

MEMORANDUM OF UNDERSTANDING

**AMESBURY SCHOOL COMMITTEE
AND
AFT AMESBURY
LOCAL 1033, AFT MASSACHUSETTS, AFL-CIO
TEACHERS & NURSE UNIT**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Amesbury School Committee (hereinafter, the “Committee”) and the AFT Amesbury, Teachers and Nurses Unit (hereinafter, the “AFT”).

WHEREAS, the Committee and the AFT entered into a collective bargaining agreement comprised of two (2) successor agreements: one for the period of September 1, 2019 through and including August 31, 2020, followed by a subsequent successor agreement for the period of September 1, 2020 through and including August 31, 2023; and

WHEREAS, the duly-authorized representatives of the Committee and the duly authorized representatives of the AFT have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the AFT have, subject to ratification by the membership of the Committee and the Teachers and Nurses Unit agreed to a successor agreement for the period of September 1, 2023 through and including August 31, 2026;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. Prior Agreement and Duration:

A. The Collective Bargaining Agreement in effect for the periods of September 1, 2019 through and including August 31, 2020 and September 1, 2020 through and including August 31, 2023 shall be in full force and effect for the period September 1, 2023 through and including August 31, 2026, except as modified by this **MEMORANDUM OF AGREEMENT**.

B. The changes set forth herein are effective September 1, 2023 unless otherwise specified.

2. Housekeeping

A. Make pronouns gender neutral: his/her change to their, etc.

B. Correct typographical errors, including but not limited to:

- i. Article II.B.2.c – Change “applicable” to “applicable”;
- ii. Article II.C.2.b – Change “wit” to “with”.

Additionally, fix all typographical errors through the proofreading process by mutual agreement.

C. Remove performed provisions, including but not limited to:

- i. Article II.C.5:

~~A subcommittee shall be created comprised of an equal number of AFT members appointed by the AFT President and administrators appointed by the Superintendent to study and make recommendations relative to the co-curricular and athletic coach stipends set forth at Appendices A-1 and A-2. The subcommittee will report back to the negotiating parties on its work no later than November 1, 2020. Any changes to the contract language will be subject to negotiation and ratification by the Parties.~~

D. Reconfigure Grade Levels

Incorporate/Update the reconfigured grade levels where appropriate, including but not limited to the following changes:

- i. Article IV.B.1 – Remove reference to “Grades 9-12”
- ii. Article IV.B.2 – Remove reference to “5-8”
- iii. Article IV.B.3 – Remove reference to “PreK-4”

E. Appendix A-1 – Co-Curricular Activity Stipends

Change Title of “Special Education Summer Programs” to “Extended School Year”.

F. Review existing Side Letters

The Parties will exchange and review existing side letters for verification.

3. Article II.B.2 – Department Chairs/Lead Teachers

Amend to read as follows:

2. Department Chairs/Lead Teachers

- a. Effective September 1, 2019-2023, the following Department Head positions are created ***organizational structure is as follows:***

1. Science & Technology;
2. Math;
3. English;
4. History & ~~World Language~~;
5. **World Language**;
56. Wellness (Family Consumer Science, Physical Education and Health);
67. Visual Media & Performing Arts;
78. Guidance;
89. Special Education.

The School Committee reserves its right, during the life of this Contract to review the organizational structure and make revisions consistent with its managerial rights, subject to its duty to provide the Federation with notice and the opportunity to impact bargain.

4. **Article IX – Federation Privileges and Responsibilities**

Amend sections set forth below as follows:

E. Federation Meetings (leave unchanged)

The authorized representative of the Union shall have the right to schedule Federation meetings in the building before or after regular class hours so long as there is no conflict with Article IV, Section A of this contract.

G. Information (leave unchanged)

The Committee shall make available to the Federation, upon its reasonable and specific request in writing, available information, statistics, and records relevant to negotiations, or necessary for the proper enforcement of the terms of this Agreement. The Committee agrees to provide the Union President or his/her designee with the following information, in writing, on all members of the bargaining unit no later than October 1st of each school year, and for newly hired employees within ten (10) work days of their date of hire: name, job title, department, current work location/building assignment, home telephone number, cell phone number, home address, and personal (non-work) email, if on file.

