

**THE SOUTHBOROUGH SCHOOL COMMITTEE
AND SOUTHBOROUGH TEACHERS ASSOCIATION
MEMORANDUM OF AGREEMENT**

The Southborough School Committee (the Committee) and the Southborough Teachers Association (the Association) had agreed to a new three-year contract to be in effect from the first day of the 2020-2021 school year and will continue in effect to and including the day prior to the start of the 2023-2024 school year. Following this agreement, the pandemic of COVID-19 occurred resulting in financial impacts, consequently, the Committee voted a revised budget with additional staffing reductions.

Due to these new staffing reductions, the Association, on their own accord, went to the membership to explore options for offsetting some of the reductions of professional teaching staff. The Association has offered concessions in funding to restore 2.5 FTE Unit A positions (Two classroom teachers ((Grades 2 & 4)) and a .5 Student Services position) with any remaining funds to be used for the restoration of people over things when possible. The Association has agreed to the following concessions regarding the Unit A Collective Bargaining Agreement.

Except as modified by this Memorandum of Agreement, the terms and conditions of the prior Collective Bargaining Agreement and Memoranda of Agreements will be carried forward into the successor agreements. In this Agreement, bold indicates new agreed-upon language.

1. COMPENSATION:

Amend - Salary Schedules:

As a result of this new Memorandum of Agreement on the first day of the 2021 school year, a 2.0% Cost of Living Adjustment will be applied to the Unit A Teachers & Tutors Salary Schedules (excluding stipends, which will receive the original 2.5 Cost of Living Adjustment). Effective on the first day of the 2022 school year, a 2.5% Cost of Living Adjustment will be applied to the Teachers & Tutors Salary Schedules and Stipends. Effective on the first day of the 2023 school year, a 2.75% Cost of Living Adjustment will be applied to the Teachers & Tutors Salary Schedules.

See updated Appendix A Salary Schedules below.

2. FURLOUGH DAY:

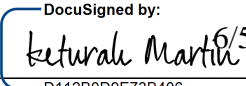
The Association will agree to one (1) furlough day for the FY21 School Year. If it is determined that the funding sources have not been reduced as significantly as

anticipated after the mid-point of the school year, the furlough day will be restored and educators will be made whole to the 2.0% salary adjustment.


This Memorandum of Agreement is subject to vote and ratification by the Southborough School Committee and the Southborough Teachers Association.

IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 26th day of May, 2020.

For the Committee

DocuSigned by:
 6/5/2020
 Chairperson
D112B0D9E73B406...

For the Association

DocuSigned by:
 6/5/2020
 President
423AE67274AE459...

APPENDIX A

EDUCATORS SALARY SCHEDULES

FY20

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+18</u>	<u>MA+36/ CAGS</u>	<u>M+60</u>
<u>0</u>	<u>\$48,882</u>	<u>\$50,702</u>	<u>\$52,926</u>	<u>\$54,910</u>	<u>\$56,689</u>	<u>\$59,057</u>
<u>1</u>	<u>\$51,787</u>	<u>\$53,610</u>	<u>\$56,449</u>	<u>\$58,441</u>	<u>\$60,373</u>	<u>\$62,900</u>
<u>2</u>	<u>\$54,693</u>	<u>\$56,517</u>	<u>\$59,971</u>	<u>\$61,971</u>	<u>\$64,057</u>	<u>\$66,741</u>
<u>3</u>	<u>\$57,598</u>	<u>\$59,423</u>	<u>\$63,495</u>	<u>\$65,501</u>	<u>\$67,740</u>	<u>\$70,584</u>
<u>4</u>	<u>\$60,503</u>	<u>\$62,331</u>	<u>\$67,018</u>	<u>\$69,032</u>	<u>\$71,425</u>	<u>\$74,426</u>
<u>5</u>	<u>\$63,407</u>	<u>\$65,238</u>	<u>\$70,542</u>	<u>\$72,561</u>	<u>\$75,107</u>	<u>\$78,268</u>
<u>6</u>	<u>\$66,312</u>	<u>\$68,143</u>	<u>\$74,066</u>	<u>\$76,092</u>	<u>\$78,792</u>	<u>\$82,111</u>
<u>7</u>	<u>\$69,217</u>	<u>\$71,051</u>	<u>\$77,589</u>	<u>\$79,621</u>	<u>\$82,475</u>	<u>\$85,953</u>
<u>8</u>	<u>\$72,123</u>	<u>\$73,958</u>	<u>\$81,112</u>	<u>\$83,152</u>	<u>\$86,159</u>	<u>\$89,795</u>
<u>9</u>	<u>\$75,027</u>	<u>\$76,865</u>	<u>\$84,637</u>	<u>\$86,683</u>	<u>\$89,842</u>	<u>\$93,637</u>
<u>10</u>	<u>\$77,933</u>	<u>\$79,772</u>	<u>\$88,160</u>	<u>\$90,212</u>	<u>\$93,526</u>	<u>\$97,479</u>
<u>11</u>	<u>\$80,838</u>	<u>\$82,679</u>	<u>\$91,683</u>	<u>\$93,743</u>	<u>\$97,210</u>	<u>\$101,323</u>

