

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

The Northborough School Committee (the Committee) and the Northborough 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 staff. The Association has offered concessions in funding to restore Unit A and Unit C staff for those impacted by the amended budget. 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 the 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, the salary schedules for Teachers and Tutors for the 2020-2023 school years are attached as Appendix A. The salary schedule for the 2020-2021 school year has been reduced to reflect a 1.0% Cost of Living Adjustment. The salary schedules for the 2021-2022 and 2022-2023 school years are as established in the Memorandum of Agreement as ratified by the parties from successor negotiations. All other increases in the agreement shall remain intact as agreed upon during successor negotiations.

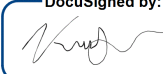
In the event that during fiscal year 2021, the School District receives funding from the Commonwealth of Massachusetts through the Chapter 70 program and/or any other stimulus program enacted by either the Federal Government or the State Government of at least \$4,039,700, the salary schedules for the 2021-2024 contract shall revert to the original agreement reached during successor negotiations as shown in Appendix B.

See updated Appendix A Salary Schedules below.

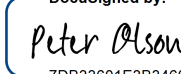
This Memorandum of Agreement is subject to vote and ratification by the Northborough School Committee and the Northborough Teachers Association.

IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 1st day of June 2020.

For the Committee

DocuSigned by:
 6/22/2020
8C74AF78EB0C435...
Chairperson

For the Association

DocuSigned by:
 6/22/2020
7DB33604E3B3460...
President

APPENDIX A**EDUCATORS SALARY SCHEDULE**

2020-2021	1.00%	COLA				
Step	B	B+15	M	M+18	CAGS/ M+36	M+60
0	\$49,449	\$51,289	\$53,530	\$55,534	\$57,328	\$59,719
1	\$52,388	\$54,231	\$57,093	\$59,104	\$61,055	\$63,607
2	\$55,326	\$57,173	\$60,658	\$62,675	\$64,780	\$67,494
3	\$58,265	\$60,115	\$64,221	\$66,245	\$68,507	\$71,382
4	\$61,204	\$63,057	\$67,785	\$69,815	\$72,234	\$75,269
5	\$64,143	\$65,999	\$71,348	\$73,386	\$75,961	\$79,157
6	\$67,082	\$68,942	\$74,913	\$76,956	\$79,688	\$83,044
7	\$70,021	\$71,884	\$78,477	\$80,526	\$83,415	\$86,932
8	\$72,959	\$74,826	\$82,040	\$84,096	\$87,141	\$90,819
9	\$75,898	\$77,768	\$85,605	\$87,666	\$90,868	\$94,707
10	\$78,838	\$80,710	\$89,168	\$91,236	\$94,595	\$98,594
11	\$81,777	\$83,652	\$92,732	\$94,807	\$98,321	\$102,482

2021-2022	2.50%	COLA				
Step	B	B+15	M	M+18	CAGS/ M+36	M+60
0	\$51,438	\$53,352	\$55,683	\$57,768	\$59,633	\$62,121
1	\$54,495	\$56,412	\$59,390	\$61,482	\$63,510	\$66,165
2	\$57,551	\$59,473	\$63,097	\$65,195	\$67,386	\$70,209
3	\$60,608	\$62,533	\$66,804	\$68,909	\$71,263	\$74,253
4	\$63,666	\$65,594	\$70,512	\$72,623	\$75,140	\$78,297
5	\$66,723	\$68,654	\$74,218	\$76,337	\$79,016	\$82,341
6	\$69,780	\$71,715	\$77,926	\$80,051	\$82,893	\$86,384
7	\$72,838	\$74,775	\$81,634	\$83,765	\$86,770	\$90,428
8	\$75,894	\$77,836	\$85,340	\$87,478	\$90,646	\$94,472
9	\$78,951	\$80,896	\$89,048	\$91,192	\$94,523	\$98,516
10	\$82,009	\$83,956	\$92,754	\$94,906	\$98,399	\$102,560
11	\$85,066	\$87,017	\$96,462	\$98,620	\$102,276	\$106,604

2022-2023	2.75%	COLA				
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Step	B	B+15	M	M+18	CAGS/ M+36	M+60
0	\$52,852	\$54,819	\$57,214	\$59,356	\$61,273	\$63,830
1	\$55,993	\$57,964	\$61,023	\$63,172	\$65,257	\$67,985
2	\$59,134	\$61,108	\$64,833	\$66,988	\$69,239	\$72,140
3	\$62,275	\$64,253	\$68,641	\$70,804	\$73,223	\$76,295
4	\$65,417	\$67,397	\$72,451	\$74,621	\$77,206	\$80,450
5	\$68,558	\$70,542	\$76,259	\$78,437	\$81,189	\$84,605
6	\$71,699	\$73,687	\$80,069	\$82,253	\$85,173	\$88,760
7	\$74,841	\$76,831	\$83,878	\$86,069	\$89,156	\$92,915
8	\$77,981	\$79,976	\$87,687	\$89,884	\$93,139	\$97,070
9	\$81,122	\$83,121	\$91,497	\$93,700	\$97,122	\$101,225
10	\$84,264	\$86,265	\$95,305	\$97,516	\$101,105	\$105,380
11	\$87,405	\$89,410	\$99,115	\$101,33 2	\$105,089	\$109,535

TUTORS SALARY SCHEDULE

Step	FY20	FY21	FY22	FY23
1	\$27.63	\$27.91	\$29.03	\$29.83
2	\$28.71	\$29.00	\$30.16	\$30.99
3	\$29.88	\$30.18	\$31.39	\$32.26
4	\$31.03	\$31.34	\$32.60	\$33.50
5	\$32.31	\$32.63	\$33.95	\$34.88
6	\$33.59	\$33.93	\$35.29	\$36.26
7	\$33.92	\$34.26	\$35.64	\$36.62
8	\$35.19	\$35.54	\$36.97	\$37.99