

AMENDMENT TO
MEMORANDUM OF AGREEMENT
BETWEEN
ASHLAND SCHOOL COMMITTEE
AND
ASHLAND EDUCATORS ASSOCIATION
(Administrative Assistant Unit)

7/1/20-6/30/21

WHEREAS, the Ashland School Committee ("Committee") and the Ashland Educators Association ("Association") entered into a one-year Memorandum of Agreement to amend the July 1, 2017 through June 30, 2020 Collective Bargaining Agreement for the period of July 1, 2020 through June 30, 2021 (the "FY 21 Agreement");

WHEREAS, the FY 21 Agreement was negotiated in the early stages of the COVID-19 pandemic when the general economic climate was uncertain, and provided for no base wage increase;

WHEREAS, the Committee represented to the Association that if the economic consequences of the pandemic to the Ashland Public Schools were not as significant as initially feared such that it could reasonably provide for a base wage increase for the term of the FY 21 Agreement that it would negotiate further to do so; and

WHEREAS, the Committee has determined that the economic consequences of the pandemic to the Ashland Public Schools were not as significant as initially feared and that it is able to provide for a reasonable base wage increase for the term of the FY 21 Agreement, and the parties have negotiated for such a base wage increase.

NOW, THEREFORE, the Committee and the Association agree to amend the FY 21 Agreement as follows:

I. Article XIV, Salaries and Longevity

Amend salary grid as follows:

Increase salary grid by 2%, effective July 1, 2020

II. All other provisions of the FY '21 Agreement shall remain in full force and effect in accordance with their terms.

Wherefore, the Committee and the Association have caused this Memorandum of Agreement to be executed by their duly-authorized representatives the 29th day of April, 2021

On behalf of

Ashland School Committee

Laura Tosti

Laura Tosti

Ashland Educators' Association

Michelle Smith

Michelle Smith

**MEMORANDUM OF AGREEMENT
BETWEEN
ASHLAND SCHOOL COMMITTEE
AND
ASHLAND EDUCATORS ASSOCIATION
(Administrative Assistants' Unit)**

7/1/21-6/30/24

WHEREAS, the Collective Bargaining Agreement (the "Agreement") between the Ashland School Committee (the "Committee") and the Ashland Educators Association (the "Association") is scheduled to expire June 30, 2021;

WHEREAS, the Committee and the Association have reached an Agreement for a successor agreement for the period of July 1, 2021 through June 30, 2024;

NOW, THEREFORE, the Committee and the Association agree the new Agreement shall consist of the prior Agreement as modified herein:

Article VIII - Sick Leave

B. Sick Leave Buy back

Add the following:

6. Severance Pay will not be available to any bargaining unit member hired on or after July 1, 2021.

Article IX - Other Leave

B - Personal Leave

Add the following:

Personal leave may be taken in full day, half day, or hourly increments. The parties shall pilot the use of hourly increments for the duration of this Agreement. Unless the parties

agree to incorporate the use of hourly increments into a successor agreement, such use shall not continue beyond the duration of the 2021-24 Agreement.

E- MPLA/FMLA

Add the following paragraph

The intent of this section is to allow an employee paid parental leave for the purpose of bonding with a child after birth or adoption. This leave may be taken for up to, but shall not exceed, the ten (10) consecutive weeks immediately after the birth or adoption, but may begin up to two (2) weeks prior to the anticipated date of birth or placement of an adopted child. This period of paid leave shall be charged to an employee's individual sick leave accrual provided (a) they have available sick days and (b) the day would have been a normal work day. The employee must notify their intent to use accrued sick time and how many days to be used at the time of request for leave.

Article XIV - Salaries/Longevity

Eliminate steps 1 - 3 of the salary grid, the current step 4 becomes the new step 1.

Add a new step on top that is 2% above the old top step, this step will be added after the retroactive adjustment to the 20/21 grid and before the COLA is added for the 21/22 grid.

~~Notwithstanding the provision above, the Association acknowledges and agrees that the Town may implement a change in health insurance plans for bargaining unit members from "legacy plans" to "rate saver plans" as offered by the Town in accordance with the plans through the West Suburban Health Group. In addition, the Town will establish a Health Reimbursement Account in accordance with law. The date of implementation of this provision shall be within sixty (60) days of ratification of contract by both School Committee and the Association. The Association also agrees that it will work with the Town to seek to improve communication with its members as to ways they can make better choices relative to health care and wellness.~~

~~New employees shall not be initially employed above step three (3) of the salary schedule regardless of the number of years of experience. New employees may be placed at the top step effective July 1 after a minimum employment period of 5 months. The superintendent shall have the discretion to place new hires on the salary grid at a step appropriate for their level of experience.~~

Increase the salary grid by the following:

FY '22	2%
FY '23	2.5%
FY '24	2.5%

Wherefore, the Committee and the Association have caused this Memorandum of Agreement to be executed by their duly-authorized representatives the 12th day of May, 2021

On behalf of

Ashland School Committee

Laura Tosti

Laura Tosti

Ashland Educators' Association

Cristall Smith

Michelle Smith