

WORCESTER PUBLIC SCHOOLS



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ASSISTANT TO THE SUPERINTENDENT/
CLERK OF THE SCHOOL COMMITTEE

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TO: Ms. Boulais

FROM: Helen A. Friel *H. Friel*

DATE: September 27, 2021

At the School Committee Meeting that was held on Thursday, September 23, 2021, the following items was discussed:

Pursuant to action taken in Executive Session, it was move to ratify the Memorandum of Agreement between the Worcester School Committee and the Massachusetts Nurses Association for and on behalf of the Worcester School Nurses, for the contract duration of July 1, 2020 through June 30, 2022.

On a roll call of 6-0-1 (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/ers
Enc.

cc: Superintendent Binienda
Attorney Reichert

MEMORANDUM OF AGREEMENT

The Worcester School Committee and the Massachusetts Nurses Association for and on behalf of the Worcester School Nurses 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 periods from July 1, 2016 through June 30, 2017 and July 1, 2017 through June 30, 2020 shall remain in effect with the following amendments:

1. ARTICLE 8 – WAGES.

School Nurses:

The Parties have agreed to the following increases to be applied to the salary schedule for "School Nurses":

- a. Effective retroactive to the First Day of the 2020/2021 School Year: Increase all steps on the salary schedule by two (2%) percent; and
- b. Effective retroactive to the First Day of the 2021/2022 School Year: Increase all steps on the salary schedule by two (2%) percent.

Nurse Supervisors:

The Parties have agreed to the following increases to be applied to the salary schedule for "Nurse Supervisors":

- a. Effective retroactive to the First Day of the 2020/2021 School Year: Increase all steps on the salary schedule by two (2%) percent; and
- b. Effective retroactive to the First Day of the 2021/2022 School Year: Increase all steps on the salary schedule by two (2%) percent.

See attached Salary Scale reflecting these increases at Exhibit A.

2. APPLICATION OF PERCENTAGE INCREASES TO OTHER FINANCIAL ITEMS IN COLLECTIVE BARGAINING AGREEMENT. The Parties have agreed that various other "Financial Items" expressed in whole dollar amounts in the collective bargaining agreement, such as longevity, hourly rates, compensation for unused sick leave, tuition reimbursement, and substitute pay, shall be increased as follows:

- a. Two Percent (2%) effective retroactive to first day of 2020/2021 school year; and
- b. Two Percent (2%) effective on the first day of the 2021/2022 school year.

"Financial Items" to be increased pursuant to this Paragraph 2 are defined to include only the following: Article 8, Longevity; Article 13, Compensation for Unused Sick Leave;

Article 22, Tuition Reimbursement (Grandfathered Benefit); Article 25, Miscellaneous Provisions, Section 8 Substitute Nurses; and Article 29, Summer Programs.

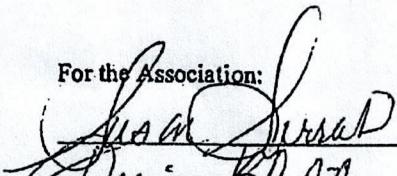
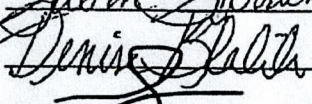
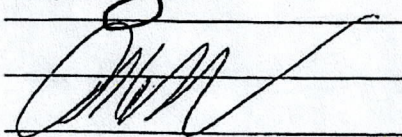
In the case of any financial items contained in the collective bargaining agreement which are expressed as a percentage amount relative to a particular salary level or relative to the employee's salary, as opposed to in whole dollar amounts, which includes the Alternative School Stipend, the benefit percentage will not be increased by the above-referenced percentage increases, as the salaries to which the benefit percentage are applied or added will be the subject of the percentage increases identified in Section 1 herein.

These increases are reflected in the attached list.

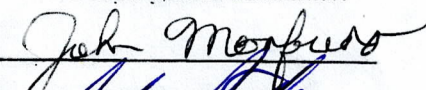
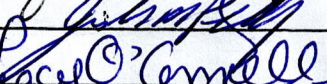
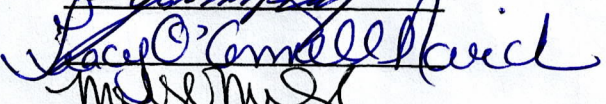
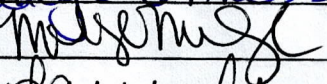
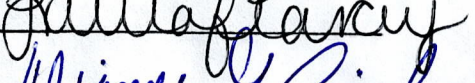

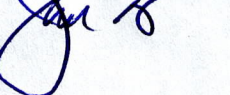
The fact that a particular Financial Item(s) is being increased by the within expressed percentages is not a guarantee that such Financial Item(s) will be payable to any employees, as certain of the identified Financial Item(s) are currently not being paid to any employees or were not paid to employees during the period covered by this Memorandum of Agreement.