The Federation shall make available to the Committee, upon its reasonable and specific request in writing, available information, statistics and records relevant to negotiations, or necessary for the proper enforcement of the terms of this Agreement.

J. Voluntary Deductions

The Employer shall deduct from and transmit to the Federation funds from members who voluntarily choose to participate in the Federation's scholarship or COPE program.

K. Employee Organization Access to Members

The Employer shall provide the Federation access to members of the bargaining unit that the Federation exclusively represents consistent with the provisions of M.G.L. c. 150E, s. 5A, including:

- 1. The right to meet with individual employees on school premises during the workday to investigate and discuss grievances, workplace-related complaints, and other workplace issues;*
- 2. The right to conduct worksite meetings during lunch breaks and other non-work breaks and before and after the workday on the school premises to discuss workplace issues, collective bargaining negotiations, the administration of collective bargaining agreements, other matters related to the Federation's duties as the exclusive bargaining representative and internal Federation matters involving the governance or business of the Federation; and*
- 3. The right to meet with newly-hired employees, without charge to the pay or leave time of such an employee, as outlined in Article IX, Section L.*

L. New Employee Orientations

- 1. For bargaining unit employees hired prior to the start of the academic year, the Federation shall be provided at least one (1) hour to meet with such newly hired employees during new teacher orientation, typically occurring prior to the start of the school year for students. The parties note that new teacher orientation is typically an unpaid day. In the event that new teacher orientation is held on a work day, then the Employer shall provide release time for new employees to attend with no loss of pay. The Employer shall release two (2) members of the Federation to conduct the orientation with no loss of pay.*
- 2. For bargaining unit employees hired after the start of the academic year, the Federation shall have the right to meet with such newly hired employee within the first five (5) days of employment, with no loss of pay, for not less than one (1) hour. The Employer shall release a building representative , or other representative chosen by the Federation, to conduct an orientation of no less than one (1) hour with no loss of pay.*

M. *Bargaining unit employees shall be released, with no loss of pay, to attend conventions, training, and conferences of the Federation, for a total annual allotment of six (6) days per school year. Requests to utilize such union leave days will be made in writing to the Superintendent at least two (2) calendar weeks in advance.*

5. Parental Leave

Article VI- Leaves Of Absence

Amend the sections set forth below as follows:

J. Family and Medical Leave Act

Eligible employees will be granted leave in accordance with the federal Family and Medical Leave Act and may use accrued sick time for leave due to their own personal illness. *Employees taking FMLA leave for the purpose of the birth or adoption of a child may utilize accrued sick time as set forth at Section K, below.*

K. Parental Leave

Eligible members will be granted leave, *to the extent they are otherwise eligible*, in accordance with the *FMLA and/or the* Massachusetts Parental Leave Act ("*MPLA*"), M.G.L. c. 149, s. 105D, *for the birth or adoption of a child and may use accrued sick time for leave due to their own personal illness.*

Employees on an approved leave under the FMLA or MPLA for the birth or adoption of a child may use the following benefits, within four (4) months of the date of birth or adoption of a child:

- (a) Effective September 1, 2023 - up to twelve (12) weeks of accrued paid sick leave, to the extent available pursuant to Article VI, Section A;*
- (b) Effective September 1, 2024 – one (1) week of paid parental leave not to be deducted from accrued sick time and up to eleven (11) weeks of accrued paid sick leave, to the extent available pursuant to Article VI, Section A; and,*
- (c) Effective September 1, 2025 – two (2) weeks of paid parental leave not to be deducted from accrued sick time and up to ten (10) weeks of accrued paid sick leave, to the extent available pursuant to Article VI, Section A.*

To be eligible for the paid parental leave benefit, the individual must have been employed by the District for one full school year.

If both parents are employed by the District, the leave benefit will be shared.

To assist with planning, the employee requesting leave under this provision will provide the Superintendent or their designee with notice as far in advance as possible and no less than two (2) weeks prior to the expected commencement of the leave and their intention to return to work following the end of such leave.

6. Article IV.B – Teaching Load; Teaching Programs

Amend the definitions set forth below to read as follows:

The definitions set forth below apply to all levels, High School, Middle School, and Elementary.

