MEMORANDUM OF AGREEMENT
BETWEEN
THE WATERTOWN EDUCATION ASSOCIATION, UNIT B
AND
THE WATERTOWN SCHOOL COMMITTEE

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Watertown Education Association, Unit B (hereinafter the "Association") and the Watertown School Committee (hereinafter the "Committee").

WHEREAS, the Association and the Committee entered into a collective bargaining agreement for the period July 1, 2023, through and including June 30, 2025; and

WHEREAS, the Association and the Committee have bargained collectively pursuant to Massachusetts General Law, Chapter 150E, for a successor collective bargaining agreements covering the period of July 1, 2025 through June 30, 2028.

NOW, THEREFORE, in consideration of mutual covenants and promises and subject to the ratification of the respective parties, it is agreed as follows:

The terms and conditions set forth in the Collective Bargaining Agreement for the period July 1, 2023 through and including June 30, 2025, shall remain in full force and effect for the period July 1, 2025 through and including June 30, 2028, except as amended herein. [In modified text, deletions are denoted by ~~strikethrough~~ and additions are denoted by **bold underline**.]

Housekeeping:

Review to edit for gender-neutral language.
Review for grammar and clerical errors.

Article 5 Section A.2: Method of Payment amend as follows:

a. Teachers shall be paid in twenty-six equal biweekly installments.

a. The Committee will request the Treasurer's Office to make salary payments every other Thursday. Teachers must have their checks directly deposited. ~~While it is optional now, commencing at the start of the 2021-2022 school year,~~ All pay stubs will be electronically delivered.

b. ~~Teachers may elect either to have their checks mailed to them during the summer months when schools are in recess or to receive a lump sum payment at the close of school in June.~~ **The first paycheck of the school year for new employees and current employees returning from leave will be paid via a paper paycheck.**

Article 5 Section B amend as follows:

Summer workshops for administrators will be compensated at an hourly rate of **$40** ~~$35~~ per hour. The Coordinator of the project will additionally receive an amount equal to 20% more hours at the same rate. Notices for submission of summer workshop proposals will be posted by the Central Office by May 15 of each year and will be awarded by July 1.

Article 7 Section A amend **Article 7 Section A** workload chart as follows:

The parties shall establish a Joint Labor Management Committee to discuss and make recommendations regarding the grade level distribution of core content curriculum coordinators and any related changes to workload. This JLMC will meet initially not later than Summer of 2025, and shall present final recommendations to the Association and the School Committee not later than January 2026. Any changes recommended by the JLMC shall be subject to ratification. All educators serving on this committee will be paid the contractual hourly rate while serving on this committee.

FY ~~24-25~~ 25-26	**Teaching Load in ~~24-25~~ 25-26**	**Days in ~~24-25~~ 25-26**
K - 8 Math K-5 Science	No Teaching	200
K - 8 ELA K-5 Social Studies	No Teaching	200
9-12 Math ~~Supporting Math content Coaches, Curriculum Specialists and Interventionists~~	Teach no more than *3* classes	193
9 – 12 English ~~Supporting ELA content Coaches, Curriculum Specialists and Interventionists~~	Teach no more than *3* classes	193
6-12 Science ~~Supporting Science content Coaches, Curriculum Specialists and Interventionists~~	Teach no more than *1* class	193

FY ~~24-25~~ 25-26	Teaching Load in ~~24-25~~ 25-26	Days in ~~24-25~~ 25-26
6-12 History/Social Studies ~~Supporting History/Social Studies content Coaches, Curriculum Specialists and Interventionists~~	Teach no more than *1* class	193
6-12 Career and Technical Education	Teach no more than *1* classes	~~193~~ **200**
PK-12 or K-12 ● Fine, Applied, & Performing Arts ● World Languages ● PE / Wellness	Teach no more than 1 class	193
K-12 Coordinator of Mental and Behavioral Health Services	**No Teaching**	**193**
K-12 Nursing Coordinator	**No nursing, with the exception of intermittent coverage when needed**	**193**
K-12 Coordinator of Digital Learning and Library	No Teaching	193
~~Coordinator of Special Education Programs~~ **Compliance Coordinator**	No Teaching	200
Assistant Director of Student Services	No Teaching	~~210~~ **200**
~~Director of Early Education~~	~~No Teaching~~	~~200~~
Director of ESL	No Teaching	*200*
Assistant Principals	No teaching	*210*
Athletic Director	No teaching	*220*

Article 7 Section B amend **Article 7 Section B** paragraph 1 as follows:

Administrators may be required to remain after the end of the regular workday to attend, conduct, or direct no more than four (4) hours of staff /building or curriculum committee planning meetings each month. **The District shall provide opportunities throughout the year for Unit members to meet with other members of the district-wide Administrative team in order to ensure Unit members have opportunities to participate in dialogue around district-wide initiatives and implementation.**

Article 10 Section F Add new **Article 10 Section F: Remote Work** as follows:

On a work day during the calendar year that does not fall on a day when school is in session or Unit A work day and a Unit B member requests to work remotely on that day and the Assistant Superintendent or designee determines that certain tasks may be completed remotely, the Assistant Superintendent or designee may grant permission to the administrator to work remotely for part or all of that day.

