

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE WATERTOWN EDUCATION ASSOCIATION, UNIT A  
AND  
THE WATERTOWN SCHOOL COMMITTEE**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Watertown Education Association, Unit A (hereinafter the "Association") and the Watertown School Committee (hereinafter the "Committee").

**WHEREAS**, the Association and the Committee entered into a collective bargaining agreement for the period September 1, 2019, through and including August 31, 2022; and

**WHEREAS**, the Association and the Committee have bargained collectively pursuant to Massachusetts General Law, Chapter 150E, for two successor collective bargaining agreements covering the period of September 1, 2022 through June 30, 2025. The duration of the first agreement shall be effective from September 1, 2022 through June 30, 2023. The duration of the second agreement shall be effective from July 1, 2023 through June 30, 2025.

**NOW, THEREFORE**, in consideration of mutual covenants and promises and subject to the ratification of the respective parties, it is agreed as follows:

The terms and conditions set forth in the Collective Bargaining Agreement for the period September 1, 2019, through and including August 31, 2022, shall remain in full force and effect for the period September 1, 2022 through and including June 30, 2025 except as amended herein. [In modified text, deletions are denoted by ~~strikethrough~~ and additions are denoted by underline.]

**Housekeeping:**

*Amend any outdated titles/positions/personal pronouns (i.e. he/she) and changes in dates in accordance with the successor agreement.*

*Change "Maternity and Child Care" to "Parental Leave" (Article XVI)*

*Change "Team Coordinator" to "Team Chair" (Appendix A: Section E. Other Compensation)*

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**#1) Replace Article II(D)(2)(c) Association Rights as follows:**

- a. Upon notification to the superintendent, the association president will be released from all duties, without loss of pay, to attend to important association business. The president agrees that these rights will not be abused. In addition to the release of duties, the

District shall grant up to .2 paid release to the President of the Association to perform professional duties associated with the position of President. The Association shall notify the Superintendent in writing, on or before June 15 of each contract year what amount of paid release (up to .2) the Union President will require in the following school year. The President and the Superintendent shall mutually agree on a schedule for the following school year. The association shall reimburse the District the pro-rata salary amount of the President (up to .2). The President shall continue to accrue all benefits under the collective bargaining agreement as a full-time employee.

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**#2) Add New Section Article II D.I.c Association Rights as follows**, maintain all other existing language in this section:

The Association shall be provided not less than forty-five (45) minutes to meet with its members at the beginning of the school year. This time shall be deducted from the current time set aside for mandated training. All mandated trainings will be completed online by staff by October 1st.

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**#3) Amend Article V A.6 Sick Leave Buy Back as follows**, maintain all other existing language in this section:

When a teacher retires from the Watertown School System, or if a teacher dies while employed by the School System, the teacher or in the event of death, his/her estate shall be compensated for thirty percent (30%) of the teacher's accumulated sick leave, plus personal days converted to sick days, at a rate of ~~one hundred~~ one hundred and twenty dollars (\$100.00 \$120.00) per day if the teacher gives at least ~~twelve~~ six months' advance, non-rescindable notice of retirement or at a rate of eighty (\$80) per day if the educator provides less than ~~twelve~~ six (6) months' notice of retirement.

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**#4) Amend Article V A Salaries and Other Compensations as follows**, maintain all other existing language in this section:

~~In order to recognize the contribution of the staff and to establish a standard against which the Watertown Public School Department chooses to compare itself in professional compensation as well as programming and student success, the Committee and the Association designed the compensation portion of this contract so that the salaries, including longevity, of the professional~~

staff, over time, will be competitive with top thirty percent of the 32 communities who are represented in either the Educational Records Board (ERB) and /or EDCO.