*“Administrative **Duty** periods” are those periods during which the teacher is programmed for a regular activity other than teaching **assigned an administrative, non-teaching, activity, also referred to as a duty, which may include but is not limited to student supervision, hall duty, cafeteria duty, recess supervision, arrival and/or dismissal. At the High School level, teachers may be assigned substitute teacher coverage as part of an administrative duty, a set forth at Article IV, Section B.1.c. The expectations for substitute teacher coverage during an assigned administrative duty period is limited to the distribution and collection of work, monitoring student safety and dismissal of students from class.***

*“Preparation periods” are those periods during which the teacher is not assigned to a regular programmed responsibility. **Preparation periods are self-directed and shall be used for unassigned professional work.** It is understood that common planning time is an appropriate preparation period activity. ~~Effective September 1, 2008, common planning time may be scheduled for up to one hour per week of preparation time. Preparation periods shall be distributed in each school on an equitable basis.~~*

*“~~Flex~~**WIN/Advisory Time**” is an Administrative period of non-instructional time that does not require preparation and may be used for **purposes which include but are not limited to: IEP meetings, 504 meetings, student advisory time, parent meetings, student break/snack/bathroom time, and student extra help, interventions, or other similar activities. If WIN requires preparation for intervention, SEL or other similar activities, the District will provide the resources and materials to do so.***

*“**Common Planning Time (“CPT”)** is considered to be non-teaching time that may include but not be limited to PLC by Team, PLC by Grade, IEP Meetings and/or Parent Meetings, as determined by the administration.*

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7. **High School Schedule**

A. **Article IV.B.1 – High School**

Amend the sections set forth below to read as follows:

1. ~~High School/Grades 9-12~~
 - a. No teacher shall be assigned more than three (3) different curricular preparations, unless by mutual agreement.
 - b. ***Schedule:***
 1. ***Teachers will teach 16/24 periods, the equivalent of four (4) year long courses.***
 2. Teachers will be provided with a daily preparation period ***the equivalent in length*** to a teaching period (***hereinafter referred to as “daily prep”***). ~~Weekly preparation time for each teacher shall be a minimum of 286 minutes per week, based upon a five (5) school day week.~~
 - a. ***Up to one (1) period of daily prep per week will be used for common planning time.***
 3. ***During two (2) quarters of the year, in addition to daily prep, teachers will have an additional prep period.***
 - a. ***During the two (2) quarters of the year that teachers have an additional prep period, up to one (1) preparation period per week will be used for curriculum writing.***
 4. ***During two (2) quarters of the year, teachers will be assigned an administrative duty that includes hall duty, bathroom duty, bus duty, cafeteria duty and/or other duties mutually agreed upon between the building administrator and the teacher with notice to the Federation.***
 - a. ***Members assigned to cafeteria duty will be responsible for overseeing one of the two lunches as assigned by the administration.***
 - b. ***The Administration will use best efforts where possible to staff cafeteria duty with at least two staff***

members, which could include non-bargaining unit employees.

e5. ~~Flex~~*WIN*/Advisory Time shall not count as a separate curricular preparation. *WIN remains a part of expected teacher responsibilities.*

d6. Teachers may be assigned administrative *duty* periods.

~~e. Teachers will be released from Administrative Duty three (3) weeks during one (1) quarter each year as determined and scheduled by the Principal or his/her designee.~~

c. Substitute Class Coverage:

1. *Teachers, including department heads, may be called upon up to twelve (12) times per year to cover a class.*

2. *Substitute Class Coverage would only occur during duty and/or additional prep time.*

3. *After twelve (12) times, the teacher would be compensated at the contractual hourly rate listed in Article IV.H.3.*

4. *The Administration will use its best efforts to evenly distribute sub assignments among available teachers.*

B. Article II.B.2 – Department Heads

Amend the sections set forth below to read as follows:

e. Administrative time for Department Heads will be used for ~~department work~~ *to complete department duties/needs.* Department Heads may be assigned ~~Flex~~*WIN*/Advisory Time.

~~f. The teaching load for Department Heads will be reduced by one (1) block over the course of the school year. This time will be spent doing departmental business.~~

i. The Superintendent may ~~further~~ reduce the teaching time of a Department Head when the Superintendent warrants the need.