Article 11 Section C Add new **Article 11 Section C: Professional Status** as follows:

No Administrator who has served as an administrative position for more than three (3) consecutive years or who has Professional Status shall be disciplined, reprimanded, reduced in rank or compensation without good cause in accordance with MGL c. 71 s. 41. The foregoing does not apply to the non-reappointment of an Administrator who does not have Professional Status. All newly hired Administrators shall serve a probationary period of not less than ninety (90) calendar days.

Administrators may be granted Professional Status at an earlier date at the discretion of the Superintendent. Administrators will earn one year's credit toward professional status for the school year they are hired when they are hired before October 1st. Administrators hired after October 1st in any school year will not be eligible for credit towards professional teacher status until the year following the one in which they were hired.

Article 11 Section D add new **Article 11 Section D** as follows:

The parties shall establish a Joint Labor Management Committee to discuss and make recommendations for changes to the evaluation rubric to be implemented not earlier than the 2026-2027 school year. Any changes recommended by the JLMC shall be subject to ratification. All educators serving on this committee will be paid the contractual hourly rate while serving on this committee.

Article 12 Section C amend as follows:

Bargaining unit members required by the District to pack and move their office to a new building, outside of the normal work day, shall be provided a stipend of $200. **Any**

member with an office and additional storage room shall be provided a stipend of $400.

Article 13 Section A amend as follows:

Teachers shall receive fifteen (15) days of sick leave each school year whether or not they report to work on the first day of school, except for teachers on sabbatical or on unpaid leave of absence. Following a fifth consecutive absence, teachers may be required to provide medical documentation to support their need for leave. **Sick leave for part-time educators who work less than the contractual work days will be prorated based on their FTE status.**

For the first ninety (90) days of a teacher's employment, one and one half (1 1⁄2) days of sick leave per month shall be earned to a maximum of fifteen (15) sick days per year.

Article 14 Section B8 add new Section B.8: Jury Duty as follows:

An educator who serves on jury duty will be paid full salary for the time served. Educators who serve jury duty and who have teaching responsibilities shall provide lesson plans for the time of their jury service.

Article 15 Section G amend as follows:

A member shall be entitled to leave without pay or increment for a period of one (1) full school year for the purpose of exploring an alternative career **within the field of education** provided the teacher files their intent to take such a leave along with an appropriate description/documentation of the expected experience by March 1 of the preceding school year. **Only one career exploration shall be granted by the Superintendent per year.**

Article 16 amend as follows:

An employee shall be entitled to unpaid leave of absence for the purpose of caring for a newborn or adopted child, subject the following:

1. Parental leave shall be granted to all bargaining unit members in compliance with Massachusetts Parental Leave Act (MPLA) (MGL c. 149 s. 105D) or the federal Family Medical Leave Act (as applicable).
2. Employees taking parental leave will be granted the following paid leave benefits prior to accessing any other paid leave benefits in the CBA:
    a) For calculation of this paid benefit, the twelve weeks under this policy shall commence **within six months of** ~~upon~~ the arrival of the child or birth of the child.
    b) Up to 20 days on consecutive workdays, not from sick time.

c) **Up to 10 consecutive days may be taken, to be deducted from the sick leave bank.**

d) Up to an additional **thirty (30) days** ~~eight (8) weeks~~ may be taken, to be deducted from accumulated sick leave under Article XIII, Sick Leave, of this Agreement

e) If both parents are employees of the Watertown Public Schools, the members will be entitled ~~a total of~~ 12 twelve weeks **individually.** ~~combined between the two members~~.

f) The salary is prorated for less than full time employees

g) The employee must be employed for a minimum of three (3) months to be eligible for this benefit.

