

WORCESTER PUBLIC SCHOOLS



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TO: Ms. Boulais

FROM: Helen A. Friel *H. Friel*

DATE: September 9, 2021

At the School Committee Meeting that was held on Thursday, October 7, 2021, the following items was discussed:

Pursuant to action taken in executive session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the Educational Association of Worcester, Parent Liaisons, for the contract duration of September 1, 2020 through August 31, 2022.

On a roll call of 6-1 (absent Mayor Petty), the Memorandum of Agreement was approved.

Attached please find a copy of the fully executed Memorandum of Agreement.

If you have any questions, please feel free to contact this office.

HAF/cmm
Enc.

cc: Superintendent Binienda
Attorney Reichert

MEMORANDUM OF AGREEMENT

The Worcester School Committee and the Educational Association of Worcester on behalf of the Parent Liaisons agree to the following specific modifications to the Collective Bargaining Agreement between the Parties. Unless specifically modified herein, the terms and conditions of the collective bargaining agreement covering the period from September 1, 2013 through August 31, 2016, as amended by the Memorandum of Agreement for the contract durations of September 1, 2016 through August 31, 2017 and September 1, 2017 through August 31, 2020, shall remain in effect with the following amendments:

1. **ARTICLE II RECOGNITION.** Add the position of English Proficiency Level (EPL) Tester to the Recognition Clause effective on March 11, 2021.
2. **ARTICLE VII GENERAL.** Add a new subparagraph providing that "Effective with the ratification of this Agreement by all Parties, EPL Testers and Parent Liaisons shall be considered to have interchangeable roles, such that all employees employed in either title may be expected to perform the duties of either title so long as adequate training has been provided to the affected employee.
3. **ARTICLE X SALARY and SALARY SCHEDULE.** All steps on the base column on the salary schedules appearing in Appendix A shall be increased as follows:
 - a. Two Percent (2%) increase effective retroactive to July 1, 2020 in the case of full year 52 week employees; and Two Percent (2%) increase effective retroactive to the first day of the 2020/2021 school year for school year 42 week employees; and
 - b. Two Percent (2%) increase effective retroactive to July 1, 2021 in the case of full year 52 week employees; and Two Percent (2%) increase effective retroactive to the first day of the 2021/2022 school year for school year 42 week employees.
 - c. The 9 credit and 18 credit columns shall not be adjusted by the percentage increases noted above and shall continue to be calculated using the .45/hour and .80/hour differentials respectively.

These increases are reflected in the attached salary schedules.

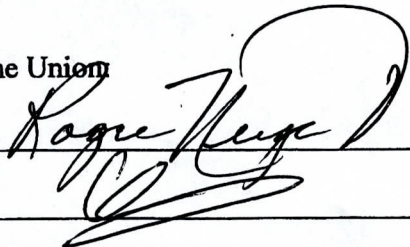
4. **ARTICLE X SALARY and SALARY SCHEDULE.** Salary Scale Change. Effective retroactive to July 1, 2020 in the case of full year 52 week employees, and after the application of the increases identified at Paragraph 3(a) above, a new top step (step 8) will be added to the base column, which step 8 will be established at a level which is three percent (3%) higher than the then effective step 7. Effective retroactive to first day of the 2020/2021 school year in the case of school year 42 week employees, and after the application of the increases identified at Paragraph 3(a) above, a new top step (step 8) will be added to the base column, which step 8 will be established at a level which is three percent (3%) higher than the then effective step 7. With regard to movement on the salary scale in the first year of the agreement (i.e., 2020/2021 school year), no employee

will move more than one step on the salary scale, irrespective of how the steps are numbered or how many years of service an employee has. Thereafter, movement shall be limited to one step per year. In the case of full year 52 week employees, step advancement shall occur on July 1st. In the case of school year 42 week employees, step advancement shall occur on the first day of the school year.