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8. **Article IV.B.2 – Middle School**

Amend to read as follows:

2. Middle School ~~5-8~~

- a. Subject preparation is considered the preparation of classes for a particular subject. Each academic subject, i.e. Math, Science, English, and Social Studies, constitutes a different subject preparation.

Special area teachers, i.e. art, band/music, computers, health, life skills, physical education, technical education and world languages will have subject preparations that will cover all ~~four~~ grades levels *at the Middle School level.*

In the event that the School Committee decides to offer World Language as an academic subject at the Middle School level, then World Language shall be treated as a “subject prep” and not a “special.”

- b. No teacher shall be assigned more than three (3) different curricular preparations, unless by mutual agreement.

c. *Schedule:*

1. *Core and Special Education teachers will teach 20 content periods over a five (5) school day week.*

2. *EAST teachers will teach four (4) sections of each grade and may be responsible for one (1) additional block of administrative responsibility over a five (5) school day week.*

3. Weekly preparation time for each teacher shall be a minimum of ~~290~~ 300 minutes per week, based upon a five (5) school day week.

4. *In addition to the minimum weekly preparation time referenced above, there shall be up to three (3) administratively-assigned Common Planning Time (CPT) periods per week, based upon a five (5) school day week.*

5. All preparation *and* CPT periods shall be equivalent to a ~~a~~ *one (1) instructional/teaching period.*

e6. ~~Curriculum Enrichment (“CE”)~~ *At the Middle School Level, WIN/Advisory* periods are Administrative periods in which a teacher is scheduled to provide individual students with various types of informal academic support. ~~Curriculum Enrichment WIN/Advisory~~ periods shall not count as a separate subject preparation. *WIN periods per week will be dedicated by all CORE and Special Education staff to support Math, ELA, SEL and Advisory.*, and shall be managed as follows:

- ~~• The first half (approximately 29 minutes) of CE periods will be dedicated to targeted interventions to students as needed, and to deliver the Second Step curriculum. The parties agree to explore additional ways to effectively deliver the Second Step curriculum which eliminates the use of CE Periods.~~
- ~~• The second half (approximately 29 minutes) of CE periods will be dedicated to teacher assisted student supports.~~

f7. ~~Administrative time shall be distributed on an equitable basis. All teachers, with the exception of teachers of separate programs and nurses, may be assigned up to three (3) daily duties, that include homeroom/arrival supervision, lunch/recess duty, student dismissal, and/or other duties mutually agreed upon between the building administrator and the teacher with notice to the Federation. As referenced at Article IV.B.2.c.2, above, EAST teachers may be responsible for one (1) additional block of administrative duty per week.~~

9. Article IV.B.3 – Elementary School

Amend to read as follows:

3. Elementary School ~~PreK-4~~
 - a. Preparation periods *are self-directed and* shall be used for unassigned professional work.
 - b. ~~To the end~~ *For the purpose* of enriching curriculum, improving teaching service and providing preparation periods, the services of teachers of music, art, reading, physical education, library, etc. should be utilized.

- c. Weekly preparation time for each *elementary* teacher ~~in Grades K through 4~~ shall be a minimum of 300 minutes *per week, based upon a five (5) school day week.*
- d. All *elementary teachers will be provided with a daily* preparation periods ~~of shall~~ be no less than 30 continuous *and uninterrupted* minutes ~~in Grades K through 4.~~ *The District will use its best efforts to schedule 50 minutes of preparation time per school day, where possible.*
- e. *In addition to the minimum weekly preparation time referenced above, the District will use its best efforts to provide teachers with a minimum of fifty (50) minutes over a two school week cycle for administratively-assigned Common Planning Time (CPT time). If the District determines that it is not possible to provide this amount of CPT time, the Superintendent will inform the Federation President and the parties will meet to discuss.*
- f. *The Parties will form a joint study committee comprised of an equal number of management and Federation representatives designated by the Superintendent and Federation President, respectively, to study the elementary schedule, including CPT and preparation time and to bring back a recommendation to the negotiation teams. The joint committee will report back on their status to the negotiation teams no later than March 15, 2024. Any agreement reached will remain subject to ratification by the Committee and the Federation.*

10. Article II.F.4 – Approved Courses

Amend the sections set forth below to read as follows:

