

**ABINGTON SCHOOL COMMITTEE**

1071 WASHINGTON STREET  
ABINGTON, MA 02351



*Remote Zoom Meeting  
Tuesday, December 20, 2022  
@ 5:15 p.m.*

*For this meeting, members of the public who wish to listen to the meeting may do so by dialing in at 1-646-558-8656; meeting ID: 839 5164 9947; and password: 164331*

***AGENDA***

- I. CALLING OF MEETING TO ORDER AND FLAG SALUTE
- II. READING AND APPROVAL OF RECORDS
  - A. November 29, 2022.
  - B. October 25, 2022.
  - C. August 31, 2022.
  - D. May 24, 2022.
  - E. March 22, 2022.
  - F. January 25, 2022.
- III. Consideration of the Abington Education Association's Unit A Collective Bargaining Agreement
- IV. Consideration of the Abington Education Association's Unit B Collective Bargaining Agreement
- V. Consideration of the Abington Maintenance Association's Collective Bargaining Agreement

- VI. Consideration of the Abington Custodial Association's Collective Bargaining Agreement
  
- VII. Consideration of Wages of Hourly Employees
  
- VIII. Consideration of the Superintendent's FY23 and FY 24 Salary
  
- IX. FY-23 Budget Allocation
  
- X. Adjournment & Next Meeting Dates

*Tuesday, January 3, 2023 @ 7:00 p.m.*  
*Public Hearing on the FY-2024 Preliminary Budget @ 7:30 p.m.*

*Tuesday, January 24, 2023 @ 7:00 p.m.*  
*Regular Monthly Meeting*

I. **CALL OF MEETING  
TO ORDER AND  
FLAG SALUTE**

A regular meeting of the School Committee was held in the Library at the Middle/High School.

Present: Mr. Chris Coyle, Chair; Ms. Danielle Grafton, Vice-Chair; Ms. Heidi Hernandez, Secretary; Ms. Julie Groom, and Ms. Wendy Happel, Members. Also in attendance were Mr. Peter Schafer, Superintendent of Schools; and Dr. Felicia Moschella, Assistant Superintendent.

The School Committee meeting opened this evening with a hearing on school choice for the 2023-2024 school year. Mr. Coyle asked if the committee or any members of the audience had any questions on school choice and there were none. Mr. Coyle closed the public hearing and returned to the regular meeting session.

II. **HEARING OF VISITORS**

There were none.

III. **READING AND APPROVAL OF MINUTES**

A. October 25, 2022.

VOTED: on motion of Heidi Hernandez (Wendy Happel) the members of the School Committee unanimously voted to approve the minutes of October 25, 2022, as presented.

IV. **UNFINISHED BUSINESS**

A. Consideration of a Change of School Books for “This Book is Gay (J. Dawson)

Mr. Coyle stated that at the last meeting we gave a notice of the consideration of a change of school books, *This Book is Gay*. Mr. Schafer gave an update since the October meeting on what has transpired and a seven-member review committee was formed and met. The group read the book, deliberated on the book and the majority recommended that the book remain on the high school library side. Therefore, the book will remain on the high school side of the library. Ms. Happel gave a timeline of what has transpired and regarding the parent who contacted with Mr. Schafer from September to present. Mr. Schafer pointed out that he read excerpts from the book initially and pulled the book. After further consideration and reading the book, and the full context, he decided to put the

book back. Mr. Schafer said the information cautions the reader about sex, safe sex and on-line behavior. Ms. Hernandez agreed that this has been a lot and she sat on the review committee and before making a decision she read the book and listened to the audio book and met with the person who made the original complaint, and her thought is having this book available to students helps them understand what is ahead and may help or open students' minds and she supports this book. Mr. Coyle trusts the judgement of those put on the review committee. Ms. Groom asked if this topic is done and Mr. Coyle stated that he does not plan on having this on the agenda for the January 3, 2023 meeting.

V. **REPORT OF THE DIRECTOR OF CURRICULUM, INSTRUCTION AND ASSESSMENT**

A. 2022 MCAS Review (E. Gonsalves, M. Doherty & N. Corbett)

Dr. Basta thanked the school committee for having the department heads here this evening to review the MCAS results in math, science and ELA. He stated that overall our students did well but we have a few areas to work on as a district to support all students. He reviewed the nation's report cards and Abington has not been randomly selected but this gives us a review of where we are post-pandemic. 2022 was the first full test administration since 2019 and the department heads, Dr. Gonsalves, Ms. Doherty and Ms. Corbett reviewed the areas of strengths and growth and recommendations for each area. The recovery has begun and that to use the 2022 scores is more productive and analyzing the data is a tool to use as a new benchmark to measure future growth. Dr. Basta stated that every one, students, parents and teachers have all worked hard these past few years and this needs to be recognized and these scores help us to look at how we are doing as a district. Mr. Schafer also thanked the department heads and Dr. Basta, teachers and students for all their hard work during the Pandemic. We compare ourselves to the state because that is the equalizer and we want to do better than the State but Massachusetts is still one of the highest performing states in comparison.

VI. **REPORT OF THE ATHLETIC DIRECTOR**

A. Update on the Athletic Program. (P. Serino)

Mr. Serino was present this evening to give an update to share all the happenings in the athletic program. He thanked the committee and administration for their support of our student athletes. The fall season just wrapped up very successfully both individually and as teams. The winter season has started up and participation is strong across the board. The eighth-grade waiver is still being used and a benefit to the district as a whole and provides additional opportunities for all students in grades 9-12, varsity teams are being offered. The waiver is as needed and when there is an opportunity to hold onto a team by adding eighth graders. Girls' hockey is new this year with a coop with Norwell High School with three of our female hockey players participating this year. Next year some changes will be a realignment for both our league and MIAA, most of our schedules will expand to an eleventh team with Sandwich High School. Next year we will be on the Tobin side, which is a smaller size being the larger district on the smaller side. MIAA state tournament schedule is on a realignment as well

November 29, 2022

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and for the fall have been shared, all of our teams have been aligned as previously and we may apply for appeals. Mr. Schafer thanked Mr. Serino for his highlights on both the grade 8 participation and the update on the shift in the leagues. A competitive equity tool is being used to determine the league alignments.

VII. **REPORT OF THE MASC DELEGATE ASSEMBLY** (H. Hernandez)

- A. MASC/MASS Annual Joint Conference (November 2-5, 2022) at Resort and Conference Center at Hyannis, Hyannis, MA

Ms. Hernandez was the voting member at the conference, but Mr. Coyle also acknowledged that Ms. Happel and Ms. Groom attended the conference as well. Ms. Hernandez stated that the six resolutions issues were voted on with minor amendments and she voted the way the Abington School Committee directed her. She attended a number of break out meetings from mental health, arts and music and she would be happy to share with others.

