

MEMORANDUM OF AGREEMENT

The Canton School Committee (the Committee) and the Canton Teachers' Association (Unit A) (the Association) hereby agree to a new one-year contract to be in effect from September 1, 2018 through August 31, 2019. Except as modified by this Memorandum, the terms and provisions of the September 1, 2015 through August 31, 2018 contract will be carried forward into the new contract.

ACROSS THE BOARD INCREASE: The following increase shall be applied to **APPENDICES A, B, C, and D** effective September 1, 2018: 2.0%.

ARTICLE VI, LONGEVITY (pages 6-7).

Effective September 1, 2018, increase each longevity amount in Section A by \$150.

ARTICLE XIV, SICK LEAVE POLICY (Section J) (page 16).

Revise the first sentence to read as follows:

J. If a member with ten (10) years of teaching experience retires from the Canton School System and is accepted into the Massachusetts Retirement Plan, s/he shall receive \$70.00 per day for each day of unused accumulated sick leave in excess of eighty (80) days up to a maximum of \$8500. *[no change to remainder of section]*

ARTICLE XXII, SALARIES AND OTHER COMPENSATION (page 24)

Add a new Section 1.I. to read as follows:

Teachers who are assigned to work beyond the regular on-site workday or work year shall be paid at the rate of \$30/hour. All assignment of such work is subject to the prior approval of the Superintendent or designee.

In addition to agreement on the contract modifications above, the parties agree that they will begin work on a successor agreement in the fall of 2018 with the goal of coming to terms on a three-year agreement.

This Memorandum of Agreement, having been ratified by the parties, is hereby signed and sealed by their duly authorized representatives. The parties recognize and agree that all proposals/counterproposals regarding changes to the Collective Bargaining Agreement not embodied in this Memorandum have been withdrawn.

FOR THE COMMITTEE

FOR THE ASSOCIATION

Date: _____

Date: _____