- 1. Each teacher must take approved courses totaling six (6) graduate credits each six (6) years and receive a grade of “B” or better. *Effective September 1, 2024, with the exception of those courses taken as part of a pre-approved standards-based program, Pass/Fail courses will not be accepted to satisfy this requirement.*
- 4. Tuition reimbursements of up to \$1,000.00 will be given for each approved three credit graduate course taken by a teacher, and each one (1) or two (2) credit course or combination thereof approved by the Superintendent that is taken by a teacher or nurse at a four (4) year college. *In order to receive this reimbursement, the teacher is required to earn and earning a grade of “B” or better. Effective September 1, 2024, with the exception of those courses taken as part of a pre-approved standards-based program, Pass/Fail Courses will not be eligible for this reimbursement.* The number of courses to be reimbursed may not exceed four (4)

for any teacher during a given year, and the total amount reimbursed for the school system shall not exceed ~~\$40,000.00~~ **45,000.00** in a given year.

11. Article II.N - Horizontal Movement on Pay Scale

Amend the sections set forth below to read as follows:

- 2. It is required that courses which are to be submitted for credits receive approval from the building principal and then be forwarded to the Superintendent or his/her designee for final approval prior to being taken. Only those *graduate level* courses taken at an accredited college or university and which are reasonably related to the teacher’s field of work/discipline shall be approved for purposes of movement on the pay scale. If the course is not approved, it cannot be used for credit towards a horizontal move on the pay scale. In-service credits will not be recognized for purposes of movement on the pay scale.
- 3. *In order to utilize an approved course for credit towards a horizontal move on the pay scale, the teacher must have earned a grade of B or better. Effective September 1, 2024, with the exception of those courses taken as part of a pre-approved standards-based program, Pass/Fail courses may not be used for credit towards a horizontal move.*
- 56. Nurses shall be eligible for horizontal movement based upon *graduate* credits and degrees earned in fields related to nursing, health education or counseling. Notwithstanding, a nurse shall be eligible for horizontal movement to the Masters Column with either a Masters in Nursing, Masters in Public Health, A Masters in School Nursing, or a Masters in Education with a concentration in School Nursing, based upon the same criteria and procedures set forth above at paragraphs 1 – 3.
- 67. Increments for Advanced Credit – Increments for advanced credit shall be effective upon successful completion of courses, *meaning a grade of a B or better*, and receipt of approved transcript of courses as follows: on September 1, for those courses completed and transcripts received by August 31st and on February 1st for those courses completed and transcripts received by January 31st.

12. Article IV.L – Student Information (Currently “Relief from Non-Teaching Duties”)

Amend as follows:

~~Relief from Non-teaching Duties~~ ***Student Information***

~~Teachers shall not be required to keep registers; but they shall~~ ***take class attendance and upload such information into the Student Information System in a timely manner*** ~~be required to assist by providing attendance information to the administration.~~

13. Article IV.M – Parent Conferences

Add a new second paragraph to read as follows:

The Parties will form a joint study committee comprised of an equal number of management and Federation representatives designated by the Superintendent and Federation President, respectively, to study the issue of parent-teacher conferences in the District and to bring back a recommendation to the negotiation teams for implementation for the 2024-2025 school year. The joint committee will report back their recommendation to the negotiation teams no later than March 15, 2024. Any agreement reached will remain subject to ratification by the Committee and the Federation.

14. Appendix C – Amesbury Educator Evaluation System

Amend the sections below as follows:

A. Section I - Classroom Observations

Classroom observations

Classroom observations may be announced or unannounced and of any duration.

A. Educators without PTS:

1. In the first year of practice or first year assigned to a school, the Educator shall have at least one announced observation and at least ~~four~~ **three (3)** unannounced observations.
2. In their second and third years of practice or second and third years as a non-PTS Educator in the school, the Educator shall have at least one announced and at least ~~three~~ **two (2)** unannounced observations.

B. Section M – Timelines

Activity:	Completed By:
Superintendent, principal or designee meets with Evaluators and Educators to explain evaluation process	September 15
Evaluator meets with first-year Educators to assist in self-assessment and goal setting process	October 1
Educator submits self-assessment and proposed goals	
<i>Educator submits self-assessment, goals and educator plans to Evaluator no later than</i>	<i>October 15</i>

Evaluator meets with Educators in teams or individually to establish Educator Plans (Educator Plan may be established at Summative Evaluation Report meeting in prior school year)	October 15
Evaluator completes Educator Plans	November 1

Continue with rest of timelines as set forth at Appendix C.