FY21 2.00% COLA

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+18</u>	<u>MA+36/ CAGS</u>	<u>M+60</u>
<u>0</u>	<u>\$49,860</u>	<u>\$51,716</u>	<u>\$53,985</u>	<u>\$56,008</u>	<u>\$57,823</u>	<u>\$60,238</u>
<u>1</u>	<u>\$52,823</u>	<u>\$54,682</u>	<u>\$57,578</u>	<u>\$59,610</u>	<u>\$61,580</u>	<u>\$64,158</u>
<u>2</u>	<u>\$55,787</u>	<u>\$57,647</u>	<u>\$61,170</u>	<u>\$63,210</u>	<u>\$65,338</u>	<u>\$68,076</u>

<u>3</u>	<u>\$58,750</u>	<u>\$60,611</u>	<u>\$64,765</u>	<u>\$66,811</u>	<u>\$69,095</u>	<u>\$71,996</u>
<u>4</u>	<u>\$61,713</u>	<u>\$63,578</u>	<u>\$68,358</u>	<u>\$70,413</u>	<u>\$72,854</u>	<u>\$75,915</u>
<u>5</u>	<u>\$64,675</u>	<u>\$66,543</u>	<u>\$71,953</u>	<u>\$74,012</u>	<u>\$76,609</u>	<u>\$79,833</u>
<u>6</u>	<u>\$67,638</u>	<u>\$69,506</u>	<u>\$75,547</u>	<u>\$77,614</u>	<u>\$80,368</u>	<u>\$83,753</u>
<u>7</u>	<u>\$70,601</u>	<u>\$72,472</u>	<u>\$79,141</u>	<u>\$81,213</u>	<u>\$84,125</u>	<u>\$87,672</u>
<u>8</u>	<u>\$73,565</u>	<u>\$75,437</u>	<u>\$82,734</u>	<u>\$84,815</u>	<u>\$87,882</u>	<u>\$91,591</u>
<u>9</u>	<u>\$76,528</u>	<u>\$78,402</u>	<u>\$86,330</u>	<u>\$88,417</u>	<u>\$91,639</u>	<u>\$95,510</u>
<u>10</u>	<u>\$79,492</u>	<u>\$81,367</u>	<u>\$89,923</u>	<u>\$92,016</u>	<u>\$95,397</u>	<u>\$99,429</u>
<u>11</u>	<u>\$82,455</u>	<u>\$84,333</u>	<u>\$93,517</u>	<u>\$95,618</u>	<u>\$99,154</u>	<u>\$103,349</u>

FY22 2.50% COLA

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+18</u>	<u>MA+36/ CAGS</u>	<u>M+60</u>
<u>0</u>	<u>\$51,106</u>	<u>\$53,009</u>	<u>\$55,334</u>	<u>\$57,408</u>	<u>\$59,268</u>	<u>\$61,744</u>
<u>1</u>	<u>\$54,143</u>	<u>\$56,049</u>	<u>\$59,017</u>	<u>\$61,100</u>	<u>\$63,120</u>	<u>\$65,762</u>
<u>2</u>	<u>\$57,182</u>	<u>\$59,089</u>	<u>\$62,700</u>	<u>\$64,791</u>	<u>\$66,972</u>	<u>\$69,778</u>
<u>3</u>	<u>\$60,219</u>	<u>\$62,127</u>	<u>\$66,384</u>	<u>\$68,481</u>	<u>\$70,822</u>	<u>\$73,796</u>
<u>4</u>	<u>\$63,256</u>	<u>\$65,167</u>	<u>\$70,067</u>	<u>\$72,173</u>	<u>\$74,675</u>	<u>\$77,812</u>
<u>5</u>	<u>\$66,292</u>	<u>\$68,206</u>	<u>\$73,752</u>	<u>\$75,863</u>	<u>\$78,524</u>	<u>\$81,829</u>
<u>6</u>	<u>\$69,329</u>	<u>\$71,244</u>	<u>\$77,436</u>	<u>\$79,554</u>	<u>\$82,377</u>	<u>\$85,847</u>
<u>7</u>	<u>\$72,366</u>	<u>\$74,284</u>	<u>\$81,119</u>	<u>\$83,244</u>	<u>\$86,228</u>	<u>\$89,864</u>
<u>8</u>	<u>\$75,405</u>	<u>\$77,323</u>	<u>\$84,803</u>	<u>\$86,935</u>	<u>\$90,079</u>	<u>\$93,881</u>
<u>9</u>	<u>\$78,441</u>	<u>\$80,362</u>	<u>\$88,488</u>	<u>\$90,627</u>	<u>\$93,930</u>	<u>\$97,897</u>
<u>10</u>	<u>\$81,479</u>	<u>\$83,402</u>	<u>\$92,171</u>	<u>\$94,317</u>	<u>\$97,781</u>	<u>\$101,914</u>
<u>11</u>	<u>\$84,516</u>	<u>\$86,441</u>	<u>\$95,855</u>	<u>\$98,008</u>	<u>\$101,633</u>	<u>\$105,933</u>