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**#5) Amend Article V A.7: Longevity Benefit as follows**, maintain all other existing language in this section:

A teacher upon completion of the following years of service to the Town of Watertown, shall receive the following amount added to his/her salary effective September 1<sup>st</sup> of the next school year:

Effective for the 2023-2024 school year, a teacher upon completion of the following years of service to the City of Watertown, shall receive the following amount in a lump sum payment paid as a separate check in November of the next school year. Should a teacher retire or resign at the end of the previous school year, the teacher shall receive their lump sum longevity by September 1st.

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**#6) Amend Article V B Supplemental Compensation as follows**, maintain all other existing language in this section:

Summer workshops for employees of Units A, B, and C will be compensated at an hourly rate of \$35 per hour. The Coordinator of the project will additionally receive an amount equal to 20% more hours at the same rate. Notices for submission of summer workshop proposals will be posted by the Central Office by May 15 of each year and will be awarded by July 1. Unit A members shall also be compensated at \$35 per hour when they perform work at the direction of the District, outside of the contractual work day or year, other than work expressly addressed and otherwise compensated by this contract. Such opportunities will be posted.

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**#7) Amend Article VI C Grievance Procedure as follows**, maintain all other existing language in this section:

If the aggrieved person is not satisfied with the disposition of his/her their grievance at Level One, or if no decision has been rendered within ten (10) school days after the hearing grievance at Level One presentation of the grievance, he/she they may file the grievance in writing with the Chairperson of the Association's Professional Rights and Responsibilities Committee within five (5) school days. Within ten (10) school days after receiving the written grievance, the PR&R Committee will refer it to the Superintendent of Schools and/or the Assistant Superintendent.

**#8) Amend Article VII C Hours and Workload as follows**, maintain all other existing language in this section:

The personnel occupying the positions or receiving the stipend named below are members of Unit A and are entitled to the rights and subject to the obligations of this contract. The personnel will work at their assigned tasks for at least the length of the classroom teacher's work year. It is recognized, however, that the proper performance of their duties will require the personnel listed below to be present 184 days plus the days listed below. The work year for these individuals, where different from other members of Unit A, is indicated next to their titles. The exact schedule of such personnel will be ~~worked out~~ coordinated with the administration on an individual basis with mutual agreement between the employee and administration. Such schedules may include remote work on non student days by mutual agreement. Compensation for these positions shall be based on the per diem rate of the member in the 184-day salary schedule in effect and will be paid upon completion of the per diem days worked. The additional days may be worked during the summer, during school vacations, or a combination of these two options. Employees who are hired after the beginning of the contractual year may elect to work a pro-rated number of per diem days in their first year of employment.

Position and Additional Per Diem Days:

- Social Worker/Adjustment Counselor: 8 additional days each school year
- Guidance Counselor, Middle and High School: 5 additional days each school year
- Guidance Counselor, Elementary School: 3 additional days each school year
- Curriculum, Equity, Guidance, Related Services, Mental Health or Special Education Leads: 5 additional days

Section E: Other Compensation

~~Elementary math, science and social studies specialists shall work five (5) more days than the teacher work year and be paid the following stipend:~~

Title	Stipend
<u>Curriculum, Equity, Guidance, Related Services, Mental Health or Special Education Leads: 5 additional day</u>	4,344 <u>2100</u>

~~Unit A: The work year of classroom teachers (other than new personnel who may be required to attend additional orientation sessions) will begin no earlier than September 1 and terminate no later than June 30. The "Work Year" will include days when pupils are in attendance (180 days), one orientation day at the beginning of the school year (the day will not occur prior to September 1) and four (4) other days of Professional and /or Curriculum development~~

~~scheduled mid-year on which a teacher's attendance is required. The total number of work days will be 185 days.~~

~~Effective August 2017, the following language shall replace the language in the paragraph above:~~

Unit A: The work year of classroom teachers (other than new personnel who may be required to attend additional orientation sessions) will begin no earlier than three consecutive days immediately preceding the Friday before Labor Day, providing that there will be no work on the Friday before Labor Day and that the student year shall not begin before Labor Day. The school year shall terminate no later than June 30. The "Work Year" will include days when pupils are in attendance (180 days), one orientation day at the beginning of the school year and three (3) other days of Professional and /or Curriculum development scheduled before the start of the school year or midyear on which a teacher's attendance is required. The total number of work days will be 184 days.

