

MEMORANDUM OF AGREEMENT
NEW BEDFORD SCHOOL COMMITTEE
AND
NEW BEDFORD FEDERATION OF PARAPROFESSIONALS
LOCAL 2378
AMERICAN FEDERATION OF TEACHERS (AFT)
AFT MASSACHUSETTS (AFL-CIO)

This **MEMORANDUM OF AGREEMENT** is entered into by and between the New Bedford School Committee (hereinafter, “the Committee” or “the Employer”) and the New Bedford Federation of Paraprofessionals, Local 2378, AFT, AFT Massachusetts (AFL-CIO) (hereinafter, “the Federation” or “the Union”).

WHEREAS the Committee and the Federation have ratified the terms of a Collective Bargaining Agreement for the period January 9, 2017 through and including July 31, 2019 (hereinafter, “the CBA”) and;

WHEREAS the Committee and the Federation have prepared a draft of an integrated CBA document which incorporates changes to the CBA reflected in two separate (2) memorandum of agreement executed on November 18, 2016; and

WHEREAS the Committee and the Federation agree to incorporate the following non-substantive changes (hereinafter, “maintenance changes”) contained in this **MEMORANDUM OF AGREEMENT** into the integrated CBA document; and

WHEREAS the Committee and the Federation agree upon execution of this **MEMORANDUM OF AGREEMENT** to sign and execute the integrated CBA document and to print and distribute copies of said document to members of the Committee and the Union; and

WHEREAS the Committee and the Federation agree to assume share the cost of printing and distributing the revised integrated CBA; and

NOW, THEREFORE in consideration of the mutual promises and covenants contained herein, the Committee and the Federation agree as follows:

1. Amend the integrated CBA document to move page numbers from upper left corner of each page to the bottom center of each page of the document.
2. Amend the integrated CBA document to include a Table of Contents after the cover page.
3. Change the heading “AGREEMENT” to read “AGREEMENT”.
4. Amend Article 1 – Federation Recognition, Jurisdiction and Definition, Paragraph C to re-number the sub-paragraphs to read “1-6”.
5. Amend Article 2 – Committee Rights to re-number the sub-paragraphs to read “A-B”.
6. Amend Article 4 – Fair Practices to re-number the sub-paragraphs to read “A-B”.

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7. Amend Article 5 – Working Conditions, Paragraph D to re-number the sub-paragraphs to read “1-8”.
8. Amend Article 5 – Working Conditions, Paragraph E to re-number the sub-paragraphs to read “1-2”.
9. Amend Article 5 – Working Conditions, Paragraph F1 to change “twelve months” to read “twelve (12) months”.
10. Amend Article 5 – Working Conditions, Paragraph G1 to change “terminatd” to read “terminated”.
11. Amend Article 5 – Working Conditions, Paragraph O to change “work one or two additional” to read “work one (1) or two (2) additional”.
12. Amend Article 5 – Working Conditions, Paragraph S to re-number the sub-paragraphs to read “1-2”.
13. Amend Article 5 – Working Conditions, Paragraph S1 to re-number the sub-paragraphs “(i)” - “(iii)” to read “a)” - “c)”.
14. Amend Article 6 – Assignments, Transfers and Vacancies, Paragraph B1 to change the heading “Anticipated Vacancies for the Following School Year” to read “Anticipated Vacancies for the Following School Year”.
15. Amend Article 6 – Assignments, Transfers and Vacancies, Paragraph B1 to re-number the sub-paragraphs to read “a) In-Building” and “b) In-District”.
16. Amend Article 6 – Assignments, Transfers and Vacancies, Paragraph B2 to change the heading “Vacancies during the School Year” to read “Vacancies during the School Year”.
17. Amend Article 6 – Assignments, Transfers and Vacancies, Paragraph B3 to change the heading “Involuntary Transfers” to read “Involuntary Transfers”.
18. Amend Article 6 – Assignments, Transfers and Vacancies, Paragraph C to re-number the sub-paragraphs to read “1-4”.
19. Amend Article 7 – Leaves of Absence, Paragraph A5 to re-number the sub-paragraphs to read “a)” – “d)”.

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20. Change “X” to read “x” in the formula under Article 7 – Leaves of Absence, Paragraph A5c).
21. Amend Article 7 – Leaves of Absence, Paragraph A5d) to re-number the sub-paragraphs to read “i” – “ii”.
22. Amend Article 7 – Leaves of Absence, Paragraph A to re-number the last sub-paragraph to read “9.”.
23. Amend Article 7 – Leaves of Absence, Paragraph D to re-number the sub-paragraphs to read “1-2”.
24. Amend Article 7 – Leaves of Absence, Paragraph G to re-number the sub-paragraphs to read “1-3”.
25. Amend Article 7 – Leaves of Absence, Paragraph L to re-number the sub-paragraphs to read “1-2”.
26. Amend Article 7 – Leaves of Absence, Paragraph Q to re-number the sub-paragraphs to read “1-2”.
27. Amend Article 7 – Leaves of Absence, Paragraph to change the heading “FAMILY MEDICAL LEAVE ACT (FMLA):” to read “FAMILY MEDICAL LEAVE ACT (FMLA)”.
28. Amend Article 7 – Leaves of Absence, Paragraph S to re-number the sub-paragraphs to read “1-4”.
29. Amend Article 10 – Federation Rights and Responsibilities, Paragraph A to re-number the sub-paragraphs to read “1-6”.
30. Amend Article 10 – Federation Rights and Responsibilities, Paragraph B to re-number the sub-paragraphs to read “1-5”.
31. Amend Article 10 – Federation Rights and Responsibilities, Paragraph C to re-number the sub-paragraphs to read “1-2”.
32. Amend Article 10 – Federation Rights and Responsibilities, Paragraph D to re-number the sub-paragraphs to read “1-2”.