VIII. **REPORT OF THE SUPERINTENDENT OF SCHOOLS**

- A. Consideration of the Abington Public Schools' participation in the School Choice Program for the 2023-2024 school year in accordance with Chapter 76, The Education Reform Act of 1993.

Mr. Schafer stated that the public hearing took place in the first part of the meeting. He stated that if the committee does not opt out of school choice then we are automatically a member of school choice and this means that students may apply to attend Abington Schools. We are not overcrowded but we are tight. He recommends that we do not participate in school choice for the 2023-2024 school year because we do not have the space and we are tight. We have seen some growth in Abington and we are retaining Abington students and we need to take care of the Abington students before taking on other students. Mr. Schafer did state that our students may attend another district if the receiving district participates in school choice.

VOTED: on motion of Danielle Grafton (Julie Groom) the members of the School Committee unanimously voted to opt out of school choice for the 2023-2024 school year.

- B. Update on Administrator Searches.
- Beaver Brook Principal
  - High School Assistant Principal

Mr. Schafer gave a brief update on the searches for a Principal at the Beaver Brook Elementary School and the Assistant Principal at Abington High School. He reviewed the timeline given with the advertisements/postings going out after the first of the year in order to have people in place and introduced to the school committee at the February meeting. This process is not new and he asks for a school committee member to serve on the search committees. Mr. Coyle asked that school committee members reach out to him if they are interested in serving on either search committee.

IX. **ESTABLISHMENT OF NEXT SCHOOL COMMITTEE MEETING DATE**

*Tuesday, January 3, 2023 @ 7:00 p.m.  
Public Hearing on the FY-2024 Preliminary Budget @ 7:30 p.m.*

*Tuesday, January 24, 2023 @ 7:00 p.m.  
Regular Monthly Meeting*

X. **INFORMATIONAL ITEMS**

- Correspondence from the Massachusetts Department of Elementary and Secondary Education: 2023 Special Education Determination under Part B of the Individuals with Disabilities Act (IDEA)
- READS Collaborative Annual Report
- **Dates to Remember**
  1. Thurs., December 1 – Junior Class Auction
  2. Wed., December 7 – AEF Meeting @ Town Hall @ 7 p.m.
  3. Tues., December 13 – Inservice/Early Release Day for Students
  4. Fri., December 23 – Mon., January 2 – Holiday Vacation Break
  5. Mon., January 2 – News Year’s Day Observed – All School Offices and Buildings Closed
  6. Tues., January 3 – School Committee Meeting with an FY-24 School Department Budget Hearing @ 7:30 p.m.
  7. Sat., January 7 – AEF Trivia Night at the Abington K of C @ 7 p.m.
  8. Mon., January 16 – Martin Luther King Day – All School Offices and Buildings Closed
  9. Tues., January 24 – Next Regular School Committee Meeting @ 7 p.m.
  10. Fri., January 27 – Inservice/Early Release Day for Students
- **Personnel Administration - Informational**
  1. The Superintendent has accepted the resignation of Lance Hammond as a maintenance worker within the Abington Public Schools for the purpose of retirement effective on January 3, 2023.

2. The Superintendent has accepted the resignation of Melissa Manley as a tutor within the Abington Public Schools effective on Friday, November 18, 2022.
3. On the recommendation of Jonathan Bourn, Principal of Abington High School, the Superintendent has approved the appointment of Diane Salvetti as a long-term substitute biology teacher effective on Monday, November 14, 2022.
4. On the recommendations of Jason Linn, Maintenance Director, and Felicia Moschella, Assistant Superintendent, for the Abington Public Schools, the Superintendent has approved the appointment of Edward Belcher as a maintenance worker effective on Tuesday, January 3, 2023.
5. On the recommendation of Jonathan Bourn, Principal of Abington High School, the Superintendent has approved the appointment of Kristina Wilson as the Director of World Languages for the 2022-2023 school year.
6. On the recommendations of Jonathan Bourn, Principal of Abington High School, and Peter Serino, Athletic Director, the Superintendent has approved the appointment of the following coaches:
  - William Caseley      Head Girls' Indoor Track
  - Jenna Olem            Head Softball
  - Stephen Perakslis    Head Baseball
  - Bridget Wakelin      Head Tennis
  - Michael Caseley      Head Boys' Track and Field
  - William Caseley      Head Girls' Track and Field
  - Michael Grafton      Head Boys' Lacrosse
  - Gabrielle Majenski    Head Girls' Lacross
7. The Superintendent has granted Ms. Jacklyn Gurry, a wellness teacher within the Abington Public Schools, a parental leave of absence in accordance with Options B and A as stipulated in Article XXIV of the Unit A Agreement. This leave of absence will begin on or about February 15, 2023 and continue to on or about April 26, 2023.
8. The Superintendent has granted Ms. Loreen McGrath, a cafeteria worker within the Abington Public Schools, a maternity leave of absence effective on November 14, 2022, and continuing to on or about March 6, 2023.
9. The Superintendent has granted Ms. Thea Showstack, a school psychologist within the Abington Public Schools, a leave of absence in accordance with Options B and A as stipulated in Article XXV, Section 7 of the Unit A Agreement. This leave of absence will begin on or about November 28, 2022 and continue for the remainder of the 2022-2023 school year.

XI. EXECUTIVE SESSION  
@ 8:33 p.m.

VOTED: by roll call vote in accordance with MA G.L. Chapter 30A, Section 21(a)(3) for the purpose of updating the Committee on negotiations with AEA Units A and B, and the Superintendent of Schools' salary re-opener, since, as declared by the Chair, to hold this discussion in open session may have a detrimental effect on the bargaining position of the Committee; and not to return to regular session.

Yes:

Mr. Coyle  
Ms. Grafton  
Ms. Groom  
Ms. Happel  
Ms. Hernandez

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Heidi Hernandez, Secretary



**MEMORANDUM OF AGREEMENT**  
**ABINGTON SCHOOL COMMITTEE**  
**AND**  
**ABINGTON EDUCATION ASSOCIATION (AEA), UNIT A**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Abington School Committee (hereinafter, the “Committee”) and the Abington Education Association, Teachers’ Unit A (hereinafter, the “Association”).

**WHEREAS** the Committee and the Association entered into a collective bargaining agreement (hereinafter, the “CBA”) for the period September 1, 2021, through and including August 31, 2022; 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 for the period of September 1, 2022, through and including August 31, 2025.

