

MEMORANDUM OF AGREEMENT (MOA)
BY AND BETWEEN
THE
WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE (WRSD)
AND THE
WACHUSETT CAFETERIA ASSOCIATION

November 8, 2022

Subject to ratification by their principals, the Negotiating Subcommittees of WRSD School Committee and the District's Cafeteria Employee Bargaining Unit, represented by the Wachusett Cafeteria Association, negotiated a collective bargaining agreement for the period covering July 1, 2022 through June 30, 2025.

Except to the extent referenced in this MOA, the terms of the collective bargaining agreement covering the period July 1, 2019 through June 30, 2022 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein. The following represent the negotiated changes to the new collective bargaining agreement, which will expire on June 30, 2025. The successor collective bargaining agreement will have the date references changed where appropriate to reflect the term of the new agreement. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

The parties agree that the terms and conditions set forth below will be more specifically detailed in a three-year collective bargaining agreement by and between the WRSD and the Wachusett Cafeteria Association. Bold text below represents new language being inserted into the 2019-2022 collective bargaining agreement to create the 2022-2025 collective bargaining agreement.

ARTICLE VI – UNIFORM ALLOWANCE

Revise the current language of Article VI to read as follows:

“The District agrees to pay bargaining unit members a \$275 uniform allowance. Said payment shall be made – minus applicable withholdings – in the third regular paycheck of the school year or the next regular paycheck following a new employee’s 90th day of full-time employment.”

ARTICLE XI – SALARY

Add the following new section to Article XI.

“2.1 Any employee called back to work after they completed their assigned work shift and left their place of employment, and before their next regularly scheduled starting time, shall be paid at the rate of time and one-half (1.5) for all hours worked on recall for a minimum of three (3) hours. This minimum amount shall not apply when an employee works extra hours that merge into their regular work shift. Compensation under this Article is not available when an employee is called in to report to duty before the start of their regularly-scheduled shift and works until

the regular shift commences. Compensation under this Article is not available when an employee is held over to work after the completion of their regular shift.”

The current salary grid, which became effective on July 1, 2021, and which appears on page 8 of the 2019-2022 collective bargaining agreement shall be replaced with the following in the new 2022-2025 collective bargaining agreement:

“4.0 Salary Scale

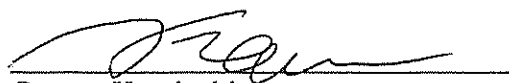
Step	Level I		
	2022-2023	2023-2024	2024-2025
1	\$15.50	\$15.81	\$16.13
2	\$16.12	\$16.44	\$16.77
3	\$16.76	\$17.10	\$17.44
4	\$17.44	\$17.78	\$18.14
5	\$18.13	\$18.50	\$18.87
6	\$18.86	\$19.24	\$19.62
7		\$20.00	\$20.40

Step	Level II		
	2022-2023	2023-2024	2024-2025
1	\$17.44	\$17.78	\$18.14
2	\$18.22	\$18.58	\$18.96
3	\$19.04	\$19.42	\$19.81
4	\$19.90	\$20.29	\$20.70
5	\$20.79	\$21.21	\$21.63
6	\$21.73	\$22.16	\$22.61
7		\$23.05	\$23.51

Step	Level III		
	2022-2023	2023-2024	2024-2025
1	\$19.90	\$20.29	\$20.70
2	\$20.89	\$21.31	\$21.74
3	\$21.94	\$22.37	\$22.82
4	\$23.03	\$23.49	\$23.96
5	\$24.18	\$24.67	\$25.16
6	\$25.39	\$25.90	\$26.42
7		\$27.20	\$27.74

WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE

By its duly authorized bargaining team member:

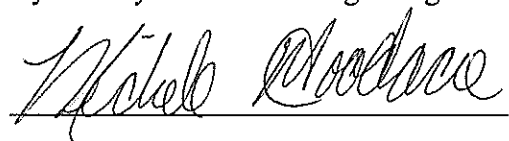


George Kaminski

Date: 11/11/2022

WACHUSETT CAFETERIA ASSOCIATION

By its duly authorized bargaining team member:



Date: 11/16/2022