

MEMORANDUM OF AGREEMENT
Between the
NASHOBA REGIONAL SCHOOL DISTRICT COMMITTEE
and the
NASHOBA REGIONAL EDUCATION ASSOCIATION – UNIT A

The Negotiations Subcommittee of the Nashoba Regional School District Committee (“the Subcommittee”), acting subject to the ratification of this Memorandum of Agreement by the Nashoba Regional School District Committee to whom the Subcommittee agrees to recommend acceptance, and the Negotiating Team of the Nashoba Regional Education Association – Unit A (“Negotiating Team”) (collectively, “the Parties”), acting subject to the ratification of this Memorandum of Agreement by the membership to whom the Negotiating Team agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement of a Collective Bargaining Agreement that will be in effect for a one (1) year period from July 1, 2022 – June 30, 2023.

1. Term of New Contract (Article XVIII)

The new contract shall be effective for the one (1) year period beginning July 1, 2022 and ending June 30, 2023. Applicable date changes shall be made in the cover page, Article VI.8 (Salary Conditions), Article XVIII (Duration) and in other appropriate provisions of the Contract in order to reflect the term of the new Contract.

2. Provisions of New Contract

Except as modified by any such interim or other agreements between the parties and/or except as modified during these negotiations and/or except for such technical matters as date changes, all other provisions of the July 1, 2017 – June 30, 2020 Contract, as modified by the Parties’ 2020-2021 Agreement, shall be carried over intact into the successor Contract.

3. Wages (Article VI and Attachment A)

The wage scale in Attachment A of the 2021-2022 Agreement shall be increased as follows:

Effective July 1, 2022 – 2%;

Effective at 11:59 pm on June 30, 2023 – 1%

Signed this ____ day of February, 2022.

NASHOBA REGIONAL
SCHOOL DISTRICT COMMITTEE

Leah Vivirito
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Leah Vivirito, Chair, Nashoba Regional
School District Committee

NASHOBA REGIONAL
EDUCATION ASSOCIATION – UNIT A

Kevin Keaveney
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Kevin Keaveney – President, Nashoba
Regional Education Association

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Alfred Fordiani
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Al Fordiani, Jr., Second President,
Nashoba Regional Education
Association

ATTACHMENT A

FY 2023 2% increase over 11:59 on June 30, 2022

Step	Bachelors	Bachelors + 15	Masters/Bachelors + 30	Masters + 30	Masters + 60
1	---	---	---	---	---
2	54,937	57,111	59,432	63,924	68,336
3	58,429	60,569	62,840	67,241	71,672
4	61,919	64,303	66,249	70,559	75,008
5	65,411	67,482	69,658	73,876	78,342
6	68,902	70,941	73,068	77,193	81,679
7	72,392	74,396	76,476	80,511	85,015
8	75,885	77,854	79,884	83,829	88,349
9	79,375	81,309	83,294	87,146	91,685
10	83,174	84,767	86,703	90,463	95,019
11	86,358	88,225	90,113	93,779	98,356
12	89,849	91,682	93,522	97,097	101,691
13	93,341	95,134	96,931	100,409	105,027

FY2023 1% increase at 11:59pm on June 30, 2023

Step	Bachelors	Bachelors + 15	Masters/Bachelors + 30	Masters + 30	Masters + 60
1	---	---	---	---	---
2	55,486	57,682	60,026	64,563	69,019
3	59,013	61,175	63,468	67,913	72,389
4	62,538	64,946	66,911	71,265	75,758
5	66,065	68,157	70,355	74,615	79,125
6	69,591	71,650	73,799	77,965	82,496
7	73,116	75,140	77,241	81,316	85,865
8	76,644	78,633	80,683	84,667	89,232
9	80,169	82,122	84,127	88,017	92,602
10	84,006	85,615	87,570	91,368	95,969
11	87,222	89,107	91,014	94,717	99,340
12	90,747	92,599	94,457	98,068	102,708
13	94,274	96,085	97,900	101,413	106,077