**NOW, THEREFORE**, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. The CBA in effect for the period September 1, 2021, through and including August 31, 2022, shall be in full force and effect for the period September 1, 2022, through and including August 31, 2025, except as modified by this **MEMORANDUM OF AGREEMENT**. All changes are to become effective September 1, 2022, unless otherwise noted.
2. Housekeeping
  - a. Change all Roman Numerals to Arabic Numerals.
  - b. Change “Junior High” to “Middle School.”
3. Outstanding MOU’s
  - a. Incorporate the Middle School Guidance MOU into the CBA.
4. Article VII, Protection of Individual Rights, Section 4 to read: Teacher assignments will be made without regard to age, color, disability, homelessness, national origin, race, religion, sex, age, marital status, gender identity, handicap, and/or sexual orientation.
5. Article XI, Work Day/Work Year/Teacher Load, Section 1, modify the final three paragraphs as follows:

Each Special Education Team Chair shall be appointed to 0.25 FTE position for each

grade level but no more than 1.0 FTE. If a Team Chair is required to support an additional grade level (i.e., more than four grades), the Team Chair's pay is adjusted to an additional ten (10%) percent of their annual salary. If a Team Chair is required to support an additional grade level, they shall not be assigned to any administrative work related to 504's.

Each Special Education Team Chairs shall work days beyond the teacher work year based upon the following formula: six (6) days times the FTE of his/her Special Education Team Chair assignment. The compensation for the days worked beyond the teacher work year shall be at the per diem rate (Annual Appendix A salary divided by 182). If a Team Chair is required to support an additional grade level (i.e., more than four grades), the Team Chair's allotted summer work days shall be increased by two (2) days.

The position of Special Education Team Chair is to chair special education meetings and oversee all special education related services. This is a non-evaluative position designed to reduce other special education teachers of these kinds of duties in order to increase their direct-service caseload.

6. Article XI, Work Day/Work Year/Teacher Load, modify Section 8 as follows:  
Effective September 2022:

If a Director who teaches at the Secondary Level teaches more than four (4) classes, they shall receive an additional \$1,500 per which shall be pro-rated.

Effective September 2024:  
Secondary:

- (1) Middle School and High School teachers will not be assigned more than six (6) periods per day, based on a seven-period day and not more than an average of five (5) subject teaching periods.
- (2) Each secondary teacher will have an average of at least five (5) preparation periods per week.
- (3) Department Heads and Directors may assist in the evaluation process and shall teach no less than twenty (20%) percent and no more than eighty (80%) percent of a full teaching load. The Department Head's or the Director's role in the evaluation process may include:
  - helping Educators in their self-assessments, goals and educator plans;
  - performing observations and collecting evidence; and
  - assisting Evaluators in the development of the Formative and Summative Assessments and Evaluations for Educators with PTS who will receive an overall rating of Proficient or Exemplary.

7. Article XI, Work Day/Work Year/Teacher Load, modify Section 8 as follows:

The Association President (or his/her designee) shall not be assigned any duties so as to conduct Association business.

8. Article XIII, Salaries and Other Compensation, Remove Section 8, "Optional Benefits Plan" in its entirety and renumber the subsequent sections.
9. Article XIV, Professional Development and Educational Improvement, Section 4, Part b, modify as follows:

Tuition Reimbursement - The Committee will allocate a sum of no more than forty (\$40,000) thousand dollars for the purpose of reimbursing teachers for tuition costs related to graduate level, courses related to a teacher's assignment or an assignment which the teacher intends to pursue. The courses must be approved in advance by the Superintendent and from any accredited institution. Teachers shall be reimbursed up to \$2,000.00 per course.
10. Article XVI, Teacher Assignments and Transfers: Eliminate Section 8 due to redundancy with Section 7, which contains the exact same wording. Modify the contract as follows:
11. Article XXI, Personal Injury Benefits – Create a new Section 3 which reads as follows:

The Committee agrees to reimburse a bargaining unit member for the replacement cost to personal property which is damaged or destroyed during the course of one's work duties to a maximum of \$500 per incident.
12. Article XXII, Sick Leave – Personal Business Days, Section 1, Part C – Create a new Part C which reads as follows:

During the first year of the 2022-2025 contract, the parties agree to implement a Pilot Program thru which all bargaining unit members shall have the option of using a half (0.5) of a sick day.
13. Article XXII, Sick Leave – Personal Business Days, Section 8 – Family Illness, modify the Section as follows:

Section 8 - Family Illness. Teachers may all accrued sick leave in for absences required by the bedside care of a spouse, parent, child, or any other member of the permanent household.

An employee may use up to ten (10) days of accumulated sick for any other purpose provided under the provisions of the Family and Medical Leave Act (FMLA).
14. Appendix A - Salary Schedule
  - a. For FY 2023, the Across-The-Board wage increases shall be 2.5%
  - b. For FY 2024, the Across-The-Board wage increases are as follows:
    - i. Day 1 - Drop Step 1 and do NOT renumber the steps. No employee shall receive a double-step.
    - ii. Day 1 – 2.5%
    - iii. Day 91 – 0.5%
    - iv. The salary will be paid at a "Blended Rate" for the year.
  - c. For FY 2025, the Across-The-Board wage increases are as follows:
    - i. Day 1 - Drop Step 2 and do NOT renumber the steps. No employee shall receive a double-step.
    - ii. Day 1 - 3.0%

15. Appendix B, Full-Time Temporary One-Year Substitute Teachers, modify the Appendix as follows:  
One-Year Long-Term Substitutes

2. Employees shall receive fifteen (15) days sick leave per year. Employees shall be entitled to receive Personal Days in the same manner as other Unit A members.

3. The following contractual articles of the Teachers' Contract shall apply:

Articles 1 through 11

Article 15

Article 19 through 21

Article 23

Article 24, Sections 1, 2, and 7

Article 29

4. Salary

Steps 1, 2, and 3 of Appendix A in bracket for appropriate education attainment level. An employee who completes ninety-one (91) work days during a school year shall be moved to the next step.

16. Appendix C, Staff and Administrative Differentials, modify this Appendix as follows:

Section A – Effective September 2024, Combine the job titles from Section A into Section B with the new rate for Directors moved to equal the rate for Department Heads. Eliminate the other provisions of Section A.

Effective September 2022, in the event of a Department merger and so as to compensate for the additional curriculum responsibilities, in Year 1 the Department Head or Director shall receive two (2.0) times the normal stipend.

Section B – Re-title this Section as “Curriculum Coordinators”. Remove the Title 1 Director and the associated stipend. Effective July 1, 2022, the Parties adopt a new formula which is dollar amount per grade such that there is equity among all Curriculum Coordinators. Those amounts shall be:

Year 1 - \$600

Year 2 - \$650

Year 3 - \$700

Section C, Part 1 - Inclusion of previously agreed upon side letter for Middle School guidance Counselor stipend of \$2,500.

Section E – Effective September 2024, the pay for the Director of Nursing shall be moved to equal half the rate of Department Head pay.

17. Appendix C, D, and E – Increase all rates 2.0% in each of the three (3) years of the contract, unless indicated otherwise in this MOA.

