

Westford Education Association, Unit B
AND
Westford School Committee
10/30/2023

This MEMORANDUM OF AGREEMENT is entered into by and between the Westford Education Association ("Association") and the Westford School Committee ("Committee").

WHEREAS, the Association and the Committee have entered into Collective Bargaining Agreements for (Unit B) for a one year period through and including August 31, 2023; and

WHEREAS, the duly authorized representatives of the Committee and the duly authorized representatives of the Association have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed to a successor agreement;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree all terms and conditions of the 2022-2023 Collective Bargaining Agreements shall continue in full force and effect except as modified below:

1. Recognition; Article I

Housekeeping; update Recognition as noted:

The Committee recognizes the Westford Education Association as the sole and exclusive collective bargaining representative for Unit B employees of the Westford Public Schools who are evaluators of performance of Unit A members. Unit B includes but is not limited to the following positions: Grade K-12 Curriculum Coordinators, Grade K-2 Curriculum Coordinators, Grade K-5 Curriculum Coordinators, Grade 3-5 Curriculum Coordinators, Grade 6-12 Curriculum Coordinators, Grade 9-12 School Counseling Coordinators, and Student Support Team Leaders. Unit B excludes positions ineligible by law (Superintendent and Principals) and expressly excludes the Assistant Superintendent, Director of Special Education and Social Emotional Learning, Director of Equity, Curriculum and Instruction, School Finance Director, Director of Facilities, Data Management Specialist, Assistant Principals, Athletic Director and those employed on an interim basis in a position covered by this Agreement.

2. Personal, Funeral, and Religious Leave; Article VII

Add language to section 2:

Unused personal days shall transfer into accumulated sick days at the end of the year.

Add to section 3:

In the event of the death of an employee's close relative who does not reside with the employee, or in the event of a stillbirth or miscarriage for the employee or their partner, three days of leave shall be provided, including the day of the funeral service without the loss of regular pay and with no accumulation.

3. General; Article XI

Remove section 4, "Agency Fee", which pertains to agency fee. Agency fees are no longer legal.

4. Compensation: Article XII

Remove Section 2 and 3 and replace as noted.

~~Section 2:~~

~~Salary Schedules See Attachment "B"~~

~~On the first day of the 2017-2018 work year, Unit B members will move a full step on the Salary Schedule, up to a maximum of Step 14.~~

~~On the first day of the 2018-2019 work year, Unit B members will move a full step on the Salary Schedule, up to a maximum of Step 14.~~

~~On the first day of the 2019-2020 work year, Unit B members will move a full step on the Salary Schedule, up to a maximum of Step 14.~~

~~Section 3: Differentials~~

~~Differentials apply to the following Unit B positions:~~

~~2017-2018: 10% Increase; 2018-2019: 1 ½% Increase; 2019-2020: 1 ½% Increase~~

	2018	2019	2020
Curriculum Coordinators	\$7219	\$7328	\$7438
Grade 6-12 Guidance Facilitator	\$7219	\$7328	\$7438
Student Support Team Leaders	\$7219	\$7328	\$7438

Section 2. Salary Schedules See Attachment "B"

On the first day of each work year, Unit B members will advance a full step on the Salary Schedule, up to the maximum step.

Section 3. Differentials

All Unit B staff shall receive the following differential, divided equally among their regular pay periods. For the duration of this contract, the rate of the differentials shall be as follows:

2023-24: \$8083.33

2024-25: \$8325.83

2025-26: \$8710.49

5. Article XVII - Leaves

Add new section 4 as follows

Section 4 The parties agree that timely resolution of labor relations issues is critical for a successful school system. To that end:

If a member of this unit is elected WEA President, they will receive not less than 30 minutes per week of release time during the year(s) of their presidency for union work. Prior to the start of the school year, the President and the District shall agree upon and reduce to writing the precise manner and timing of this release time, with the goal of maximizing labor relations support and minimizing impact on students.