Appendix A Section A amend Section A as follows:

FY26- 2.25% + 0.5 % market adjustment on top step

193 Day Salary Scale 2025-2026					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$110,782	$112,326	$113,484	$114,642	$115,607
2	$118,309	$120,046	$121,011	$122,169	$123,134
3	$127,187	$128,924	$129,889	$131,047	$132,012
200 Day Salary Scale 2025-2026					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$114,800	$116,400	$117,600	$118,800	$119,800
2	$122,600	$124,400	$125,400	$126,600	$127,600
3	$131,800	$133,600	$134,600	$135,800	$136,800
205 Day Salary Scale 2025-2026					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$117,670	$119,310	$120,540	$121,770	$122,795
2	$125,665	$127,510	$128,535	$129,765	$130,790
3	$135,095	$136,940	$137,965	$139,195	$140,220
210 Day Salary Scale 2025-2026					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$120,540	$122,220	$123,480	$124,740	$125,790

2	$128,730	$130,620	$131,670	$132,930	$133,980
3	$138,390	$140,280	$141,330	$142,590	$143,640
220 Day Salary Scale 2025-2026					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$126,280	$128,040	$129,360	$130,680	$131,780
2	$134,860	$136,840	$137,940	$139,260	$140,360
3	$144,980	$146,960	$148,060	$149,380	$150,480

FY26 - 13th pay period: + 0.25% market adjustment effective with the 13th pay period

193 Day Salary Scale 2025-2026 (13th pay period)					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$111,059	$112,607	$113,768	$114,929	$115,896
2	$118,605	$120,346	$121,314	$122,474	$123,442
3	$127,505	$129,246	$130,214	$131,375	$132,342
200 Day Salary Scale 2025-2026 (13th pay period)					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$115,087	$116,691	$117,894	$119,097	$120,100
2	$122,907	$124,711	$125,714	$126,917	$127,919
3	$132,130	$133,934	$134,937	$136,140	$137,142
205 Day Salary Scale 2025-2026 (13th pay period)					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$117,964	$119,608	$120,841	$122,074	$123,102
2	$125,979	$127,829	$128,856	$130,089	$131,117
3	$135,433	$137,282	$138,310	$139,543	$140,571
210 Day Salary Scale 2025-2026 (13th pay period)					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$120,841	$122,526	$123,789	$125,052	$126,104
2	$129,052	$130,947	$131,999	$133,262	$134,315
3	$138,736	$140,631	$141,683	$142,946	$143,999

220 Day Salary Scale 2025-2026 (13th pay period)					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$126,596	$128,360	$129,683	$131,007	$132,109
2	$135,197	$137,182	$138,285	$139,608	$140,711
3	$145,342	$147,327	$148,430	$149,753	$150,856

FY27- 2.75%

193 Day Salary Scale 2026-2027					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$114,063	$115,800	$116,958	$118,116	$119,081
2	$121,783	$123,713	$124,678	$125,836	$126,801
3	$131,047	$132,784	$133,749	$134,907	$136,065
200 Day Salary Scale 2026-2027					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$118,200	$120,000	$121,200	$122,400	$123,400
2	$126,200	$128,200	$129,200	$130,400	$131,400
3	$135,800	$137,600	$138,600	$139,800	$141,000
205 Day Salary Scale 2026-2027					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$121,155	$123,000	$124,230	$125,460	$126,485
2	$129,355	$131,405	$132,430	$133,660	$134,685
3	$139,195	$141,040	$142,065	$143,295	$144,525
210 Day Salary Scale 2026-2027					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$124,110	$126,000	$127,260	$128,520	$129,570
2	$132,510	$134,610	$135,660	$136,920	$137,970
3	$142,590	$144,480	$145,530	$146,790	$148,050
220 Day Salary Scale 2026-2027					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$130,020	$132,000	$133,320	$134,640	$135,740
2	$138,820	$141,020	$142,120	$143,440	$144,540
3	$149,380	$151,360	$152,460	$153,780	$155,100

FY28- 2.75%

193 Day Salary Scale 2027-2028					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$117,151	$119,081	$120,239	$121,397	$122,362
2	$125,064	$127,187	$128,152	$129,310	$130,275
3	$134,714	$136,451	$137,416	$138,574	$139,732
200 Day Salary Scale 2027-2028					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$121,400	$123,400	$124,600	$125,800	$126,800
2	$129,600	$131,800	$132,800	$134,000	$135,000
3	$139,600	$141,400	$142,400	$143,600	$144,800
205 Day Salary Scale 2027-2028					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$124,435	$126,485	$127,715	$128,945	$129,970
2	$132,840	$135,095	$136,120	$137,350	$138,375
3	$143,090	$144,935	$145,960	$147,190	$148,420
210 Day Salary Scale 2027-2028					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$127,470	$129,570	$130,830	$132,090	$133,140
2	$136,080	$138,390	$139,440	$140,700	$141,750
3	$146,580	$148,470	$149,520	$150,780	$152,040
220 Day Salary Scale 2027-2028					
Step	MA	MA30	MA45	MA60 / CAGS	DOC
1	$133,540	$135,740	$137,060	$138,380	$139,480
2	$142,560	$144,980	$146,080	$147,400	$148,500
3	$153,560	$155,540	$156,640	$157,960	$159,280

Appendix A Section C add new Section C as follows:

Master's and CAGS/EdS and DOC
If a Master's or CAGS/EdS or DOC Degree is received during the school year, the teacher shall be placed on the same step on the Master's or CAGS/EdS or DOC schedule as of the next payroll period following presentation to the Superintendent of evidence of completion of the work required for the degree no later than June 10, and as of September 1, if presented after June 10 or during July or August.