18. Faculty Handbook. The parties reached agreements on Grade Posting and the Learning Management System that both parties agreed would be better situated in the Faculty Handbook rather than

within the Collective Bargaining Agreement. These two policies shall not be modified until successor contract negotiations unless the parties mutually agreed to jointly review them in the interim period prior to the expiration of the 2022-2025 contract.

- a. Grade Posting – The language in the faculty handbook shall be adjusted as follows:  
Timely and constructive feedback from a teacher to a student on graded assignments and assessments is essential. The time required to appropriately correct, grade and provide thoughtful feedback will vary depending on the assignment or assessment. Teachers will enter all completed/corrected assignments for all students into the Student Information System Gradebook feature (e.g. Aspen the platform used to display the most current grade for a student, including progress reports and report cards) for online posting as soon as it is reasonably possible.

The Learning Management System or LMS (e.g. Canvas) is used to house content and other pertinent course or classroom information related to learning. If the LMS is used to assign and grade student work, the settings must allow for the LMS to synchronize with the SIS to reflect the most up to date grade. Once any new grade is posted on the LMS, it should automatically be set to sync with the SIS. All assignments/grades that comprise the student grade point average as provided by the teacher’s written statement of their grading and classroom policies will be included so that student course grade averages are accurate.

- b. Learning Management System - The following language shall be added to the Faculty Handbook:

Learning Management System (LMS) (e.g. Canvas) for grades K-12

- a) Each K-12 class/course will have a “home” or landing page which contains course information, teacher contact information and schedule.
- b) Grades 5-12 shall use modules to structure content. A weekly format or content grouped by unit or chapter.
- c) Grades 5-12 shall accept all appropriate ELECTRONIC assignment submissions in Canvas. Electronic assignments shall include due dates and appropriate method of submission. Not all assignments and/or content is appropriate for an LMS.
- d) The LMS courses will be created for all scheduled courses in grades 5-12.
- e) Accessibility Checker – K-12 (LMS) pages and assignments will pass the built-in the accessibility checker.
- f) Specialist staff – Will utilize their own courses in the LMS.
- g) Special Education:
  - Grades 3-4 SPED staff have two options. They will create a course and add students or be added to their students’ courses by the primary teacher.
  - Grades 5-12 SPED staff will have their own (LMS) homepage.
  - SPED support staff can be added to courses and/or students as observers.

Consideration and adequate time will be given to any staff member who is building or developing a new page or course. Professional development and training will be given to any employee new to Canvas or the designated LMS. New staff or any staff developing a new course will not be evaluated on their LMS content in the first year of their employment, new position, or teaching of a new course.

It is understood that:

- Not all classroom content is established at the beginning of a school year. Units and content will be added as the year or course progresses
- Content may be updated and modified as curriculum and lesson plans are updated

**WHEREFORE**, the representatives of the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed this \_\_\_\_\_ day of \_\_\_\_\_, 2022 subject to ratification by the Abington School Committee and the membership of the Abington Education Association.

\_\_\_\_\_  
For the  
Abington School Committee

\_\_\_\_\_  
For the  
Abington Education Association (AEA)

<b>FY 2023</b>							
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>DOC</b>
1	\$45,795	\$47,294	\$49,420	\$50,926	\$52,651	\$54,430	\$56,210
2	\$50,802	\$52,473	\$54,826	\$56,417	\$58,230	\$60,010	\$61,789
3	\$53,494	\$55,178	\$58,149	\$59,699	\$61,831	\$63,611	\$65,390
4	\$56,511	\$58,371	\$61,514	\$63,106	\$64,965	\$66,745	\$68,524
5	\$59,342	\$61,733	\$64,965	\$66,564	\$68,380	\$70,159	\$71,938
6	\$62,489	\$65,283	\$68,601	\$70,148	\$72,010	\$73,789	\$75,569
7	\$65,934	\$68,864	\$72,136	\$73,700	\$75,551	\$77,330	\$79,109
8	\$69,353	\$72,494	\$76,040	\$77,675	\$79,574	\$81,354	\$83,133
9	\$72,760	\$76,040	\$79,626	\$81,180	\$82,990	\$84,769	\$86,549
10	\$76,533	\$79,848	\$83,387	\$84,941	\$86,762	\$88,541	\$90,320
11	\$81,199	\$84,873	\$89,036	\$90,589	\$92,444	\$94,224	\$96,003
12	\$82,613	\$86,324	\$90,526	\$92,096	\$93,971	\$95,750	\$97,530
13	\$83,585	\$87,332	\$91,579	\$93,161	\$95,053	\$96,832	\$98,612

<b>FY 2024 Day 1</b>							
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>DOC</b>
<b>1</b>	<b>\$46,940</b>	<b>\$48,476</b>	<b>\$50,655</b>	<b>\$52,200</b>	<b>\$53,967</b>	<b>\$55,791</b>	<b>\$57,615</b>
2	\$52,072	\$53,785	\$56,197	\$57,828	\$59,686	\$61,510	\$63,334
3	\$54,831	\$56,557	\$59,602	\$61,191	\$63,377	\$65,201	\$67,025
4	\$57,924	\$59,830	\$63,052	\$64,683	\$66,589	\$68,413	\$70,237
5	\$60,826	\$63,276	\$66,589	\$68,228	\$70,089	\$71,913	\$73,737
6	\$64,051	\$66,915	\$70,316	\$71,902	\$73,810	\$75,634	\$77,458
7	\$67,583	\$70,585	\$73,940	\$75,542	\$77,440	\$79,263	\$81,087
8	\$71,087	\$74,306	\$77,941	\$79,617	\$81,564	\$83,388	\$85,211
9	\$74,579	\$77,941	\$81,616	\$83,210	\$85,065	\$86,888	\$88,712
10	\$78,447	\$81,844	\$85,471	\$87,065	\$88,931	\$90,755	\$92,578
11	\$83,229	\$86,995	\$91,262	\$92,854	\$94,755	\$96,579	\$98,403
12	\$84,679	\$88,482	\$92,789	\$94,398	\$96,320	\$98,144	\$99,968
13	\$85,674	\$89,515	\$93,869	\$95,490	\$97,429	\$99,253	\$101,077

