

City of Westfield, School Department

And

Westfield Education Association, Unit D (MTA/NEA)

October 2, 2014 - Successor Agreement

Agreement #1 - All employees shall be paid via bi-weekly direct deposit.

Agreement #2 - The parties agree to lift the two week notice required to request use of a personal day. No language change under Article V, Section 3 is necessary.

Agreement #3 - Delete the "serious illness" leave, while expanding the definition of what a sick day may be used for (thereby reducing the number of days away from work, but allowing sick days to be used for more reasons). Specifically, delete Article IV, Section 7, and introduce new second paragraph under Article IV, Section 1 with the following language: *"For the purposes of this agreement, sick days may be interpreted to include such cases as home exigencies, quarantine by order of the Health Department, or serious illness of a member of the employee's immediate family or permanent household requiring the personal care of that member by the employee. For sick leave other than of the employee, a statement of circumstances shall be submitted by the employee, endorsed by the principal or other supervisory officer, to the Executive Director of Human Resources."*

Agreement #4 - Disability examination/fitness for duty language included in sick leave: Article V, Section 1 shall be amended as follows (new second paragraph, language to insert is bolded and underlined):

... of the provisions of this Article will subject an employee to disciplinary action.

The Superintendent reserves the right to have an individual examined by a physician of the employee's choosing at the school's expense.

All employees shall continue....

Agreement #5 - The parties agree to three (3) year collective bargaining agreement and agree to amend all dates of the current contract to be effective 7/1/13 through 6/30/16. In exchange, the parties agree to the following base wage adjustments:

For subgroups B, C, D, and E:

Effective the 92 nd day of the 13-14 school year	1% increase
Effective 7/1/14	2% increase
Effective 7/1/15	3% increase

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B. COTA/PTA

Step	7/1/2013*	7/1/2014	7/1/2015
	1%	2%	3%
1	24.36	24.85	25.59
2	24.82	25.32	26.07
3	24.84	25.33	26.09
4*	25.11	25.81	26.38
5**	25.13	25.65	27.45
6***	26.37	26.90	27.71
7****	26.65	27.19	28.00
8*****	28.92	27.45	28.28
9*****	27.20	27.74	28.58

- * After four (4) years of service
- ** After six (6) years of service
- *** After eight (8) years of service
- **** After ten (10) years of service
- ***** After twelve (12) years of service
- ***** After fourteen (14) years of service

* On 91st day of 13-14 SY

C. Shop Assistants

Step	7/1/2013*	7/1/2014	7/1/2015
	1%	2%	3%
1	14.05	14.33	14.76
2	14.19	14.47	14.91
3	14.34	14.63	15.07
4*	14.47	14.76	15.21
5**	15.14	15.44	15.91
6***	15.23	15.54	16.00
7****	15.36	15.67	16.14
8*****	15.51	15.82	16.30
9*****	15.68	15.99	16.47

- * After four (4) years of service
- ** After six (6) years of service
- *** After eight (8) years of service
- **** After ten (10) years of service
- ***** After twelve (12) years of service
- ***** After fourteen (14) years of service

* On 91st day of 13-14 SY

D. Autism Assistants

Step	7/1/2013*	7/1/2014	7/1/2015
	1%	2%	3%
1	12.60	12.86	13.24
2	12.74	12.99	13.38
3	12.83	13.08	13.48
4*	13.61	13.89	14.30
5**	14.43	14.72	15.16
6***	15.30	15.61	16.08
7****	16.21	16.53	17.03
8*****	17.19	17.53	18.05
9*****	18.22	18.58	19.14

- * After four (4) years of service
- ** After six (6) years of service
- *** After eight (8) years of service
- **** After ten (10) years of service
- ***** After twelve (12) years of service
- ***** After fourteen (14) years of service

* On 91st day of 13-14 SY

E. Autism Specialist/Speech Assistant

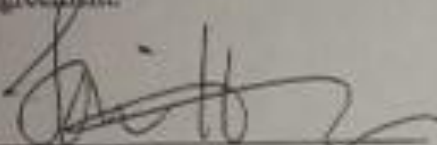
Step	7/1/2013*	7/1/2014	7/1/2015
	1%	2%	3%
1	16.29	16.62	17.12
2	16.86	17.19	17.71
3	17.40	17.75	18.28
4	17.97	18.33	18.88
5	19.09	19.47	20.05
6	19.72	20.11	20.71
7	20.36	20.77	21.39

* On 91st day of 13-14 SY

For subsection A, a new salary grid shall be implemented as follows:

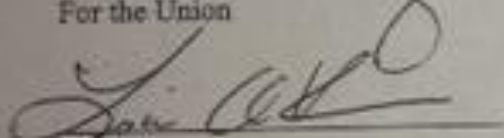
	<u>7/1/13</u>	<u>7/1/14</u>	<u>7/1/15</u>
Step 1	\$ 9.25	\$ 9.75	\$10.70
Step 2	\$10.03	\$10.53	\$11.40
Step 3	\$11.16	\$11.66	\$12.59
Step 4 (after 4 yrs of service)	\$12.37	\$12.88	\$13.95
Step 5 (after 6 yrs of service)	\$13.33	\$13.84	\$14.74
Step 6 (after 8 yrs of service)	\$13.59	\$14.10	\$15.00
Step 7 (after 10 yrs of service)	\$14.52	\$15.03	\$15.90
Step 8 (after 12 yrs of service)	\$15.61	\$16.12	\$17.00
Step 9 (after 14 yrs of service)	\$16.77	\$17.28	\$18.28

Agreement #6 – All previously agreed to MOAs are to be incorporated into the successor agreement. All other proposals made during negotiations are hereby withdrawn. All other provisions of the collective bargaining agreement shall be incorporated into the successor agreement.



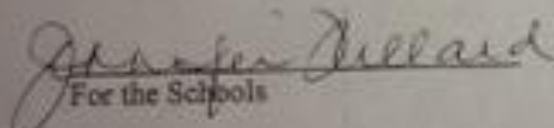
For the Union

Date: 10/3/14



Witness

Date: 10/3/14



For the Schools

Date: 10.3.14