As circumstances require, the Superintendent or their designee may, by mutual consent, provide substitutes or adjust the teaching schedule of the President and Vice President to provide release time to handle matters requiring immediate considerations.

6. Wages

Year 1: 2.0% at contract start, plus 0.4% in the 14th paycheck

Year 2: 3%

Year 3: each column shall receive the following adjustment:

BA: 4.6%

MA 4.64%

MA+30 4.6%

7. Longevity (Appendix B)

Update longevity payments as follows to match Unit A

Years of Service	FY24	FY25	FY26
10 and <15	\$1200	\$1500	\$1500
15 and <20	\$1425	\$1800	\$1800
20 and <25	\$1775	\$2200	\$2200
25+	\$2000	\$3000	\$3000

8. Stipends:

Strike the stipend sections in the contract and replace with the following:

Stipends: Unit B members shall be governed by the Unit A stipend language and rates.

9. Housekeeping:

During integration, make the following changes with approval of the parties:

Integrate the contents of any previous modifications to the CBA

Change pronouns to gender-neutral forms

Correct spelling errors

Other editorial fixes as necessary

10. Duration:

3 years from the expiration of the prior agreement: July 1, 2023- June 30, 2026.

For the Association

Name: Kristine Jussaume
Kristine Jussaume

Date: 11-6-2023

For the School Committee

Name: Valery Young Chair
Valery Young

Date: 11-6-2023

SALARY SCHEDULE 2023-2024

STEP	BACHELORS	MASTERS	MASTERS +30
1	51,292	56,962	61,536
2	53,573	59,347	63,987
3	56,102	61,689	66,443
4	58,671	64,689	69,544
5	61,153	67,274	72,049
6	63,933	70,120	74,962
7	67,210	73,466	78,174
8	70,169	76,575	81,610
9	73,251	79,828	84,628
10	76,283	83,335	88,165
11	79,259	87,254	92,356
12	81,690	90,780	96,577
13	84,373	93,459	99,353
14	86,280	95,013	102,464

SALARY SCHEDULE 2023-2024 MID YEAR (CHECK 14)

STEP	BACHELORS	MASTERS	MASTERS+30
1	51,497	57,190	61,782
2	53,788	59,584	64,243
3	56,326	61,935	66,709
4	58,906	64,948	69,822
5	61,398	67,543	72,337
6	64,188	70,400	75,262
7	67,479	73,759	78,487
8	70,450	76,882	81,937
9	73,544	80,148	84,967
10	76,588	83,668	88,517
11	79,576	87,603	92,725
12	82,017	91,143	96,963
13	84,711	93,832	99,751
14	86,625	95,393	102,874

SALARY SCHEDULE 2024-2025

STEP	BACHELORS	MASTERS	MASTERS +30
1	53,042	58,905	63,635
2	55,401	61,372	66,170
3	58,016	63,793	68,710
8	60,673	66,897	71,916
5	63,240	69,569	74,507
6	66,114	72,512	77,520
7	69,503	75,972	80,841
8	72,563	79,188	84,395
9	75,751	82,552	87,516
10	78,886	86,178	91,173
11	81,963	90,231	95,507
12	84,477	93,877	99,872
13	87,252	96,647	102,743
14	89,224	98,255	105,960

SALARY SCHEDULE 2025-2026

	BACHELORS	MASTERS	MASTERS +30
STEP	4.60%	4.64%	4.60%
1	55,482	61,639	66,562
2	57,950	64,219	69,214
3	60,685	66,753	71,870
8	63,464	70,001	75,225
5	66,149	72,798	77,934
6	69,155	75,877	81,085
7	72,700	79,497	84,560
8	75,901	82,863	88,277
9	79,235	86,382	91,542
10	82,514	90,177	95,367
11	85,734	94,418	99,900
12	88,363	98,233	104,466
13	91,266	101,132	107,469
14	93,328	102,814	110,834