<b>FY 2024</b>		Day 91					
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>DOC</b>
<b>1</b>	<b>\$47,175</b>	<b>\$48,719</b>	<b>\$50,909</b>	<b>\$52,461</b>	<b>\$54,237</b>	<b>\$56,070</b>	<b>\$57,903</b>
2	\$52,333	\$54,054	\$56,478	\$58,117	\$59,984	\$61,817	\$63,650
3	\$55,105	\$56,840	\$59,900	\$61,497	\$63,694	\$65,527	\$67,360
4	\$58,214	\$60,130	\$63,367	\$65,007	\$66,922	\$68,755	\$70,588
5	\$61,130	\$63,593	\$66,922	\$68,569	\$70,440	\$72,273	\$74,106
6	\$64,371	\$67,249	\$70,668	\$72,261	\$74,179	\$76,012	\$77,845
7	\$67,921	\$70,938	\$74,309	\$75,920	\$77,827	\$79,660	\$81,493
8	\$71,443	\$74,678	\$78,331	\$80,015	\$81,972	\$83,804	\$85,637
9	\$74,952	\$78,331	\$82,024	\$83,626	\$85,490	\$87,323	\$89,156
10	\$78,839	\$82,254	\$85,899	\$87,500	\$89,376	\$91,209	\$93,040
11	\$83,646	\$87,430	\$91,719	\$93,318	\$95,229	\$97,062	\$98,895
12	\$85,102	\$88,924	\$93,253	\$94,870	\$96,802	\$98,635	\$100,468
13	\$86,103	\$89,963	\$94,338	\$95,967	\$97,916	\$99,749	\$101,582

<b>FY 2025</b>							
<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>DOC</b>
<b>1</b>	<b>\$48,590</b>	<b>\$50,180</b>	<b>\$52,436</b>	<b>\$54,034</b>	<b>\$55,864</b>	<b>\$57,752</b>	<b>\$59,640</b>
<b>2</b>	<b>\$53,903</b>	<b>\$55,676</b>	<b>\$58,172</b>	<b>\$59,861</b>	<b>\$61,784</b>	<b>\$63,672</b>	<b>\$65,560</b>
3	\$56,758	\$58,545	\$61,697	\$63,342	\$65,605	\$67,493	\$69,381
4	\$59,960	\$61,933	\$65,268	\$66,957	\$68,930	\$70,818	\$72,706
5	\$62,964	\$65,501	\$68,930	\$70,626	\$72,553	\$74,441	\$76,329
6	\$66,302	\$69,267	\$72,788	\$74,429	\$76,405	\$78,293	\$80,180
7	\$69,958	\$73,066	\$76,539	\$78,198	\$80,162	\$82,049	\$83,937
8	\$73,586	\$76,918	\$80,681	\$82,416	\$84,431	\$86,319	\$88,206
9	\$77,200	\$80,681	\$84,485	\$86,135	\$88,055	\$89,943	\$91,831
10	\$81,204	\$84,721	\$88,476	\$90,125	\$92,057	\$93,945	\$95,832
11	\$86,155	\$90,053	\$94,470	\$96,117	\$98,086	\$99,974	\$101,862
12	\$87,655	\$91,592	\$96,051	\$97,716	\$99,706	\$101,594	\$103,482
13	\$88,686	\$92,662	\$97,168	\$98,846	\$100,854	\$102,742	\$104,630



**MEMORANDUM OF AGREEMENT**  
**ABINGTON SCHOOL COMMITTEE**  
**AND**  
**ABINGTON EDUCATION ASSOCIATION (AEA), UNIT B**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Abington School Committee (hereinafter, the “Committee”) and the Abington Education Association, Teachers’ Unit A (hereinafter, the “Association”).

**WHEREAS** the Committee and the Association entered into a collective bargaining agreement (hereinafter, the “CBA”) for the period September 1, 2021, through and including August 31, 2022; 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 for the period of September 1, 2022, through and including August 31, 2025.

**NOW, THEREFORE**, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. The CBA in effect for the period September 1, 2021, through and including August 31, 2022, shall be in full force and effect for the period September 1, 2022, through and including August 31, 2025, except as modified by this **MEMORANDUM OF AGREEMENT**. All changes are to become effective September 1, 2022, unless otherwise noted.
2. Housekeeping
  - a. Change all Roman Numerals to Arabic Numerals.
  - b. Change “secretary” to “Administrative Assistant” in every occurrence.
3. Create a New Article - Protection of Individual Rights, to read: Assignments will be made without regard to age, color, disability, homelessness, national origin, race, religion, ~~creed, nationality,~~ sex, age, marital status, gender identity, handicap, and/or sexual orientation.
4. Article VI, Parental Leave of Absence, Section 1, Part e, strike this Section and move to the Sick Leave article:

An employee may use up to ten (10) days of accumulated sick leave for the purpose of illness in the immediate family and/or for any other purpose provided under the provisions of the Family and Medical Leave Act (FMLA).

5. Article VII, Temporary Leave of Absence, Section 8, strike this section and move to the Sick Leave Article:

Family Illness: Employees may use up to eight (8) days of sick leave in any year for absences required by the bedside care of a spouse, parent, child or any other member of the permanent household. Said eight (8) days shall be deductible from accumulated sick leave.
6. Article XXI, Personal Injury Benefits – Create a new Section 3 which reads as follows:

The Committee agrees to reimburse a bargaining unit member for the replacement cost to personal property which is damaged or destroyed during the course of one’s work duties to a maximum of \$500 per incident.
7. Article IX, Sick Leave, add a preliminary paragraph in advance of Section A which reads as follows:

During the first year of the 2022-2025 contract, the parties agree to implement a Pilot Program thru which all bargaining unit members shall have the option of using a half (0.5) of a sick day.
8. Article IX, Sick Leave, Section A, add “Tutors and Specially-Certified Tutors” immediately after “Paraprofessionals” in the Section A heading.
9. Article IX, Sick Leave, Section C, modify as follows:

Family Illness: Employees may use all accrued sick leave in for absences required by the bedside care of a spouse, parent, child, or any other member of the permanent household.

An employee may use up to ten (10) days of accumulated sick leave for any other purpose provided under the provisions of the Family and Medical Leave Act (FMLA).

Any employee who works 1,080 hours per year is eligible for FMLA Leave.
10. Article IX, Sick Leave, Section D - Create a new Section and re-letter the subsequent Sections: During the first year of the 2022-2025 contract, the parties agree to implement a Pilot Program thru which all bargaining unit members shall have the option of using a half (0.5) of a sick day.
11. Article IX, **Sick Leave, modify the title of the former Section D (now Section E) as follows:**

**Section D. All ESPs: Sick Leave Bank:**
12. Article XII, Personal Business Days, Section c – Add a new Section c which adopts language which is parallel to the Unit A contract that requires a written explanation prior to taking personal days before and after long weekends and holidays. That language comes from the current Unit A Agreement, Article XXII Sick Leave – Personal Business Days, Section 3, b. which reads as follows:

*“Requests to use any or all of the personal business days immediately prior to or following a school vacation, a school recess period, or non-school day because of a holiday will not be granted unless the reason for the absence is given in writing and the Superintendent deems it impossible to address at another time. Approval shall not be unreasonably withheld.”*

13. Article XXI, Substitute Pay, modify the article as follows:

Whenever an elementary paraprofessional or tutor is required to substitute for a teacher for total of three or more hours in a school day, or a secondary paraprofessional or tutor is required to substitute for a teacher for more than 3 full periods said paraprofessional/tutor will receive an additional sixty dollars (\$60.00).