C. Section N – General Provisions

*In the event that DESE issues updated regulations, processes or rubrics, the Parties agree to reopen Appendix C of this Agreement for the limited purpose of negotiating over such updated regulations, processes or rubrics. For that purpose, the parties agree to establish a joint union-management evaluation team ~~which shall~~ to review the **amended regulations and/or DESE recommended adjustments** evaluation processes and procedures annually through the first three years of implementation and recommend adjustments to the parties. *The recommendations of the joint evaluation team will be brought forward to the negotiation teams and any agreed upon changes will be reduced to writing in the form of a Memorandum of Agreement.**

The Union President shall appoint the Union team members. The School Committee Chair shall appoint the management team members. ~~The parties agree to reopen the Collective Bargaining Agreement for the limited purpose of negotiating over such recommended adjustments and future DESE regulations and/or requirements.~~

D. Rubric

Replace the existing rubric with the most updated DESE rubric.

15. Article II.D – Long Term Substitutes

Amend to read as follows:

Long term Substitutes hired ~~for the entire year for no particular teaching assignment or to fill a particular position for more than twenty (20) consecutive school~~ days shall be considered members of the bargaining unit and placed on the salary scale at Bachelors, Step 1, **retroactive to the first day in the position.**

16. Article I, Section A – Recognition Clause

The Parties agree to accrete the position of Board Certified Behavior Analyst to the Teachers’ and Nurses’ bargaining unit pending negotiations over terms and conditions of employment, including a review of the provisions of the CBA relative to applicability, and wages.

17. Article II, Section S – Special Education Teachers – Additional Diagnostic Report Work

Insert a new Section to read as follows:

- S. *With prior notice to the Special Education Facilitator and the approval of the Director of Special Education or their designee, Special Education teachers who require additional time to complete student diagnostic testing reports may be compensated for up to five (5) hours of work outside the contractual day per school year at the contractual hourly rate listed in Article IV.H.3. This provision shall not apply to the school psychologist or related service providers.*

18. Article II, Section M – Service Credits

Amend to read as follows:

All teachers and nurses who have completed the required years of continuous service shall receive the stipends listed below.

Teachers

<i>September 1, 2023</i>		
\$1,250	10-14 years	Completed teaching experience in Amesbury
\$1,750	15-19 years	Completed teaching experience in Amesbury
\$2,000	20+ years	Completed teaching experience in Amesbury
\$2,250	30 + years	Completed teaching experience in Amesbury

Nurses

\$1,250 — 10-14 years — Completed nursing experience in Amesbury
 \$1,750 — 15-19 years — Completed nursing experience in Amesbury
 \$2,000 — 20 + years — Completed nursing experience in Amesbury
 \$2250 — 30 + years — Completed nursing experience in Amesbury

<i>September 1, 2024</i>	<i>September 1, 2025</i>		
<i>\$1,500</i>	<i>\$1,750</i>	10-14 years	Completed teaching experience in Amesbury
<i>\$2,000</i>	<i>\$2,250</i>	15-19 years	Completed teaching experience in Amesbury
<i>\$2,250</i>	<i>\$2,500</i>	20+ years	Completed teaching experience in Amesbury
<i>\$2,500</i>	<i>\$2,750</i>	30 25 + years	Completed teaching experience in Amesbury

19. Economics

Increase and revise the salary schedule as follows. Updated Salary Schedules incorporating the changes set forth below are attached hereto as Exhibit A.

A. Year 1

- i) Effective September 1, 2023: Increase the scale by 2.5%; and,
- ii) Effective the 91st day of the 23-24 School Year: Increase the scale by .5%.

B. Year 2

Effective September 1, 2024:

- i) Step 17 becomes Step 15 – amend note 2 as follows:

~~Step 17~~ **15** is for members of the bargaining unit who have completed ~~seventeen (17)~~ **fifteen (15)** years of continuous service with the Amesbury Public Schools within the bargaining unit.

- ii) Increase the scale by 3.25%.

