**March 26, 2024**

# SETTLEMENT AGREEMENT BY AND BETWEEN THE PIONEER VALLEY REGIONAL SCHOOL COMMITTEE AND THE PIONEER VALLEY REGIONAL EDUCATION ASSOCIATION

The parties hereby agree to the following terms, conditions, and understanding to be incorporated into a successor collective bargaining agreement. This Settlement Agreement is subject to ratification by the respective constituent bodies.

1. Duration: The contract term will be updated to July 1, 2024 through June 30, 2027

2. Article XV – Work Year
    a. Add the following language to Section A: The work year of the teachers will be within the established minimum of 180 days and maximum of 186 days, with exception of new personnel who may be required to attend no more than 3 additional sessions. **The work year for Nurses will be the same as the teacher work year. Nurses will be compensated on the teacher salary grid.**

    b. Delete Section D reading: ~~Nurses shall work the One Hundred and Eighty (180) student days, plus two (2) professional development days. Nurses at Pioneer shall work two (2) additional days at the start of the work year. Nurses at the Elementary Schools shall work one (1) additional day at the start of the work year. These additional days will be compensated as set forth above. Additional days for nurses beyond the One Hundred and Eighty-Four (184) required at Pioneer and the One Hundred and Eight-Three (183) required at the elementary schools shall be at the discretion of the District.~~

3. Article XVI – Work Hours
    a. FY25: add 15 mins to the start of the teacher workday

4. Article XVII. TEACHER ASSIGNMENT AND SCHEDULE
    a. Delete Section 4 and replace with: PVRS teachers are guaranteed two hundred fifty (250) minutes of individual prep time per full five (5) day week. Time outside of individual prep time and duty-free lunch time is assigned at the discretion of administration.

    b. Section 5, revise as follows: PVRS Overloads will be compensated at a rate of **$4,000** ~~$3,500~~ per course per semester. An overload is defined as a teaching period in lieu of a study hall or hall duty period. Teachers may be requested but not required to teach an overload.

    **c.** Add the following language to Section 10: **Time outside of individual preparation time and duty-free lunch time is assigned at the discretion of administration.**

Financial Package

FY 25:

- Add an additional 1% increase to the salary scale. (replace the previously agreed upon 2% with 3%)
- Salary Schedule: No employee will be placed at less than $52,000 on the salary schedule. Current employees will be moved to the closest step at or above $52,000 after the 3% increase has been applied.
- A new step will be added to the salary schedule at 2% above the previous step.
- One time bonus of $1,000 for members employed as of June 1, 2024 who are still employed as of September 30, 2024.

FY26:

- 3% increase to the salary scale.
- A new step will be added to the salary schedule at 2% above the previous step.

FY27:

- 3% increase to the salary scale.
- A new step will be added to the salary schedule at 2% above the previous step.

For the Pioneer Valley
Regional School Committee:

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Dated:_____

For the Pioneer Valley
Regional Education Association:

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Dated:_____

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Dated:_____