

## MEMORANDUM OF AGREEMENT

The Negotiating Subcommittee of the Uxbridge School Committee (hereinafter “the Committee”), acting subject to the ratification of this Memorandum of Agreement (hereinafter “the Agreement”) by the School Committee to whom the Subcommittee agrees to recommend acceptance, and the Negotiating Team of the Uxbridge Teachers Association (hereinafter “the Association”), acting subject to the ratification of this Agreement by the membership of the Association to whom the Negotiating Team agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement of the contract negotiations for the successor Collective Bargaining Agreement that will be in effect for the three-year period from July 1, 2017 through June 30, 2020.

1. All terms and provisions of the predecessor Collective Bargaining Agreement that were effective from July 1, 2014 through June 30, 2017 shall, except as modified by the terms of this Memorandum, be extended for a three-year period from July 1, 2017 through June 30, 2020.
2. All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the terms of the successor Agreement unless otherwise provided for in this document.
3. Any written interim agreements that have been entered into by the parties since the ratification of the predecessor Collective Bargaining Agreement and that require the modification of existing contract language shall be incorporated into the new Collective Bargaining Agreement.
4. Article 7, Section 7.1. Change “MMLA” to “MPLA”.
5. Article 7, Section 7.2. Change “MMLA” to “MPLA”.

6. Article 11, Section 11.4. Add the following language in the second paragraph, second sentence: “As of July 1, 2018, tuition reimbursement will be allowed to reimburse teachers for the cost of SEI Endorsement courses, if required by the District.”
7. Article 13, Section 1.4 & Section 3-  
 The "Teacher Year" shall consist of 180 instructional days, (1) Teacher Orientation/Prep Day and (3) District Professional **Development Days** equaling 184 days. **The Teacher Orientation/Prep Day shall have at least one-half (1/2) of that day for teachers to work in their room, on self-directed tasks. At least 2 of the 3 District Professional Development Days shall be scheduled on consecutive days prior to or immediately following the Teacher Orientation/Prep Day.**
- The teacher year will begin no earlier than five (5) workdays before Labor Day and end no later than June 30. **When the teacher year begins before Labor Day, the Friday prior to Labor Day shall not be a scheduled work day.** The total number of work days will be one hundred eighty-four (184).
8. Article 17. Delete Section 17.1.1 through 17.1.4 and Section 17.3 and replace with the following language:
- “17.1. The Superintendent will not lay off any teacher with professional teacher status pursuant to a reduction in force if there is a teacher without such status and the teacher with professional teacher status is certified in the area of layoff, or if there is a less qualified teacher with professional teacher status holding the same position or same certification as the PTS teacher. **The order of layoffs for teachers with professional teacher status shall be determined by performance and the best interests of students in the school or district. Performance and the best interests of students shall be defined as the teacher’s licensure at the time of layoff, the teacher’s overall summative ratings in the bargained educator evaluation process, and a record of formal discipline in the teacher’s personnel file, if any. The number of summative evaluations compared will include all summative evaluations written for teachers during the time equal to the most recently hired professional status teacher in the**

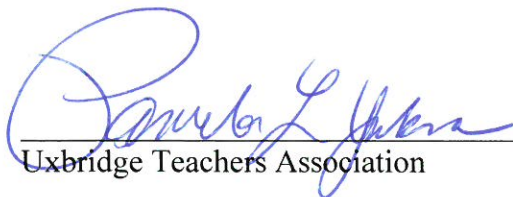
**targeted discipline. The number of summative evaluations compared will exclude the year prior to the school year in which the reduction will be in effect.** In the event that teachers' performance and the best interests of students are no different from one another, a member's length of service/**seniority** as a teacher in the district shall serve as the tie-breaker. **In the event that the tie-breaker is invoked, the teacher with less seniority shall be laid off /RIFed first.** For purposes of this section, no distinction shall be made between an overall performance rating of exemplary or proficient. **Prior to implementing a reduction in force, the Superintendent shall inform the Association president of the RIF decision."**

17.2. Amend the language to read as follows: "For the purposes of this Article, "discipline" shall be categorized as areas of licensure issued by DESE."

17.9. Delete the words "Association President" and replace with "Superintendent". Insert a new second sentence which shall read as follows: "The Association will be copied on notifications to RIFed employees about open positions."

9. Article 18, Section 18.1. A teacher who upon retirement from UPS after a minimum of 20 years of service who has accumulated 80% of the maximum number of sick days allowed will be entitled to a one-time payment of up to \$3,750.00, based on a daily amount seventy-five dollars (\$75.00) per day up to a maximum of 50 days, payable after July 1st.
10. Article 25, Section 25.2. Delete this section and re-number the remaining sections.
11. Article 27. Amend this language to read as follows: "The children of unit members will be admitted under School Choice if allowed by Massachusetts state law and regulations and to the extent the Committee continues to offer it."

- 12. Appendix A. Adjust the salary schedule each year as follows:  
Year 1 (July 1, 2017 – June 30, 2018): Increase each step and lane by one and one-quarter percent (1.25%).  
Year 2 (July 1, 2018 – June 30, 2019): Increase each step and lane by two percent (2%).  
Year 3 (July 1, 2019 – June 30, 2020): Increase each step and lane by two percent (2%).
- 13. Appendix B. The Committee is willing to revise the stipend schedule, to include stipends that are currently in existence and have been erroneously omitted from the current Agreement provided that positions are not identified by school. (i.e., should read intermediate school, not McCloskey).
- 14. Appendix B. Remove the Athletic Director stipend.
- 15. Article 16, Section 16.4. Effective July 1, 2019, increase the 25 year longevity stipend to \$1,500.00.

  
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Uxbridge Teachers Association

5-2-18  
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Date

  
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Uxbridge School Committee

5/1/18  
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Date