

# MEMORANDUM OF AGREEMENT

## BETWEEN

Westford School Committee

AND The Westford Education Association

This MEMORANDUM OF AGREEMENT is entered into by and between the Westford School Committee (hereinafter the "Committee") and the Westford Education Association (hereinafter "WEA" or "Association") (collectively hereinafter the "Parties") upon ratification by the Association's general membership and the full Committee.

WHEREAS, the Committee and the Association are parties to a collective bargaining agreement covering the bargaining unit for Unit B for the period of September 1, 2017 through August 31, 2020; and

WHEREAS, the Committee and the Association wish to enter into a successor agreement that reflects all of their understandings and agreements arrived at through said negotiations and both parties are in agreement that, except noted below, there are no additional agreements or amendments to the contract.

NOW, THEREFORE, in consideration of the mutual covenants expressed herein, the Parties agree as follows:

1. The terms and conditions set forth in the Collective Bargaining Agreement for the period of September 1, 2017 through August 31, 2020 shall remain in force for the successor agreement, except as amended herein.

### 2. DURATION

This contract is effective on the date of execution and shall remain in full force and effect until August 31, ~~2020~~ 2021 and from year to year thereafter unless either party notifies the other party prior to December 1, ~~2019~~ 2020, or any December thereafter, of its desire to terminate or modify this contract. Such notifications shall be by Certified Mail Return Receipt Requested.

### 3. ATTACHMENT B - SALARY SCHEDULE 2020-2021

The salary schedule for the 2019-2020 school year shall be adjusted by a 2% cost of living increase and applied to all covered Association members effective on Day 1 of the 2020-2021 school year.



**ATTACHMENT B - SALARY SCHEDULE 2020-2021**

<u>Step</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Masters + 30</u>
1	\$48,223	\$53,676	\$57,986
2	\$50,483	\$55,924	\$60,296
3	\$52,867	\$58,130	\$62,611
4	\$55,287	\$60,958	\$65,532
5	\$57,625	\$63,394	\$67,893
6	\$60,245	\$66,075	\$70,638
7	\$63,333	\$69,228	\$73,665
8	\$66,122	\$72,159	\$76,903
9	\$69,026	\$75,224	\$79,747
10	\$71,883	\$78,528	\$83,079
11	\$74,687	\$82,222	\$87,029
12	\$76,978	\$85,544	\$91,006
13	\$79,507	\$88,068	\$93,623
14	\$81,303	\$89,533	\$96,554

THIS AGREEMENT is subject to ratification by the Westford School Committee and by the Westford Education Association.

THIS AGREEMENT has been duly executed by the authorized representatives of the Westford School Committee and by the Westford Education Association.

For the Association

*Nichole Capler*

Date: 6/12/20

For the School Committee

*Avery Adams*

Date: 6/15/20