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**#9) Amend Article VII Section F.2 as follows**, maintain all other existing language in this section:

All elementary and middle school educators will communicate with parents/guardians with a newsletter on a monthly basis. Teachers will be provided 30 minutes of uninterrupted time once a month in addition to contractual prep time to prepare the family communication. The Parties agree that the educator may be evaluated on the content of the communication, but not the presentation.

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**#10) Amend Article VII(F)(I): Staff Meetings as follows**, maintain all other existing language in this section:

Teachers may be required to remain after the end of the regular workday to attend no more than four (4) hours of staff, building, or professional collaboration meetings each month. Each meeting will be one hour and twenty minutes long. The meetings will take place on the first, second and third Wednesday of the month. If the third one of the Wednesdays falls within the school vacation week, the meeting will take place on the fourth Wednesday of the month. The Professional Development Council (PDC) in conjunction with administration shall determine the agenda for the curriculum / content-based meetings. Teachers will be notified of such meetings at least forty-eight (48) hours in advance and must be given, at that time, the agenda for such a meeting. If an agenda is not received at least forty-eight (48) hours in advance, the time scheduled for such meeting will be used for a Professional Learning Community.

One of the three after-school meetings will be used for Professional Learning Communities. Each PLC will have a clear goal aligned with the District or School's mission, vision, core values, and strategic priorities and will be submitted for approval to the Building Administrator. These goals will focus on student learning and will include an assessment of the impact of the goal on student growth and achievement.

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**#11) Amend Article VIII Section E, Packing and Moving as follows**, maintain all other existing language in this section:

Classroom teachers required by the District to pack and move their classroom to a new building, outside of the normal work day, shall be provided a stipend of \$250 \$300. Classroom teachers required to pack and move their classroom within a building, outside of normal work day, shall be provided a stipend of \$105 \$150. Any other unit A member who is required to pack their office shall be provided a stipend of \$100.

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**#12) Amend Article X D Inter-School Assignments as follows**, maintain all other existing language in this section:

Teachers whose duties entail visiting more than one school in any one school day will be paid for all inter-school and/or school department business driving done by them based on the IRS rate. The District shall communicate the process for submission for mileage reimbursement at the beginning of each school year but not later than October 1st. All mileage reimbursements for the preceding school year shall be made to employees by August 31st.

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**#13) Amend Article X to Add New Section G: Advisory Board as follows**, maintain all other existing language in this section:

There shall be an Advisory Board elected by the school staff that shall meet directly with the Superintendent of Schools to discuss and advise upon matters of curriculum, including major district-wide program initiatives, personnel, and other professional issues relating to the schools. The composition of the Advisory Board and its meeting frequency will be as follows:

a. Will schedule at least six (6) meetings per year and as requested by either party. These meetings will occur after school hours but will conclude prior to 6 pm.

b. One week before each meeting, the parties will share agenda items

c. Shall be made up of the Superintendent, the Association President, and their designated members. There shall be a total of 8 WEA members (one from each building (6), one district-wide staff member and the WEA President.

d. School Committee chairperson and/or their designee may be invited as requested by either party

The Board has the power to pass resolutions and make recommendations, but adoption of the same is at the discretion of the Superintendent and subject to the action of the School Committee. This Board is to deal with general policy issues only and is not to be confused with any type of negotiating council, bargaining group, or forum for individual complaints. Watertown Education Association members of the Advisory Board shall be compensated at the prorated rate of \$35 per hour for all Advisory Board meetings.