C. Year 3

Effective September 1, 2025:

- i) Create a new Step 12 for 12 years of continuous service at a 2.5% increment. – amend note 2 to add a new Paragraph 1, to read as follows:

Step 12 is for members of the bargaining unit who have completed twelve (12) years of continuous service with the Amesbury Public Schools within the bargaining unit.

- ii) Add \$750.00 to Step 15.
- iii) Increase the scale by 3.25%.

17. Appendix A Stipends

A. Effective September 1, 2023:

- 1. Adjust the stipends set forth below as follows and incorporate these changes into Appendix A to the Collective Bargaining Agreement:

	September 1, 2023
Nurse Leader Stipend	\$10,000
AMS Field Hockey Club Advisor	\$600
AHS Chess Club Advisor	\$600
AMS CARE Program Coordinator	\$1250
Class Advisors at AHS	Grades 9 & 10 - \$1500 Grades 11 & 12 - \$2000
AMS Ski Club (in additional responsibilities listing)	\$1500


- 2. All other Appendix A stipends – increase by 3%.

- B. Effective September, 1, 2024 – Increase all Appendix A stipends by 3%.
- C. Effective September 1, 2025 – Increase all Appendix A stipends by 3%.

This Memorandum of Agreement is subject to ratification by the Committee and the AFT, Teachers and Nurses Unit. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

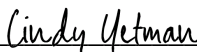
Signed in duplicate this _____ day of July, 2023.

AMESBURY SCHOOL COMMITTEE

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8/2/2023

**AFT AMESBURY,
TEACHERS & NURSES UNIT**

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EXHIBIT A

**APPENDIX B
TEACHERS/NURSES SALARY SCHEDULE**

**2023-2024 School Year
(2.5% Increase)**

Step	B/BSN	B/BSN+18	B/BSN+36	M/MSN	M/MSN+15	M/MSN+30	M/MSN+45	M/MSN+60	MM/CAGS
1	54,937.86	57,279.27	64,381.62	61,180.82	63,521.04	65,862.45	68,203.86	70,544.08	74,446.83
2	56,780.92	59,151.91	67,601.34	63,053.47	65,394.88	67,736.29	70,075.33	72,417.92	76,318.30
3	58,684.34	61,024.57	72,320.86	64,926.13	67,268.72	69,608.94	71,950.35	74,291.76	78,192.14
4	60,557.00	62,897.22	74,238.49	66,799.97	69,140.19	71,481.60	73,823.00	76,164.41	80,065.97
5	62,428.47	64,769.88		68,671.44	71,012.85	73,354.25	75,695.66	78,035.88	81,938.63
6	64,301.13	66,642.53		70,544.08	72,885.49	75,226.91	77,568.31	79,909.72	83,811.27
7	66,176.14	68,517.55		72,417.92	74,759.33	77,099.55	79,440.96	81,782.38	85,683.93
8	67,062.75	69,368.64		74,291.76	76,633.16	78,972.21	81,313.61	83,655.02	87,556.58
9				76,164.41	78,504.64	80,846.04	83,187.45	85,526.49	89,429.24
10				78,035.88	80,377.29	82,719.88	85,060.10	87,401.51	91,304.25
11				80,799.87	83,141.29	85,482.70	87,822.92	90,164.33	94,065.88
17				82,819.87	85,219.82	87,619.76	90,018.49	92,418.44	96,417.53

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EXHIBIT A

**2023-2024 School Year
Effective the 91st day (.5% Increase)**

Step	B/BSN	B/BSN+18	B/BSN+36	M/MSN	M/MSN+15	M/MSN+30	M/MSN+45	M/MSN+60	MM/CAGS
1	55,212.54	57,565.66	64,703.52	61,486.73	63,838.65	66,191.77	68,544.88	70,896.80	74,819.07
2	57,064.82	59,447.67	67,939.35	63,368.74	65,721.86	68,074.98	70,425.71	72,780.01	76,699.89
3	58,977.76	61,329.70	72,682.47	65,250.76	67,605.07	69,956.99	72,310.10	74,663.22	78,583.10
4	60,859.79	63,211.71	74,609.69	67,133.97	69,485.89	71,839.01	74,192.11	76,545.23	80,466.30
5	62,740.61	65,093.73		69,014.79	71,367.91	73,721.02	76,074.14	78,426.06	82,348.32
6	64,622.63	66,975.74		70,896.80	73,249.92	75,603.04	77,956.15	80,309.27	84,230.33
7	66,507.02	68,860.14		72,780.01	75,133.13	77,485.05	79,838.17	82,191.29	86,112.35
8	67,398.06	69,715.49		74,663.22	77,016.33	79,367.07	81,720.18	84,073.30	87,994.36
9				76,545.23	78,897.16	81,250.27	83,603.39	85,954.12	89,876.38
10				78,426.06	80,779.17	83,133.48	85,485.40	87,838.52	91,760.77
11				81,203.87	83,556.99	85,910.11	88,262.03	90,615.15	94,536.21
17				83,233.97	85,645.92	88,057.86	90,468.58	92,880.53	96,899.62

