

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

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 C (“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 XVI, Duration)**

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 XVI 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 shall be carried over intact into the successor Contract.

**3. Wages (Salary Schedules)**

The Salary Schedules in the 2021-2022 Agreement shall be increased as follows:


Effective July 1, 2022 – 3%, except as below:

The Food Services Helper at Step 1 will be increased to \$14.25

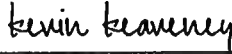
The Food Services Helper at Step 2 will be increased to \$14.63


Signed this \_\_\_\_ day of February, 2022.

For the NASHOBA REGIONAL  
SCHOOL DISTRICT COMMITTEE

  
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Leah Vivirito – Chair, Nashoba Regional  
School District Committee

For the NASHOBA REGIONAL  
EDUCATION ASSOCIATION – UNIT C

  
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5311F1FEA589443...  
Kevin Keaveney – President, Nashoba  
Regional Education Association

  
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Kirsten Dean, Nashoba Regional  
Education Association, Unit C

## Unit C Salary Schedules

Fiscal Year 2023

### Instructional Assistant

**Step**

1	19.25
2	20.67
3	22.09
4	23.57
5	25.01
6	26.93
7	27.61

### Custodian

**Step**

1	19.25
2	20.19
3	21.14
4	22.09
5	23.08
6	24.04
7	24.64

**Head Custodian<sup>1</sup>** 27.14

### SECRETARIAL SERVICES POSITIONS

#### Administrative Assistant

**Step**

1	19.25
2	20.62
3	22.09
4	23.57
5	25.50
6	27.88
7	28.58

**Registrar** 50,109.37

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<sup>1</sup> The **Head Custodian** rate is calculated by adding \$2.50 to the top step of the Custodian rate.

### **Guidance Secretary**

#### **Step**

<b>1</b>	18.76
<b>2</b>	20.02
<b>3</b>	21.34
<b>4</b>	22.67
<b>5</b>	24.18
<b>6</b>	25.97
<b>7</b>	26.63

### **Secretary**

#### **Step**

<b>1</b>	18.28
<b>2</b>	19.43
<b>3</b>	20.56
<b>4</b>	21.72
<b>5</b>	22.89
<b>6</b>	24.04
<b>7</b>	24.64

### **FOOD SERVICES POSITIONS**

#### **Manager**

##### **Step**

<b>1</b>	19.25
<b>2</b>	19.97
<b>3</b>	20.74
<b>4</b>	21.54
<b>5</b>	22.29
<b>6</b>	23.08
<b>7</b>	23.67

#### **Baker/Cook**

##### **Step**

<b>1</b>	15.38
<b>2</b>	16.56
<b>3</b>	17.69
<b>4</b>	18.83
<b>5</b>	19.97
<b>6</b>	21.14
<b>7</b>	21.66

**Assistant Baker/Cook**

**Step**

<b>1</b>	14.44
<b>2</b>	15.19
<b>3</b>	15.98
<b>4</b>	16.73
<b>5</b>	17.48
<b>6</b>	18.28
<b>7</b>	18.74

**Helper**

**Step**

<b>1</b>	14.25
<b>2</b>	14.63
<b>3</b>	15.01
<b>4</b>	15.76
<b>5</b>	16.56
<b>6</b>	17.30
<b>7</b>	17.73

**EXTENDED LEARNING POSITIONS**

**Site Coordinator**

**Step**

<b>1</b>	19.25
<b>2</b>	20.67
<b>3</b>	22.09
<b>4</b>	23.57
<b>5</b>	25.02
<b>6</b>	26.93
<b>7</b>	27.61

**Site Facilitator**

**Step**

<b>1</b>	17.29
<b>2</b>	18.80
<b>3</b>	20.27
<b>4</b>	21.78
<b>5</b>	23.84
<b>6</b>	25.02
<b>7</b>	25.64

**Adult Aide**

**Step**

<b>1</b>	15.35
<b>2</b>	16.92
<b>3</b>	18.46
<b>4</b>	19.97
<b>5</b>	21.54
<b>6</b>	23.08
<b>7</b>	23.67

**Aide**

**Step**

<b>1</b>	13.47
<b>2</b>	14.20
<b>3</b>	15.01
<b>4</b>	15.76
<b>5</b>	16.56
<b>6</b>	17.30
<b>7</b>	17.73