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**#14) Amend Article XI to add new Section C: Educator Evaluation System Review as follows**

The Parties agree to create a joint labor management committee to review and make recommendations of revisions to the educator evaluation system. The Parties will each have a total of four members and will convene within one month of ratification of the contract. The JMLC members representing the Association shall be paid at the rate specified by Article V(B). The Parties further agree to bring back their recommendations to the negotiation subcommittee for further negotiations if necessary.

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**#15) Amend Article XIII Section C Sick Leave Bank as follows, maintain all other existing language in this section:**

The following criteria shall be used by the Sick Leave Bank Committee to determine eligibility and amount of leave.

1. Membership: Each teacher may contribute by October 1st of each school year, one day of his/her accumulated sick leave to the Sick Leave Bank. Only those teachers who voluntarily contribute to the Bank each year shall be eligible for its benefits. If a teacher is hired after the start of the school year, he/she will have thirty (30) days to join the Bank.

2. Upon retirement from the district or resignation after 10 years of service each member may voluntarily contribute up to five (5) days of their accrued unused sick leave to the Sick Leave Bank.
3. No teacher will receive more than ninety (90) days from the bank in one school year.
4. Sick Leave Bank days shall carry over from year to year without limitation.
5. Decisions of the Sick Leave Bank Committee are final and binding and not subject to appeal.

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**#16) Amend Article XIV as follows**, maintain all other existing language in this section:

ARTICLE XIV: TEMPORARY LEAVES OF ABSENCE

Section A: Preamble

Recognizing that these needs arise and that our staff should be treated as professionals, the School Department will not require the employee to specify the reasons for a personal day absence except as outlined below. Employees will be required to provide a reason for a personal day which is to be taken on the day immediately before or after ~~a weekend~~ or a school vacation or holiday.

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**#17) Amend Article XVI as follows** and renumerate:

ARTICLE XVI: ~~MATERNITY AND CHILD CARE~~ PARENTAL LEAVE

An employee shall be entitled to unpaid leave of absence for the purpose of caring for a newborn or adopted child, subject to the following:

1. Parental leave shall be granted to all bargaining unit members in compliance with Massachusetts Parental Leave Act (MPLA) (MGL c. 149 s. 105D) or the federal Family Medical Leave Act (as applicable).
2. Employees taking parental leave will be granted the following paid leave benefits prior to accessing any other paid leave benefits in the CBA:



- a. For calculation of this paid benefit, the twelve weeks under this policy shall commence upon the arrival of the child or birth of the child.
- B. Up to 20 days, on consecutive workdays, not from sick time.
- c. Up to an additional eight (8) weeks may be taken, to be deducted from accumulated sick leave under Article XIII, Sick Leave, of this Agreement
- d. If both parents are employees of the Watertown Public Schools, the members will be entitled to a total of 12 twelve weeks combined between the two members.
- e. The salary is prorated for less than full time employees
- f. The employee must be employed for a minimum of three (3) months to be eligible for this benefit.

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**#18) Amend Article XIV Section C as follows**, maintain all other existing language in this section:

Section C: Approval

Leave taken pursuant to Section B above will be in addition to any sick leave to which the teacher is entitled. Approval for such leave will be provided within 2 school days of the employee providing notice of the intent to take leave and shall not be unreasonably withheld. If a response is not received, the leave shall be assumed approved.

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**#19) Amend Article XIV Section B.5 Bereavement as follows**, maintain all other existing language in this section:

Teachers will be granted one (1) day for the funeral of any other relative, or individual that the teacher has a close and personal relationship with. Teachers may be granted one (1) **additional** day for the funeral of ~~another person~~ with the approval of the Superintendent.

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**#20) Amend Article XIV Section B.6 Bedside Care as follows**, maintain all other existing language in this section:

Up to five (5) days annually in the event of serious illness requiring bedside care or household attention of the teacher's spouse, child, son-in-law, daughter-in-law, parents, sibling, or other member of the immediate household. Up to five (5) additional bedside care days may be taken through the deduction of one's personal sick leave accumulation. The administration may require a doctor's certificate attesting to the seriousness of the illness. Teachers may request to use this provision of bedside care days for other individuals whom the teacher is a primary caretaker of with the approval of the Superintendent. Approval for such leave will be provided within 2 school days of the employee providing notice of the intent to take leave and shall not be unreasonably withheld. If a response is not received, the leave shall be assumed approved.