3. **ARTICLE 32 – CONDITIONS and DURATION OF AGREEMENT.** The Parties have agreed to a contract duration of two years, from July 1, 2020 through June 30, 2022.
4. **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.
5. The Parties will make such housekeeping changes as are mutually agreed to as part of the integration of the contract document.
6. This Agreement is subject to ratification by the Union and ratification and funding by the School Committee.

For the Association:

For the School Committee:

Dated: September , 2021

Dated: September , 2021

**Worcester Public Schools
Nursing Department**

Nurse Supervisors											
7/1/20 (2.0%)						7/1/21 (2.0%)					
K27						K28					
Step	BA	MASTERS	M+30	CAGS/2M	DOC	Step	BA	MASTERS	M+30	CAGS/2M	DOC
1	77,890	82,789	91,671	93,536	99,408	1	79,447	84,445	93,504	95,407	101,396
2	80,575	85,471	94,360	96,226	102,093	2	82,186	87,180	96,247	98,150	104,135
3	83,517	88,156	97,042	98,909	103,381	3	85,187	89,919	98,983	100,887	105,449
4	85,845	90,840	99,729	101,595	107,465	4	87,562	92,657	101,723	103,627	109,614
5	88,500	93,527	102,417	104,281	110,149	5	90,270	95,397	104,465	106,367	112,352
6	91,217	96,218	105,100	106,966	112,835	6	93,041	98,143	107,202	109,105	115,091
7	93,868	98,897	107,790	109,652	115,517	7	95,745	100,875	109,945	111,845	117,827
8	99,239	104,271	113,155	115,018	120,891	8	101,223	106,356	115,418	117,319	123,309
9	103,088	107,960	116,850	118,719	124,584	9	105,150	110,119	119,187	121,093	127,075

Nurses											
7/1/20 (2.0%)						7/1/21 (2.0%)					
K17						K18					
Step	Base	B+15	Master	M+15	Doc	Step	Base	B+15	Master	M+15	Doc
1	49,276	51,787	55,743	57,178	59,179	1	50,262	52,823	56,858	58,322	60,363
2	51,965	54,474	58,432	59,873	61,870	2	53,004	55,564	59,600	61,070	63,108
3	55,852	58,357	62,314	63,755	65,751	3	56,969	59,524	63,560	65,030	67,066
4	58,541	61,055	65,005	66,445	68,447	4	59,712	62,276	66,305	67,774	69,816
5	61,235	63,746	67,698	69,137	71,138	5	62,459	65,021	69,052	70,519	72,561
6	63,922	66,438	70,388	71,829	73,829	6	65,201	67,766	71,796	73,266	75,305
7	66,618	69,124	73,081	74,523	76,521	7	67,951	70,507	74,543	76,014	78,052
8	72,573	75,083	79,039	80,481	82,478	8	74,024	76,585	80,620	82,091	84,128
9	77,205	79,717	83,967	85,827	87,526	9	78,749	81,311	85,647	87,543	89,277

EXHIBIT A

**Worcester Public Schools
Nursing Department**

Substitutes 07/01/20		
Per Diem	Hourly	
269.27	44.88	

Substitutes 07/01/21		
Per Diem	Hourly	
274.66	45.78	

Longevity		
09/01/15	07/01/20	07/01/21
1,100	1,122	1,144
1,600	1,632	1,665
2,100	2,142	2,185
2,600	2,652	2,705
3,100	3,162	3,225

Summer Programs		
09/01/17	07/01/20	07/01/21
35.00	36.00	37.00

Unused Sick Time	
10.00	1,650.00
25.00	875.00
	2,525.00
07/01/20	
10.20	1,683.00
25.50	892.50
	2,575.50
07/01/21	
10.40	1,716.66
26.01	910.34
	2,627.00

Tuition Reimbursement - Per Course Reimbursement		
07/14/06	07/01/20	07/01/21
200	204	208

Tuition Reimbursement - Maximum Annual Reimbursement		
07/14/06	07/01/20	07/01/21
1,200	1,224	1,248