Whenever an elementary paraprofessional or tutor is required to substitute for a teacher for at least a total of forty-five (45) minutes up to three (3) hours in a school day or a secondary paraprofessional or tutor is required to substitute for a teacher for at least one (1) full period up to three (3) full periods said paraprofessional/tutor will receive an additional thirty dollars (\$30.00).

Whenever a secretary at a school with two (2) or more secretaries is alone in the office due to an absence of the second secretary, the secretary shall receive an additional twenty-five (\$25.00) dollars for each day she is alone beginning on the first (1st) work day.

14. Add a new Article titled "Tuition Reimbursement" and put it as Article XXV and renumber the subsequent article. Such new Article shall read as follows:

Course Reimbursements - Provided the advance approval of the Superintendent is obtained, the Committee will reimburse bargaining unit members' reasonable expenses (in whole or in part) for transportation, registration fees, and tuition charges for enrollment in special courses which have been recommended by their supervisors or administrators. The Superintendent will grant such approval only when, in his/her judgment, the competency of the bargaining unit member in a specific subject matter area will be raised to the level required to meet curricular objectives.

Tuition Reimbursement - The Committee will allocate a sum of no more than ten thousand (\$10,000) dollars for the purpose of reimbursing bargaining unit members for tuition costs related to appropriate courses related to the individual's assignment or an assignment which the individual intends to pursue. The courses must be approved in advance by the Superintendent and from any accredited institution. Bargaining unit members shall be reimbursed up to \$1,000.00 per course.

15. Appendices

- a. Any Day 1/Day 91 pay splits will be paid at a "Blended Rate" for that year.
- b. For FY 2023, the Across-The-Board wage increases are as follows:
  - i. Paras – Day 1: 3.0% and Day 91: 1.5%
  - ii. Tutors – Day 1: 3.0% and Day 91: 0.75%
  - iii. Administrative Assistants & Specially-Certified Tutors: Day 1: 3.0%
  - iv. Section 5, Part D, ABA Paraprofessionals, increase the rate to \$1,250
- c. For FY 2024, the Across-The-Board wage increases are as follows:
  - i. Paras –
    1. Create a new 6.5-hour column for all K-12 Paras

- a. Create the new column by increasing pay by 8.33% based upon the increased time
- b. Day 1: 3.0% and Day 91: 3.0%
- 2. Maintain a 6.0-hour column for PreK Paras
  - a. Day 1: 3.0% and Day 91: 3.0%
  - ii. Tutors – Day 1: 3.0% and Day 91: 1.5%
  - iii. Administrative Assistants & Specially-Certified Tutors: Day 1: 3.0%
- d. For FY 2025, the Across-The-Board wage increases are as follows:
  - i. Paras – Day 1: 3.0% and Day 91: 3.0%
  - ii. Tutors – Day 1: 3.0% and Day 91: 1.5%
  - iii. Administrative Assistants & Specially-Certified Tutors: Day 1: 3.0%
- e. On June 30, 2025:
  - i. Paras – Eliminate all multi-year steps
  - ii. All other scales: Drop Step 1 and do NOT renumber the steps. No employee shall receive a double-step.

**WHEREFORE**, the representatives of the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed this \_\_\_\_\_ day of \_\_\_\_\_, 2022 subject to ratification by the Abington School Committee and the membership of the Abington Education Association.

\_\_\_\_\_  
For the  
Abington School Committee

\_\_\_\_\_  
For the  
Abington Education Association (AEA)

UNIT B – SALARY SCHEDULES

FY 2023

Day 1			
FY 2023			
Step	Service	Instructional	Clerical/Playground
1	1-3 Years	\$21,098	\$20,912
2	4 Years	\$22,149	\$21,540
3	5 Years	\$22,821	\$22,194
4	6+ Years	\$23,625	\$23,508

FY 2023			
Step	Tutor		
1	\$26,296		
2	\$28,151		
3	\$29,083		
4	\$30,039		
5	\$30,944		

Day 91			
FY 2023			
Step	Service	Instructional	Clerical/Playground
1	1-3 Years	\$21,414	\$21,226
2	4 Years	\$22,481	\$21,863
3	5 Years	\$23,163	\$22,527
4	6+ Years	\$23,980	\$23,861

FY 2023			
Step	Tutor		
1	\$26,493		
2	\$28,362		
3	\$29,301		
4	\$30,264		
5	\$31,176		

FY 2023	Admin Scale					
	Hourly	Step	52 week	202 days	192 days	182 days
\$20.78	1	\$37,812	\$29,377	\$27,923	\$26,468	
\$22.66	2	\$41,233	\$32,035	\$30,449	\$28,863	
\$24.11	3	\$43,873	\$34,086	\$32,398	\$30,711	
\$25.82	4	\$47,001	\$36,516	\$34,708	\$32,901	
\$27.93	5	\$50,833	\$39,493	\$37,538	\$35,583	
\$28.21	6	\$51,341	\$39,888	\$37,914	\$35,939	
\$29.06	7	\$52,891	\$41,092	\$39,058	\$37,024	

FY 2023			
Step	Specially Certified Tutor		
1	\$46,570		
2	\$47,940		
3	\$49,309		
4	\$50,677		
5	\$52,046		
6	\$53,413		
7	\$55,021		

UNIT B – SALARY SCHEDULES – Page 2

FY 2024

Day 1				
FY 2024				
Step	Service	6.5 Hour	Instructional	Clerical/Playground
1	1-3 Years	\$23,894	\$22,057	\$21,863
2	4 Years	\$25,085	\$23,156	\$22,519
3	5 Years	\$25,845	\$23,858	\$23,203
4	6+ Years	\$26,756	\$24,699	\$24,577

FY 2024	
Step	Tutor
1	\$27,288
2	\$29,213
3	\$30,180
4	\$31,172
5	\$32,111

Day 91				
FY 2024				
Step	Service	6.5 Hour	Instructional	Clerical/Playground
1	1-3 Years	\$24,611	\$22,718	\$22,519
2	4 Years	\$25,837	\$23,850	\$23,195
3	5 Years	\$26,621	\$24,574	\$23,899
4	6+ Years	\$27,559	\$25,440	\$25,314