CAGS Degrees: CAGS Degrees must be at least a 30-credit program. Those seeking a CAGS Degree must have already achieved a Master's Degree.

Ed.S. Degrees: Members that receive an Ed.S. degree will need prior approval of the Superintendent before being placed in the CAGS/Ed.S. column of the teacher salary schedule. An Ed.S. degree will be considered for placement on the CAGS/Ed.S column when it meets the following criteria: (1) it is in an academic-specific specialty area; (2) it is awarded upon completion of a 30-credit-hour program of study beyond the master's level; (3) all 30 credits must be taken at an accredited college or university within a four-year period; (4) at least 15 credits must be taken in within a school of education if the Ed.S is awarded by a university; (5) a minimum of 18 credits used toward fulfillment of the Ed.S. requirement must be at or above a masters degree course.

Appendix G: Side Letter of Agreement – Statement of Shared Interests Add the following new **Appendix G**:

SIDE LETTER OF AGREEMENT - STATEMENTS OF SHARED INTERESTS

During negotiations for successor collective bargaining agreements, the Watertown Educators' Association (Union) and the Watertown School Committee (Employer) developed the following joint statements of interest, based on "Bargaining for the Common Good." These provisions are not subject to the grievance and arbitration provisions of the collective bargaining agreement. The parties will regularly refer to these provisions during meetings of the Advisory Board to discuss progress being made to achieve the provisions.

1. **Student Nutrition**: The Parties agree that a strong school nutrition program is important to the students and families of Watertown. The Committee will strive to create a budget for improving the breakfast and lunch program that incorporates ensuring the food being served is nutritious and meets the state and federal dietary guidelines; and continuing to work to identify families who may be experiencing food insecurity and work to provide families with resources.

2. **SEL Professional Development**. The Parties agree that the district will provide professional development opportunities for all educators to enhance their SEL competencies, including professional development around social/emotional supports and interventions.

3. **Outside Vendors**. The Parties agree to limit outside vendors from coming into schools to solicit employees. The Parties agree that all outside shall be mutually selected by the Committee and the Association. The Committee shall not permit outside vendors who have not been mutually selected to solicit on school grounds and will make best efforts to try to limit solicitation via electronic systems maintained by the Committee.

4. **MTEL Support**. The District agrees to provide MTEL preparation support to all full-time and/or part-time staff members who have taken and not passed an MTEL exam. The District will contract with an MTEL preparation provider for this instruction. All instruction shall be grounded in a growth mindset, focusing on the content and language learning needs of individuals as they pursue their Massachusetts educator licensure.

5. **Class Size Guidelines.** The Parties agree to the following regarding the class sizes. "Class size" refers to the total number of students assigned to a teacher within a designated classroom instructional setting.

The district will make best efforts to maintain for the following class sizes:

a. Kindergarten & 1st Grade: 20 students
a. 2nd-3rd grade: 22 students
a. 4-5th grade: 24 students
a. Middle School: average of 25 students
a. High School: average of 25 students

This does not include specials.

The parties also agree that the district will make best efforts to provide one mental/behavioral health staff member, excluding high school guidance counselors within this ratio, per every 250 students per building and one high school guidance counselor per every 250 high school students.

Monitoring and Compliance: The school administration will regularly monitor class sizes and student assignments and caseloads. Should any class exceed the recommended class sizes above, the administration will explore and consider options to remedy the situation including possible reassignment of students, the addition of staff, or scheduling a new section.

6. **Attendance.** The Parties agree to review areas of concerns at the advisory board regarding staff attendance not less than once per quarter. These discussions shall prioritize proactive and supportive solutions, and shall not result in punitive action against any staff member that would not otherwise occur through regular channels.

7. **Special Education Programming.** The District will provide information to staff on a yearly basis regarding the various in-district special education programming and who staff should direct parents/guardians to with any specific questions regarding special education services and programs.

WHEREFORE, the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed by their duly-authorized representatives, subject to ratification by the membership of the Association's Unit B bargaining unit and the full School Committee, this _____ day of June 2025.

Watertown School Committee

By_____
Chairperson

Watertown Educators Association

By_____
President