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**#21) Amend Article XVII Professional Development and Education Improvement as follows**, maintain all other existing language in this section:

Section C: Tuition Reimbursement

Vigorous course-taking activity is still another sign of an active and engaged educator. In an effort to encourage and support this endeavor, the Committee will reimburse staff members 50% of the total cost of paid tuition and registration for courses taken at colleges, universities, and other approved institutions, not to exceed \$1,000 per teacher per term as defined below, upon successful completion of the course. The courses must be job-related or part of a degree program and must be approved in advance by the staff member's immediate supervisor, the building Principal, and the Assistant Superintendent. Decisions rendered by the administration regarding the eligibility of a given course are not subject to grievance. ~~The School Committee will set aside \$30,000 (\$10,000 available in September, \$10,000 available in January, and \$10,000 available in June) and any balance remaining from any period will be allocated to summer workshops. Effective September 1, 2012,~~ The School Committee shall set aside a total of \$50,000 for reimbursement of tuition and fees for pre-approved courses.

~~Effective September 1, 2012,~~ Reimbursement shall be distributed to teachers no later than June 30 on a pro-rata basis not to exceed a maximum of \$1,000 per course up to a maximum of three courses per individual per year. In the event that concerns arise related to the distribution procedure, not the collective or individual total amounts, the parties agree to meet and discuss the concerns.

The teacher's immediate supervisor, the building principal, and the Assistant Superintendent shall approve or reject the course no later than thirty (30) calendar days following submission of the request.

The Superintendent shall provide the Association President with a spreadsheet of all requests

by the end of the school year.

There may also be times when the Superintendent formally requests that a certified teacher obtain additional certification. In these cases, the Committee will pay the cost of paid tuition of all courses at any accredited college or university.

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**#22) Amend Article XX B Posting of Vacancies as follows**, maintain all other existing language in this section:

No professional vacancies shall be filled prior to an in-house posting for a period of ten (10) business days during the school year and five (5) business days during July and August. Notices of such vacancies shall be emailed to all members. ~~posted in each school on the Association bulletin board and on the District's website in one location with copies e-mailed to the President of the Association.~~

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**#23) Amend Appendix A as follows**, maintain all other existing language in this section:

Effective at the start of the 2022-2023 work year, increase the Teacher Salary Schedule (Appendix A, Section A) by a market adjustment of one half percent (0.5%) on all steps followed by an increase of two percent (2%) on all steps as reflected in the attached salary grids. Increase the top four steps of the Teacher Salary Schedule by a market adjustment of an additional one half percent (0.5%) as reflected in the attached salary grids.

Effective at the start of the 2023-2024 work year, increase the Teacher Salary Schedule (Appendix A, Section A) by two and one half percent (2.5%) as reflected in the attached salary grids. Remove steps 1 and 2 from the salary schedule, all lanes, renumber all steps.

Effective at the start of the 2024-2025 work year, increase the Teacher Salary Schedule (Appendix A, Section A) by two and one half percent (2.5%) as reflected in the attached salary grids. Remove step 1 from the salary schedule, all lanes, renumber all steps.

Effective on the 93rd day of the 2024-2025 school year, increase the Teacher Salary Schedule (Appendix A, Section A) by one percent (1%) as reflected in the attached salary grids contingent on the Committee having received not less than \$350,000 in new money as a result of the Fair Share Amendment for K-12 programming during the life of the agreement.