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EXHIBIT A

**2024-2025 School Year
3.25% Increase**

Step	B/BSN	B/BSN+18	B/BSN+36	M/MSN	M/MSN+15	M/MSN+30	M/MSN+45	M/MSN+60	MM/CAGS
1	57,006.95	59,436.55	66,806.39	63,485.05	65,913.40	68,343.00	70,772.59	73,200.95	77,250.69
2	58,919.43	61,379.72	70,147.38	65,428.22	67,857.82	70,287.41	72,714.54	75,145.36	79,192.64
3	60,894.54	63,322.91	75,044.65	67,371.41	69,802.23	72,230.59	74,660.18	77,089.78	81,137.05
4	62,837.73	65,266.09	77,034.50	69,315.82	71,744.18	74,173.78	76,603.36	79,032.95	83,081.45
5	64,779.68	67,209.27		71,257.77	73,687.37	76,116.95	78,546.55	80,974.90	85,024.64
6	66,722.87	69,152.45		73,200.95	75,630.54	78,060.14	80,489.72	82,919.32	86,967.82
7	68,668.50	71,098.09		75,145.36	77,574.96	80,003.31	82,432.91	84,862.50	88,911.00
8	69,588.50	71,981.24		77,089.78	79,519.36	81,946.50	84,376.09	86,805.68	90,854.18
9				79,032.95	81,461.32	83,890.90	86,320.50	88,747.63	92,797.37
10				80,974.90	83,404.50	85,835.32	88,263.68	90,693.27	94,743.00
11				83,843.00	86,272.59	88,702.19	91,130.55	93,560.14	97,608.64
15				85,939.08	88,429.41	90,919.74	93,408.81	95,899.14	100,048.86

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EXHIBIT A

**2025-2026 School Year
3.25% Increase**

Step	B/BSN	B/BSN+18	B/BSN+36	M/MSN	M/MSN+15	M/MSN+30	M/MSN+45	M/MSN+60	MM/CAGS
1	58,859.68	61,368.23	68,977.60	65,548.31	68,055.59	70,564.15	73,072.70	75,579.98	79,761.33
2	60,834.31	63,374.56	72,427.17	67,554.64	70,063.20	72,571.75	75,077.76	77,587.59	81,766.40
3	62,873.61	65,380.91	77,483.60	69,560.98	72,070.80	74,578.08	77,086.64	79,595.20	83,774.00
4	64,879.96	67,387.23	79,538.12	71,568.59	74,075.87	76,584.42	79,092.97	81,601.52	85,781.60
5	66,885.02	69,393.58		73,573.65	76,082.21	78,590.75	81,099.31	83,606.59	87,787.94
6	68,891.36	71,399.90		75,579.98	78,088.54	80,597.09	83,105.64	85,614.19	89,794.27
7	70,900.22	73,408.78		77,587.59	80,096.14	82,603.42	85,111.98	87,620.54	91,800.61
8	71,850.13	74,320.63		79,595.20	82,103.74	84,609.76	87,118.31	89,626.86	93,806.94
9				81,601.52	84,108.81	86,617.36	89,125.92	91,631.93	95,813.28
10				83,606.59	86,115.14	88,624.97	91,132.24	93,640.80	97,822.14
11				86,567.90	89,076.45	91,585.01	94,092.29	96,600.85	100,780.92
12				88,732.09	91,303.37	93,874.64	96,444.60	99,015.87	103,300.44
15				89,506.47	92,077.74	94,649.01	97,218.97	99,790.24	104,074.82

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