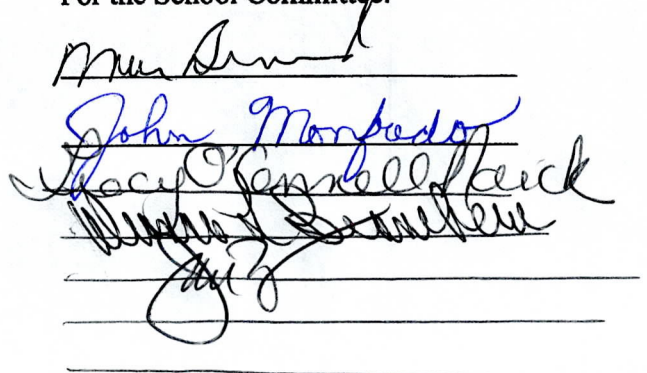
The change to the salary schedules is reflected in the attached salary schedules.

5. **ARTICLE X SALARY and SALARY SCHEDULE.** Effective retroactive to the date of accretion to the bargaining unit (i.e., March 11, 2021), and in recognition of the agreement of the Parties that the positions of Parent Liaisons and EPL Testers will be considered to have interchangeable roles, EPL Testers will be placed on the Parent Liaison salary schedule. The placement of each EPL Tester will be based upon each employee's years of service with the Worcester Public Schools. It is expressly agreed that the use of total years of service with the Worcester Public Schools is for purposes of this transition only and is not precedent setting and does not establish any practice as to the calculation of an employee's benefit eligibility or step placement in any other context. As EPL Testers were compensated at the hourly rate of \$19.48 for hours worked from March 11, 2021 through the date of ratification, they shall receive a retroactive pay adjustment for that period since March 11, 2021 which is equal to the difference in hourly rate applicable to them upon transfer to the Parent Liaison salary schedule on March 11, 2021 and the hourly rate of \$19.48 at which they were actually compensated.
6. **ARTICLE XIV DURATION OF AGREEMENT.** The Parties have agreed to a two-year collective bargaining agreement for the period from September 1, 2020 through August 31, 2022.
7. **Integrated Contract Document.** The Parties agree that in the event of a ratification of this Memorandum of Agreement by all Parties, the Parties will cooperate in the preparation of a fully integrated collective bargaining agreement reflecting the changes contained in this Memorandum of Agreement and the Memorandum of Agreement for the contract durations of September 1, 2016 through August 31, 2017 and September 1, 2017 through August 31, 2020
8. This Agreement is subject to ratification by the Union and ratification and funding by the School Committee.

For the Union



For the School Committee:



Dated: September 29, 2021

Dated: September 29, 2021

**Worcester Public Schools
Parent Liaisons and EPL Testers**

52 Week Positions

	07/01/20		
	2.0%	.45/hour	.80/hour
STEP	base	9 credits	18 credits
1	21.67	22.12	22.47
2	22.39	22.84	23.19
3	23.08	23.53	23.88
4	23.82	24.27	24.62
5	24.57	25.02	25.37
6	25.46	25.91	26.26
7	27.80	28.25	28.60
8	28.63	29.08	29.43

42 Week Positions

	First Day of School 2020-2021		
	2.0%	.45/hour	.80/hour
STEP	base	9 credits	18 credits
1	22.78	23.23	23.58
2	23.50	23.95	24.30
3	24.19	24.64	24.99
4	24.93	25.38	25.73
5	25.68	26.13	26.48
6	26.57	27.02	27.37
7	28.91	29.36	29.71
8	29.78	30.23	30.58

	07/01/21		
	2.0%	.45/hour	.80/hour
STEP	base	9 credits	18 credits
1	22.10	22.55	22.90
2	22.84	23.29	23.64
3	23.54	23.99	24.34
4	24.29	24.74	25.09
5	25.06	25.51	25.86
6	25.97	26.42	26.77
7	28.36	28.81	29.16
8	29.21	29.66	30.01

	First Day of School 2021-2022		
	2.0%	.45/hour	.80/hour
STEP	base	9 credits	18 credits
1	23.23	23.68	24.03
2	23.97	24.42	24.77
3	24.67	25.12	25.47
4	25.42	25.87	26.22
5	26.19	26.64	26.99
6	27.10	27.55	27.90
7	29.49	29.94	30.29
8	30.37	30.82	31.17

Longevity	09/01/07	09/01/14
15 Years	\$650	\$900
20 Years	\$850	\$1,150
25 Years		\$1,400
<i>Paid at the close of the School Year</i>		