**#24) Amend Appendix A Sections B and D and F as follows**, maintain all other existing language in this section:

*Add to Section B:*

Title	Stipend 2022-2023
Social Workers / Adjustment Counselor / <u>Guidance Counselor</u> (192 days)	\$1,117

The personnel occupying the above-named non-classroom positions are members of Unit A and are entitled to the rights and subject to the obligations of this contract. These personnel will work at their assigned tasks for at least the length of the classroom teacher's work day. It is recognized, however, that the proper performance of their duties may require these personnel be present in the building longer than the normal working day duties. ~~The maximum work year for these individuals, where different from other members of Unit A, is indicated in parenthesis next to their titles.~~ The exact schedule of such personnel will be worked out with the building administration on an individual basis with mutual agreement. Personnel will have the option of completing additional days during the summer, but those days are not required to be completed only during the summer.

*Add to Section D:*

When a position is posted and unfilled within the same sport or activity and whereas a member is serving in two roles (i.e. Robotics Head coach and Robotics Assistant Coach) the member will be entitled to be compensated for one full stipend and 50% of the lesser stipend on a prorated basis until the position is filled.

*Add new position(s):*

Title	Stipend
All City Chorus Director	\$1041 per position, per ensemble
All City Band Director	\$1041 per position, per ensemble
All City Orchestra Director	\$1041 per position, per ensemble

HS Play Director (Spring)	\$4,408
WMS Musical Director	\$4,408
WMS Musical Assistant Director	\$1,382
WMS Musical Technical Director	\$1,382

*Retitle the following position(s):*

<b>Current Title</b>	<b>New Title</b>
HS Play Director (Spring)	HS Musical Stage Director (Spring)
HS Choreographer (Spring)	HS Musical Choreographer

*Add to Section F:*

When a position is posted and within the same sport or activity and unfilled whereas a member is serving in two roles (i.e., Volleyball Head Coach and Volleyball Assistant Coach) the member will be entitled to be compensated for one full stipend and 50% of the lesser stipend on a prorated basis until the position is filled.

*Add new position(s):*

<b>Title</b>	<b>2022/23 Stipend</b>
Unified Basketball Head Coach	\$2,193
Unified Basketball Assistant Coach	\$1,086
Team Assistant, Boys Tennis	\$1,787

Team Assistant, Girls Tennis	\$1,787
Team Assistant, Wrestling	\$1,787

**Memorialize the following changes to Cheerleading stipend:**

Sport	Season	Step 1	Step 2	Step 3
<u>Coach – Cheerleaders</u>	Fall	2,500	2,775	3,052
<u>Coach – Cheerleaders</u>	Winter	2,500	2,775	3,052

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**#25) Amend Appendix B, C, D, E, F**

**2022-2023: 2%**

**2023-2024: 2.5%**

**2024-2025: 2.5%**

**FY23 Unit A Grid (0.5% market adjustment then 2.0% Increase on 2021-2022 Grid)**

<b>Step</b>	<b>BA</b>	<b>MAST</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>CAGS/ MA+60</b>	<b>DOC</b>
1	56,949	61,004	62,834	64,719	66,013	67,333	69,689
2	58,942	63,139	65,033	66,984	68,323	70,026	72,129
3	61,005	65,349	67,309	69,328	70,714	72,127	74,654
4	63,140	67,636	70,001	71,754	73,189	74,651	77,267
5	65,350	70,003	72,101	74,265	75,751	77,264	79,971
6	67,637	72,453	74,625	76,864	78,402	79,968	82,770
7	70,004	74,989	77,237	79,554	81,146	82,767	85,667
8	72,454	77,614	79,940	82,338	83,986	85,664	88,665
9	74,990	80,330	82,738	85,220	86,926	88,662	91,768
10	77,615	83,142	85,634	88,203	89,968	91,765	94,980
11	80,332	86,052	88,631	91,290	93,117	94,977	98,304
12	83,545	89,494	92,176	94,942	96,842	98,776	102,236
13	86,887	93,074	95,863	98,740	100,716	102,727	106,325
14	90,362	96,797	99,698	102,690	104,745	106,836	110,578
15	93,976	100,669	103,686	106,798	108,935	111,109	115,001

