, the Food Service Director may require employees to perform reasonable amounts of overtime as the needs of the District require. Overtime shall be offered on a rotating basis according to seniority within the affected building.

Article 10 - Leaves of Absence

Modify Section 2.A **Personal Leave** as follows:

Cafeteria workers may take up to two (2) days of compensated personal leave per year. Such personal leave shall be taken only for urgent personal business that cannot be conducted on non-school hours. Employees shall be entitled to carry over one (1) unused personal day to the next school year. Any additional days remaining at the end of the school year shall be converted to accumulated sick leave.

Modify number 4.D **Sick Leave Bank** to read as follows:

A six-person Sick Leave Bank Committee consisting of three teachers appointed to the Bank Committee by the Association, one administrator (exclusive of the Superintendent), one secretary or assistant appointed by the Association, and the Superintendent of School shall administer the bank. If a tie in voting occurs relative to the use of the Sick Leave Bank, the decision shall be in favor of the applicant. Decisions of the Sick Leave Bank Committee are final and binding and not subject to grievance or arbitration.

Article 11 – Parental, FMLA, Child Care and Adoption Leave

Add the following new subsection after the “Paid Parental Leave” section:

For the purposes of determining FMLA hours of service eligibility, the parties agree that each full-time employee is determined to have worked the required hours needed for eligibility to qualify for FMLA benefits and protections.

Article 12(1.) – Jury Duty

Expand this with the new titled “Court or Jury Duty” and add the following wording:

An employee called for jury duty, or as a subpoenaed witness, will be placed on a leave with pay and shall submit to the employer the stipend paid to him/her for the jury duty or as a subpoenaed witness, excluding any travel reimbursement.

Article 13– Uniforms

Expand the definition of clothing allowance, by adding the following sentence:

“Footwear inserts are allowable for reimbursement under the clothing allowance.”

Article 18 – Longevity

The parties agree to provide for the following increases to each step of the longevity schedule:

Effective July 1, 2021	1%
Effective July 1, 2022	2.75%
Effective July 1, 2023	2.75%

Article 21 – Stipends

(a) The Parties agree to provide for the following increases to the “Cook Leader” stipend

Effective July 1, 2021	1%
Effective July 1, 2022	2.75%
Effective July 1, 2023	2.75%

Article 23 – Health Insurance

(a) Modify the first paragraph as follows

The District’s contribution to the health, vision and dental plans shall be seventy (70) percent and the employee shall pay thirty (30) percent effective July 1, 2013. ~~Any unit member who chooses to take the Master Health Plus Plan offered through the Cape Cod Municipal Health Group (CCMHG) shall pay fifty (50) percent of the premium and the District shall pay fifty (50) percent. Prior to that date, unit members who had been employed in Chatham will pay the percentage rates that have been in effect in Chatham, while unit members who had been employed in Harwich, as well as members hired after July 1, 2012, will pay the percentage rates that had been in effect in Harwich.~~

(b) Modify second paragraph as follows:

Effective on January 1, 2013, Upon retirement from the Monomoy Regional School District, a bargaining unit member may, at his/her option, be included in the health, vision and dental plans of the District. The District shall pay seventy (70) percent and the unit member shall pay thirty (30) percent. ~~Any retiree who chooses to take the Master Health Plus Plan offered through the Cape Cod Municipal Health Group~~

~~(CCMHG) shall pay fifty (50) percent of the premium and the District shall pay fifty (50) percent.~~

Revise Section "i" by replacing "For the 2020 and 2021 plan year only" with "For the duration of the 2021-2024 contract only."

Appendix A. The parties agree to amend Appendix A to provide for the following base wage increases (see the attached "crosswalk", eliminating steps as agreed):

Effective July 1, 2021, Eliminate Steps 1 through 5 and renumber.
Effective July 1, 2021 1%
Effective July 1, 2022 2.75%
Effective July 1, 2023 2.75%

Housekeeping – Change/update all pronouns to be gender neutral.

This Agreement shall be subject to ratification by the bargaining unit and the School Committee.

This Agreement has been duly executed by the authorized representatives of the Monomoy Regional School Committee and the Monomoy Regional Education Association, subject to the conditions herein.

MONOMOY REGIONAL SCHOOL
COMMITTEE

MONOMOY REGIONAL EDUCATION
ASSOCIATION

By:  _____

By:  _____

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____

Date: _____

Date: _____

Unit C Crosswalk

Step in FY21	FY21 Step Rate	Step in FY22	FY22 Rate*	Increase
New Hire	n/a	Step 1 (previously step 6)	17.62	
Step 1	15.96	Step 2 (previously step 7)	17.97	13%
Step 2	16.27	Step 2 (previously step 7)	17.97	10%
Step 3	16.60	Step 2 (previously step 7)	17.97	8%
Step 4	16.93	Step 2 (previously step 7)	17.97	6%
Step 5	17.27	Step 2 (previously step 7)	17.97	4%
Step 6	17.62	Step 3 (previously step 8)	18.34	4%
Step 7	17.97	Step 4 (previously step 9)	18.70	4%
Step 8	18.34	Step 5 (previously step 10)	19.07	4%
Step 9	18.70	Step 6 (previously step 11)	19.45	4%
Step 10	19.07	Step 7 (previously step 12)	19.83	4%
Step 11	19.45	Step 8 (previously step 13)	20.24	4%
Step 12	19.83	Step 9 (previously step 14)	20.64	4%
Step 13	20.24	Step 10 (previously step 15)	21.06	4%
Step 14	20.64	Step 11 (previously step 16)	21.48	4%
Step 15	21.06	Step 12 (previously step 17)	21.91	4%
Step 16	21.48	Step 13 (previously step 18)	22.34	4%
Step 17	21.91	Step 14 (previously step 19)	22.78	4%
Step 18	22.34	Step 15 (previously step 20)	23.23	4%
Step 19	22.78	Step 16 (previously step 21)	23.70	4%
Step 20	23.23	Step 16 (previously step 21)	23.70	2%
Step 21	23.70	Step 16 (previously step 21)	23.70	0%

*FY22 Rate BEFORE ADDING THE 1% COLA ABOVE

New Salary Schedule

Step	FY21 Step Rate	FY22 Rate *
Step 1	15.96	17.62
Step 2	16.27	17.97
Step 3	16.6	18.34
Step 4	16.93	18.70
Step 5	17.27	19.07
Step 6	17.62	19.45
Step 7	17.97	19.83
Step 8	18.34	20.24
Step 9	18.7	20.64
Step 10	19.07	21.06
Step 11	19.45	21.48
Step 12	19.83	21.91
Step 13	20.24	22.34
Step 14	20.64	22.78
Step 15	21.06	23.23
Step 16	21.48	23.70

*FY22 Rate BEFORE ADDING THE 1% COLA ABOVE