FY23 2.75% COLA

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+18</u>	<u>MA+36/ CAGS</u>	<u>M+60</u>
<u>0</u>	<u>\$52,512</u>	<u>\$54,467</u>	<u>\$56,856</u>	<u>\$58,987</u>	<u>\$60,898</u>	<u>\$63,442</u>
<u>1</u>	<u>\$55,632</u>	<u>\$57,591</u>	<u>\$60,640</u>	<u>\$62,780</u>	<u>\$64,856</u>	<u>\$67,570</u>
<u>2</u>	<u>\$58,754</u>	<u>\$60,713</u>	<u>\$64,424</u>	<u>\$66,572</u>	<u>\$68,813</u>	<u>\$71,697</u>
<u>3</u>	<u>\$61,875</u>	<u>\$63,835</u>	<u>\$68,210</u>	<u>\$70,365</u>	<u>\$72,770</u>	<u>\$75,825</u>
<u>4</u>	<u>\$64,995</u>	<u>\$66,959</u>	<u>\$71,994</u>	<u>\$74,158</u>	<u>\$76,728</u>	<u>\$79,952</u>
<u>5</u>	<u>\$68,115</u>	<u>\$70,082</u>	<u>\$75,780</u>	<u>\$77,949</u>	<u>\$80,684</u>	<u>\$84,079</u>
<u>6</u>	<u>\$71,236</u>	<u>\$73,203</u>	<u>\$79,565</u>	<u>\$81,742</u>	<u>\$84,642</u>	<u>\$88,208</u>
<u>7</u>	<u>\$74,356</u>	<u>\$76,327</u>	<u>\$83,350</u>	<u>\$85,533</u>	<u>\$88,599</u>	<u>\$92,335</u>
<u>8</u>	<u>\$77,478</u>	<u>\$79,449</u>	<u>\$87,135</u>	<u>\$89,326</u>	<u>\$92,556</u>	<u>\$96,462</u>
<u>9</u>	<u>\$80,598</u>	<u>\$82,572</u>	<u>\$90,921</u>	<u>\$93,119</u>	<u>\$96,513</u>	<u>\$100,590</u>
<u>10</u>	<u>\$83,720</u>	<u>\$85,695</u>	<u>\$94,706</u>	<u>\$96,910</u>	<u>\$100,470</u>	<u>\$104,717</u>
<u>11</u>	<u>\$86,840</u>	<u>\$88,818</u>	<u>\$98,491</u>	<u>\$100,704</u>	<u>\$104,428</u>	<u>\$108,846</u>

TUTORS SALARY SCHEDULES

	<u>2019-20</u>	<u>2.00%</u> <u>2020-21</u>	<u>2.50%</u> <u>2021-22</u>	<u>2.75%</u> <u>2022-23</u>
<u>STEP</u>				
<u>1</u>	<u>\$27.75</u>	<u>\$28.30</u>	<u>\$29.00</u>	<u>\$29.80</u>
<u>2</u>	<u>\$28.84</u>	<u>\$29.42</u>	<u>\$30.16</u>	<u>\$30.98</u>
<u>3</u>	<u>\$29.97</u>	<u>\$30.56</u>	<u>\$31.32</u>	<u>\$32.18</u>
<u>4</u>	<u>\$31.24</u>	<u>\$31.86</u>	<u>\$32.65</u>	<u>\$33.54</u>
<u>5</u>	<u>\$32.42</u>	<u>\$33.06</u>	<u>\$33.88</u>	<u>\$34.81</u>
<u>6</u>	<u>\$33.73</u>	<u>\$34.40</u>	<u>\$35.26</u>	<u>\$36.22</u>
<u>7</u>	<u>\$35.10</u>	<u>\$35.80</u>	<u>\$36.69</u>	<u>\$37.69</u>
<u>8</u>	<u>\$36.64</u>	<u>\$37.37</u>	<u>\$38.30</u>	<u>\$39.35</u>