

**MARLBOROUGH SCHOOL COMMITTEE
AND
MARLBOROUGH PARAEDUCATORS
MEMORANDUM OF UNDERSTANDING**

This **Memorandum Of Understanding** is entered into by and between the Marlborough School Committee (hereinafter, the "Committee") and the Marlborough Paraeducators, SEIU, Local 888 (hereinafter, the "Union").

Whereas, the Committee and the Union are parties to a collective bargaining agreement for the period July 1, 2021 through June 30, 2024, which contains a reopener provision for the limited purposes of negotiating over compensation for the 2021-2022 contract year; and

Whereas, the duly authorized representatives of the Committee and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws Chapter 150E, to negotiate over compensation for the 2021-2022 contract year; and

Whereas, said representatives of the Committee and the Union have, subject to ratification by the membership of the Committee and the Union, agreed to a modification of the compensation structure for the 2021-2022 contract year;

Now, therefore, in consideration of mutual covenants, the Parties agree as follows:

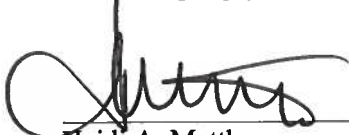
1. The terms and conditions of employment set forth in the collective bargaining agreement for the period July 1, 2021 through June 30, 2024 shall continue in full force and effect, except as amended herein.
2. **Economics**
 - A. Effective retroactive to January 1, 2022, members will receive an increase of 1%. Updated Appendices A and A-1 are attached.
 - B. A one time lump sum payment will be made to all employees holding a position covered by the Collective Bargaining Agreement as of December 1, 2021 in an amount equal to one percent (1%) of their FY2022 base pay. Said payment will be made within 30 days of ratification by both parties.

This Memorandum is contingent upon ratification by the Union and the School Committee. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

This Memorandum may be signed in counterparts, which together shall constitute an original. The Parties agree that signatures by fax and/or scanned and sent via email are acceptable as originals.

Signed by the duly authorized bargaining representatives on the dates set forth below:

MARLBOROUGH SCHOOL COMMITTEE



Heidi A. Matthews

Date:

3/8/22

**MARLBOROUGH PARAEDUCATORS
SEIU, LOCAL 888**



Donna LeBlanc

Date:

February 26, 2022

APPENDIX A - PARAEDUCATORS COMPENSATION STRUCTURE

- A. At the time of initial hire, new employees will be placed at the new hire rate of \$19.48 as of July 1, 2021, unless the Superintendent and the Union Chapter Chair agree otherwise.

For those employees who are not on Steps 9, 10, 15, 20 or 25 referenced at Section A – If an employee has worked 92 days of the prior school year, he/she is eligible for the following increases:

Effective July 1, 2021 – 0%;

January 1, 2022 – 1%;

Effective July 1, 2022 – 2%; and,

Effective July 1, 2023 – 2%.

- B. Employees who, as of June 30, 2018, were on Steps 9, 10, 15, 20, or 25 shall continue to be eligible to advance through the steps of the salary schedule attached hereto as Appendix A-1.

The increases set forth at Section A above, have been applied to these steps.

Step 25 shall always be 2.5% higher than Step 20.

[This means that members on Step 25 will realize a wage increase by virtue of Step 20's increase.]

To qualify for placement on this scale, employees must either: have an Associates Degree (or 2 years, 48 credit hours of study) or Bachelors Degree in content area; or have passed a formalized standardized Department of Education approved test such as Parapro or WorkKeys.

- C. Effective September 1, 2012, when an Administrator determines that it is necessary to utilize a Paraeducator to translate, the paraeducator will be paid at the rate of \$25.00 per hour over and above their regular rate of pay for services during the school day. Paraeducators who serve as a translator outside the school day will be compensated at the rate of \$25 per hour. The Paraeducator must serve as a translator for at least 15 or more consecutive minutes to be eligible for this payment. The parties agree that translating is not an exclusive duty of a paraeducator and paraeducators are to be utilized as translators only when there is no other alternative.

For Employees, Who as of June 30, 2018, Were on Steps 9, 10, 15, 20, or 25

	7/1/2021 0%	1/1/2022 1%	7/1/22 2%	7/1/2023 2%
STEPS	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
10	\$25.26	\$25.51	\$26.02	\$26.54
15	\$27.08	\$27.35	\$27.90	\$28.46
20	\$28.91	\$29.20	\$29.78	\$30.38
25	\$29.63	\$29.93	\$30.52	\$31.14