FY 2024	
Step	Tutor
1	\$27,697
2	\$29,652
3	\$30,633
4	\$31,640
5	\$32,593

FY 2024					
Hourly	Admin Scale				
	Step	52 week	202 days	192 days	182 days
\$21.40	1	\$38,946	\$30,258	\$28,760	\$27,262
\$23.34	2	\$42,470	\$32,996	\$31,363	\$29,729
\$24.83	3	\$45,189	\$35,108	\$33,370	\$31,632
\$26.60	4	\$48,411	\$37,612	\$35,750	\$33,888
\$28.77	5	\$52,358	\$40,678	\$38,664	\$36,651
\$29.06	6	\$52,882	\$41,085	\$39,051	\$37,017
\$29.93	7	\$54,478	\$42,325	\$40,230	\$38,134

FY 2024	
Step	Specially Certified Tutor
1	\$47,967
2	\$49,378
3	\$50,789
4	\$52,198
5	\$53,608
6	\$55,016
7	\$56,672

UNIT B – SALARY SCHEDULES – Page 3

FY 2025

Day 1		FY 2025		
Step	Service	6.5 Hour	Instructional	Clerical/Playground
1	1-3 Years	\$25,349	\$23,400	\$23,194
2	4 Years	\$26,612	\$24,566	\$23,891
3	5 Years	\$27,419	\$25,311	\$24,616
4	6+ Years	\$28,386	\$26,203	\$26,074

FY 2025	
Step	Tutor
1	\$28,528
2	\$30,541
3	\$31,552
4	\$32,589
5	\$33,570

Day 91		FY 2025		
Step	Service	6.5 Hour	Instructional	Clerical/Playground
1	1-3 Years	\$26,110	\$24,102	\$23,890
2	4 Years	\$27,411	\$25,303	\$24,607
3	5 Years	\$28,242	\$26,070	\$25,354
4	6+ Years	\$29,238	\$26,989	\$26,856

FY 2025	
Step	Tutor
1	\$28,956
2	\$30,999
3	\$32,025
4	\$33,078
5	\$34,074

FY 2025		Admin Scale			
Hourly	Step	52 week	202 days	192 days	182 days
\$22.04	1	\$40,115	\$31,166	\$29,623	\$28,080
\$24.04	2	\$43,744	\$33,986	\$32,304	\$30,621
\$25.57	3	\$46,545	\$36,162	\$34,371	\$32,581
\$27.40	4	\$49,863	\$38,740	\$36,822	\$34,904
\$29.63	5	\$53,929	\$41,898	\$39,824	\$37,750
\$29.93	6	\$54,468	\$42,317	\$40,223	\$38,128
\$30.83	7	\$56,112	\$43,595	\$41,437	\$39,278

FY 2025	
Step	Specially Certified Tutor
1	\$49,406
2	\$50,860
3	\$52,312
4	\$53,764
5	\$55,216
6	\$56,666
7	\$58,372

June 30, 2025

Para Scale - Eliminate multi-year steps

All other scales - Drop Step 1

**MEMORANDUM OF AGREEMENT  
BETWEEN  
ABINGTON SCHOOL COMMITTEE  
AND  
ABINGTON MAINTENANCE ASSOCIATION**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Abington School Committee (hereinafter, the “Committee”) and the Abington Maintenance Association (hereinafter, the “Association”).

**WHEREAS**, the Committee and the Association entered into a collective bargaining agreement (hereinafter, the “CBA”) for the period July 1, 2022 through and including June 30, 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 for the period of July 1, 2022, through and including June 30, 2025.

**NOW, THEREFORE**, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. The CBA in effect for the period July 1, 2022 through and including June 30, 2025 shall be in full force and effect for the period July 1, 2022 through and including June 30, 2025. All changes are to become effective July 1, 2022, unless otherwise noted.
2. Salary Schedule- Effective July 1, 2022, increase the Salary Schedule by \$125 plus two and a half percent (2.5%); effective July 1, 2023, and increase of two and a half percent (2.5%) and on day 182 an increase of half-percent (0.5%); effective July 1, 2024, and increase of three percent (3%). For reference, the new salary schedule is attached.
3. Article IX: Holidays: Good Friday will become a floating holiday for all members of the Association and shall be scheduled in the same manner as a vacation day.
4. Article X: Sick Leave- Members may accumulate up to 260 sick days. Members may be paid, upon retirement (or death), one-half pay for unused sick time in excess of sixty days up to eighty days.
5. Article XI: Retirement Incentive: Upon written notice of retirement under the Plymouth County Retirement System, person shall be granted an additional \$1000 during their last year. For budgetary purposes, notification of the intent to retire will be given by November 1 of the fiscal year prior to the fiscal year in which the individual's final year of employment will commence.
6. Longevity: 15<sup>th</sup> Year: \$950, 20<sup>th</sup>: \$1100, 25<sup>th</sup>: \$1300, 30<sup>th</sup>- \$1500
7. Effective FY24: Beginning of twenty-fifth year: five weeks of vacation.



**WHEREFORE**, the representatives of the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed this \_\_\_\_\_ day of \_\_\_\_\_, 2023 subject to ratification by the Abington School Committee and the membership of the Abington Maintenance Association.

\_\_\_\_\_  
For the  
Abington School Committee

\_\_\_\_\_  
For the  
Abington Maintenance Association

**ATTACHMENT – FY23-FY25 Salary Schedules**

Maintenance Worker

	\$125+2.5%	2.5%	0.5%	3.0%
	FY23	FY24	182nd Day	FY24
1	\$49,542	\$50,780	\$51,034	\$52,565
2	\$52,918	\$54,240	\$54,512	\$56,147
3	\$56,261	\$57,668	\$57,956	\$59,695
4	\$59,592	\$61,082	\$61,387	\$63,229
5	\$63,346	\$64,930	\$65,255	\$67,212
6	\$66,287	\$67,945	\$68,284	\$70,333
7	\$67,008	\$68,683	\$69,026	\$71,097
8	\$67,616	\$69,307	\$69,653	\$71,743
9	\$68,292	\$69,999	\$70,349	\$72,459
10	\$69,518	\$71,256	\$71,612	\$73,761
14	\$71,768	\$73,562	\$73,930	\$76,148
20	\$73,043	\$74,869	\$75,244	\$77,501

Maintenance Director

	\$125+2.5%	2.5%	0.5%	3.0%
	FY23	FY24	182nd Day	FY24
1	\$62,066	\$63,617	\$63,935	\$65,853
2	\$65,598	\$67,238	\$67,575	\$69,602
3	\$68,930	\$70,654	\$71,007	\$73,137
4	\$72,275	\$74,082	\$74,452	\$76,686
5	\$76,116	\$78,019	\$78,409	\$80,761
6	\$79,120	\$81,098	\$81,503	\$83,948
7	\$81,097	\$83,124	\$83,540	\$86,046
8	\$81,909	\$83,957	\$84,377	\$86,908
9	\$82,726	\$84,794	\$85,218	\$87,774
10	\$83,552	\$85,640	\$86,069	\$88,651
14	\$86,939	\$89,113	\$89,558	\$92,245
20	\$88,911	\$91,134	\$91,589	\$94,337



**MEMORANDUM OF AGREEMENT  
BETWEEN  
ABINGTON SCHOOL COMMITTEE  
AND  
ABINGTON CUSTODIAL ASSOCIATION**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Abington School Committee (hereinafter, the “Committee”) and the Abington Custodians’ Association (hereinafter, the “Association”).