**FY24 Unit A Grid (2.5% Increase on FY23 Grid)**

<b>Step</b>	<b>BA</b>	<b>MAST</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>CAGS/ MA+60</b>	<b>DOC</b>
1	62,531	66,983	68,992	71,062	72,483	73,931	76,520
2	64,720	69,327	71,752	73,549	75,020	76,519	79,198
3	66,985	71,753	73,905	76,123	77,646	79,197	81,970
4	69,329	74,264	76,492	78,787	80,364	81,969	84,839
5	71,756	76,863	79,169	81,545	83,177	84,838	87,808
6	74,267	79,553	81,940	84,399	86,088	87,807	90,881
7	76,866	82,337	84,808	87,353	89,101	90,880	94,062
8	79,556	85,219	87,776	90,410	92,220	94,061	97,354
9	82,340	88,202	90,848	93,574	95,448	97,353	100,761
10	85,634	91,730	94,482	97,317	99,266	101,247	104,791
11	89,059	95,399	98,261	101,210	103,237	105,297	108,983
12	92,621	99,215	102,191	105,258	107,366	109,509	113,342
13	96,326	103,184	106,279	109,468	111,661	113,889	117,876

Steps 1 and 2 removed

**FY25 Unit A Grid (2.5% Increase on FY24 Grid)**

<b>Steps</b>	<b>BA</b>	<b>MAST</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>CAGS/ MA+60</b>	<b>DOC</b>
1	66,336	71,060	73,546	75,387	76,894	78,431	81,177
2	68,658	73,547	75,752	78,026	79,585	81,176	84,018
3	71,061	76,121	78,403	80,757	82,370	84,017	86,959
4	73,548	78,785	81,147	83,583	85,253	86,958	90,003
5	76,122	81,542	83,987	86,508	88,237	90,002	93,153
6	78,786	84,396	86,927	89,536	91,325	93,152	96,413
7	81,544	87,350	89,969	92,670	94,521	96,412	99,787
8	84,398	90,407	93,118	95,913	97,829	99,786	103,280
9	87,774	94,023	96,843	99,750	101,742	103,777	107,411
10	91,285	97,784	100,717	103,740	105,812	107,928	111,707
11	94,936	101,695	104,746	107,890	110,044	112,245	116,175
12	98,733	105,763	108,936	112,206	114,446	116,735	120,822

Step 1 removed

**FY25 Unit A Grid, increase 1% on the 93rd day (1% Increase on FY25)**

<b>Step</b>	<b>BA</b>	<b>MAST</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>CAGS/ MA+60</b>	<b>DOC</b>
1	67,000	71,771	74,281	76,142	77,665	79,216	81,989
2	69,345	74,283	76,509	78,807	80,383	81,989	84,859
3	71,772	76,883	79,187	81,565	83,196	84,859	87,829
4	74,284	79,574	81,959	84,420	86,108	87,829	90,903
5	76,884	82,359	84,828	87,375	89,122	90,903	94,085
6	79,575	85,242	87,797	90,433	92,241	94,085	97,378
7	82,360	88,225	90,870	93,598	95,469	97,378	100,786
8	85,243	91,313	94,050	96,874	98,810	100,786	104,314
9	88,653	94,966	97,812	100,749	102,762	104,817	108,487
10	92,199	98,765	101,724	104,779	106,872	109,010	112,826
11	95,887	102,716	105,793	108,970	111,147	113,370	117,339
12	99,722	106,825	110,025	113,329	115,593	117,905	122,033



**WHEREFORE**, the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed by their duly-authorized representatives, subject to ratification by the membership of the Association's Unit A bargaining unit and the full School Committee, this \_\_\_\_\_ day of February 2023.

**Watertown School Committee**

By \_\_\_\_\_  
Chairperson

**Watertown Educators Association**

By \_\_\_\_\_  
President

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_