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33. Amend Article 10 – Federation Rights and Responsibilities, Paragraph G2 to change the heading “DISTRIBUTION OF MATERIALS” to read “Distribution of Materials”.
34. Amend Article 10 – Federation Rights and Responsibilities, Paragraph G3 to change the heading “BULLETIN BOARDS” to read “Bulletin Boards”.
35. Amend Article 10 – Federation Rights and Responsibilities, Paragraph G4 to change the heading “SCHOOL VISITATIONS BY AUTHORIZED FEDERATION REPRESENTATIVE” to read “School Visitations by Authorized Federation Representative”.
36. Amend Article 10 – Federation Rights and Responsibilities, Paragraph H to re-number the sub-paragraphs to read “1-5”.
37. Amend Article 11 – Summer School & Before and After School Programs to re-number the sub-paragraphs to read “A-E”.
38. Amend Article 12 – Grievance Procedure, Paragraph A, to renumber the sub-paragraphs to read “1-3”.
39. Amend Article 12 – Grievance Procedure, Paragraph B, to renumber the sub-paragraphs to read:
 1. Level I – Principal or Program Director
 2. Level II – Superintendent of Schools
 3. Level III – School Committee
 4. Special Procedures for Grievances Relating to Salary and Leave Matters
 5. Time Limits
 6. Appropriate Initiation of Grievances
40. Amend Article 12 – Grievance Procedure, Paragraph B1, to renumber the sub-paragraphs to read “a)” – “c)”.
41. Amend Article 12 – Grievance Procedure, Paragraph B2, to renumber the sub-paragraphs to read “a)” – “f)”.
42. Amend Article 12 – Grievance Procedure, Paragraph B3, to renumber the sub-paragraphs to read “a)” – “f)”.

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43. Amend Article 12 – Grievance Procedure, Paragraph B4, to renumber the sub-paragraphs to read “a) – “b)”.
44. Amend Article 12 – Grievance Procedure, Paragraph B4 a), to renumber the sub-paragraphs to read “i) – “ii)”.
45. Amend Article 12 – Grievance Procedure, Paragraph B5, to renumber the sub-paragraphs to read “a) – “c)”.
46. Amend Article XIII – Arbitration to change heading to read “Article 13 – Arbitration”.
47. Amend Article 13 – Arbitration to re-number the sub-paragraphs to read “A-C”.
48. Amend Article XIV – Compensation to change heading to read “Article 14 – Compensation”.
49. Amend Article 14 – Compensation to change “salary tables in the Appendix” to read “salary tables in Appendix A”.
50. Amend Article 14 – Compensation, Paragraph D, to re-number the sub-paragraphs to read “1-6”.
51. Amend Article 14 – Compensation, Paragraph D6, to re-number the sub-paragraphs to read “a) – “e)”.
52. Amend Article 14 – Compensation, Paragraph H, to remove paragraph number “1”.
53. Amend Article 14 – Compensation, Paragraph I, to re-number the sub-paragraphs to read “1-3”.
54. Amend Article 14 – Compensation, Paragraph K, to re-number the sub-paragraphs to read “1-3”.
55. Amend Article XV – Amendments to change heading to read “Article 15 – Amendments”.
56. Amend Article XVI – Savings Clause to change heading to read “Article 16 – Savings Clause”.
57. Amend Article 16 – Savings Clause, to re-number the sub-paragraphs to read “A-B”.

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- 58. Amend Article XVII – Resolution of Differences by Peaceful Means to change heading to read “Article 17 – Resolution of Differences by Peaceful Means”.
- 59. Amend Article XVIII – Duration to change heading to read “Article 18 – Duration”.
- 60. Amend Appendix A to add a heading “Appendix A – Salary Schedule”.

This Memorandum of Agreement is subject to ratification by the Federation approval by the Committee. Signed in duplicate this 12th day of March, 2018.

NEW BEDFORD SCHOOL COMMITTEE

NEW BEDFORD FEDERATION OF PARAPROFESSIONALS

Mayor Jonathan E. Mitchell, Chairperson

Lisa Poulos, President – Local 2378

Joshua Amaral

Franklin Lobo, Vice President – Local 2378

Christopher Cotter

Darlene Machado, Treasurer – Local 2378

Colleen Dawicki

Priscilla Antonelli, Secretary – Local 2378

Joaquim Livramento

Bruce Oliveira

John Oliveira