**WHEREAS**, the Committee and the Association entered into a collective bargaining agreement (hereinafter, the “CBA”) for the period July 1, 2021 through and including June 30, 2022; 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 for the period of July 1, 2022, through and including June 30, 2025.

**NOW, THEREFORE**, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. The CBA in effect for the period July 1, 2022 through and including June 30, 2025 shall be in full force and effect for the period July 1, 2022 through and including June 30, 2025. All changes are to become effective July 1, 2022, unless otherwise noted.
2. **Salary Schedule**- Effective July 1, 2022, increase the Salary Schedule by two and a half percent (2.5%); effective July 1, 2023, and increase of two and a half percent (2.5%) and on day 182 an increase of half-percent (0.5%); effective July 1, 2024, and increase of three percent (3%). For reference, the new salary schedule is attached.
3. Good Friday will become a floating holiday for all members of the Association and shall be scheduled in the same manner as other vacation days.
4. Article VI, B-3: Custodians will be paid for these services at the rate of time and one-half with a minimum of 2 (two) hours.

**WHEREFORE**, the representatives of the Committee and the Association have caused this **MEMORANDUM OF AGREEMENT** to be executed this \_\_\_\_\_ day of \_\_\_\_\_, 2022 subject to ratification by the Abington School Committee and the membership of the Abington Custodians' Association.

\_\_\_\_\_  
 For the  
 Abington School Committee

\_\_\_\_\_  
 For the  
 Abington Custodial Association

**ATTACHMENT – FY23-FY25 Salary Schedules**

<b>Custodians</b>	<b>91st</b>			
	<b>2.50%</b> <b>FY23</b>	<b>2.5</b> <b>FY24</b>	<b>0.5</b> <b>FY24</b>	<b>3%</b> <b>FY25</b>
<b>Step 1</b>	\$43,701	\$44,793	\$45,017	\$46,368
<b>Step 2</b>	\$46,848	\$48,019	\$48,259	\$49,707
<b>Step 3</b>	\$50,000	\$51,250	\$51,506	\$53,051
<b>Step 4</b>	\$53,937	\$55,286	\$55,562	\$57,229
<b>Step 5</b>	\$54,108	\$55,460	\$55,738	\$57,410
<b>Step 8</b>	\$54,278	\$55,635	\$55,913	\$57,591
<b>Step 10</b>	\$54,617	\$55,982	\$56,262	\$57,950
<b>Step 12</b>	\$54,922	\$56,295	\$56,577	\$58,274
<b>Step 15</b>	\$55,229	\$56,609	\$56,892	\$58,599
<b>Step 20</b>	\$56,332	\$57,740	\$58,029	\$59,769

The pay for FY24 will be a blended rate for the year.

Non Collective Hourly Employees

			<b>UPDATE 1/1/2023</b>	<b>FY24 2.75%</b>	<b>FY25 3.00%</b>
<b>Utility Person</b>		Hourly	\$17.36-\$21.22	\$17.84-\$21.80	\$18.38-\$22.45
<b>Bus Driver</b>		Hourly	\$30.00	\$30.83	\$31.75
<b>Maintenance/ Custodial</b>	Part-Timers	Step 1	\$17.20	\$17.67	\$18.20
		Step 2	\$18.17	\$18.67	\$19.23
		Step 3	\$19.17	\$19.70	\$20.29
		Step 4	\$21.13	\$21.71	\$22.36
	Tradesmen	Hourly	\$49.20	\$50.55	\$52.07
	Summer Help/Substitute	Step 1	<b>\$15.00</b>	\$15.41	\$15.87
		Step 2	<b>\$15.30</b>	\$15.72	\$16.19
		Step 3	<b>\$16.45</b>	\$16.91	\$17.41
		Step 4	<b>\$17.01</b>	\$17.47	\$18.00
	<b>Cafeteria Substitute</b>		Hourly	<b>\$15.35</b>	\$15.77
<b>Tutor</b>		Hourly	\$25.78	\$26.49	\$27.28
	Music Tutors		\$29.07	\$29.87	\$30.76
	Substitutes	Hourly	<b>\$15.73</b>	\$16.16	\$16.65
<b>Secretary</b>	Sub and Supplemental	Hourly	<b>\$15.67</b>	\$16.10	\$16.58
<b>Paraprofessional</b>	Substitute	Hourly Low	<b>\$15.00</b>	\$15.41	\$15.87
	Part time/Supplemental	Hourly High	<b>\$18.10</b>	\$18.60	\$19.15
<b>Nurse</b>	Part time/Substitute	Hourly	\$34.88-69.39	\$35.84-71.56	\$36.91-73.70
<b>School Physician</b>		Salary	\$3,728.95	\$3,831	\$3,946.44
<b>Substitute Teacher</b>	1-10 days	Daily	\$97.50	\$100.18	\$ 103.19
	11-20 days w/ college degree	Daily	\$104.54	\$107.42	\$ 110.64
	21+ days on call/permanent	Daily	\$111.45-130.74	\$114.51-131.06	\$117.95--\$135.00
	Long Term (per Supt)	Daily	\$115.58-\$340.21	\$118.76-\$349.57	\$122.32-\$360.06
<b>Computer Technician</b>	Supplementary	Hourly	<b>\$15.49</b>	\$15.92	\$16.39
	Certified Technician	Hourly	\$28.69	\$29.48	\$30.36
<b>Crossing Guard</b>		Daily	\$39.80	\$40.90	\$42.12
	Uniform		\$406.07	\$417.24	\$429.76
	Travel		\$218.65	\$224.66	\$231.40
<b>Lunch Recess Aide</b>		Hourly	<b>\$16.20</b>	\$16.64	\$17.14
<b>Auditorium Technologist</b>			\$60.00	\$61.65	\$63.50

The superintendent has the authority to increase the long term rate for hard to fill positions after a search is unsuccessful.

12.13.2022

**TO:** Abington School Committee  
**FROM:** Peter Schafer, Superintendent of Schools  
**DATE:** December 20, 2022  
**RE:** FY23 and FY24 Salary Agreement

I delayed requesting consideration of my annual salary agreement with the Committee for FY23 and FY24 until other agreements and contracts in the District were settled. Now that all agreements and contracts have been settled, I respectfully request the following:

- FY23, 2.5% salary increase
- FY24, 2.5% salary increase with a .5% increase (at the mid-point of my contractual year)

PGS:tmm