

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION

**BETWEEN THE
THE GREATER COMMONWEALTH VIRTUAL SCHOOL BOARD OF TRUSTEES
AND THE
THE GREATER COMMONWEALTH VIRTUAL SCHOOL PROFESSIONAL STAFF ASSOCIATION
AMERICAN FEDERATION OF TEACHERS (AFT)
AFT MASSACHUSETTS (AFL-CIO)
LOCAL 8306**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Greater Commonwealth Virtual School (GCVS) Professionals Staff Association, Local 8306, American Federation of Teachers (AFT), AFT Massachusetts (AFL-CIO) (hereinafter the “Union”) and the GCVS Board of Trustees (hereinafter, the “GCVS”).

WHEREAS, the GCVS and the Union entered into a collective bargaining agreement for the period July 1, 2020 through and including June 30, 2023; and

WHEREAS, the duly-authorized representatives of the GCVS and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the GCVS and the Union have, subject to ratification by the membership of the GCVS and the Union, agreed to a successor agreement for the period of July 1, 2023, through and including June 30, 2024;

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

1. The Collective Bargaining Agreement in effect for the period July 1, 2020 through and including June 30, 2023, shall be in full force and effect for the period July 1, 2023 through and including June 30, 2024, except as modified by this **MEMORANDUM OF AGREEMENT**.

2. **ARTICLE IX: PAYROLL SCHEDULES**

Amend the 4th Paragraph to read:

The current wage schedule is attached for the ~~2020-2021~~ **2023-2024** school year. ~~For the 2021-2022 school year the wage has been increased by .5% on January 1, 2022 and again on June 30, 2022.~~ Wages for ~~For the 2022-2023~~ **2023-2024** school year reflects an increase of 0.5% on ~~January 1, 2023 and again on June 30, 2023,~~ **and an increase of 2.0% on July 1, 2023**. These wage schedules are also attached **incorporated herein and made a part hereof as Attachment A.**

¹ Proposed changes are shown as follows: inserted/new language in **bold italics**, and deleted language with a ~~strike through~~.

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION

BETWEEN THE
THE GREATER COMMONWEALTH VIRTUAL SCHOOL BOARD OF TRUSTEES
AND THE
THE GREATER COMMONWEALTH VIRTUAL SCHOOL PROFESSIONAL STAFF ASSOCIATION
AMERICAN FEDERATION OF TEACHERS (AFT)
AFT MASSACHUSETTS (AFL-CIO)
LOCAL 8306

3. **ARTICLE XXIV: REIMBURSABLE EXPENSES**

A. Amend the 1st Paragraph to change the last sentence to read:

All forms and documentation must be received within ~~30~~ **45** days of incurring the expense. Failure to meet this deadline may result in the reimbursement being denied.

B. Amend the 3rd Paragraph to change the 2nd and 3rd sentences to read:

Expense reimbursement should be submitted to GCVS business office at the end of each calendar month but, no later than ~~30~~ **45** days after the date of travel. Mileage reimbursement requests greater than ~~30~~ **45** days old will not be reimbursed.

C. Amend the 6th Paragraph to read:

Meals

Meals will be reimbursed when staff or faculty travel to locations approved by the Executive Director. If on approved travel that requires you to be away. A detailed receipt must be submitted; a summary receipt is not acceptable. ***There is no reimbursement for entertainment or alcoholic beverages.*** Meals will be reimbursed as follows:

- ~~1. Up to \$7.00 for Breakfast~~
- ~~2. Up to \$8.00 for Lunch~~
- ~~3. Up to \$15.00 for Dinner~~

- 1. A daily meal rate of fifty dollars (\$50) if no lodging is provided.***
- 2. A daily meal rate shall be seventy-five dollars (\$75) if lodging is provided.***

~~There is no reimbursement for entertainment OR alcoholic beverages~~

4. Renumber Article(s) XXV – XXVIII to read XXVI – XXIX.

5. Add a new Article XXV to read:

ARTICLE XXV
MCAS TESTING

1. **Assignment**

- A. Being a public school in Massachusetts, the Greater Commonwealth Virtual School (GCVS) is required to administer Massachusetts Comprehensive Assessment System (MCAS) testing. Therefore, as part of their professional responsibilities, teachers at the GCVS are required to administer MCAS testing.

¹ Proposed changes are shown as follows: inserted/new language in **bold italics**, and deleted language with a ~~strike through~~.

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION

BETWEEN THE

THE GREATER COMMONWEALTH VIRTUAL SCHOOL BOARD OF TRUSTEES

AND THE

THE GREATER COMMONWEALTH VIRTUAL SCHOOL PROFESSIONAL STAFF ASSOCIATION

AMERICAN FEDERATION OF TEACHERS (AFT)

AFT MASSACHUSETTS (AFL-CIO)

LOCAL 8306

- B. The GCVS will notify members of the bargaining unit in advance of all available MCAS remote physical location testing assignments and will solicit volunteers from the unit to cover said assignments. In the absence of sufficient volunteers, the employer will develop and use a rotating list of employees ordered by seniority when assigning members of the bargaining unit to perform MCAS remote physical location testing. When assigning an employee, the employer may consider the grade level assignment or individual student needs and/or proximity of an employee to the remote physical location MCAS testing facility. If for some reason an employee is not qualified or unable to perform his/her assigned MCAS remote physical location, then their assignment will be given to the next available qualified employee on the list.

2. Notification

- A. Absent circumstances beyond the control of the employer, employees who administer MCAS testing at a remote physical location (remote MCAS testing) will be provided with notice in writing, as soon as possible, and a minimum of five (5) working days prior to the start of testing. Notice shall include but not be limited to the start/end date/time, and the physical location of the remote MCAS testing.
- B. When the circumstances for remote physical location MCAS testing cite changes with less than five (5) working days' notice, the employer will provide the affected employees with the details of the change, immediately and in writing (via e-mail), and will follow up with a direct phone call to the employee alerting them to the change.
- C. These notifications will be provided to the employee assigned to perform remote MCAS physical location testing and/or any employee designated by the employer as a "stand-by" to perform testing in the event the assigned employee is unable meet his/her obligations.

¹ Proposed changes are shown as follows: inserted/new language in ***bold italics***, and deleted language with a ~~strikethrough~~.

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION

BETWEEN THE

THE GREATER COMMONWEALTH VIRTUAL SCHOOL BOARD OF TRUSTEES

AND THE

THE GREATER COMMONWEALTH VIRTUAL SCHOOL PROFESSIONAL STAFF ASSOCIATION

AMERICAN FEDERATION OF TEACHERS (AFT)

AFT MASSACHUSETTS (AFL-CIO)

LOCAL 8306

3. Travel

A. Employees who reside in New England or New York who perform remote MCAS testing will receive:

- Reimbursement for travel at IRS Rate to and from home to MCAS Testing site.
- Reimbursement for travel at IRS Rate to and from other locations to pick-up, deliver, or return materials related to MCAS.
- Reimbursement for qualified parking and/or tolls incurred.

B. Employees who reside outside of New England and New York who perform remote cite MCAS testing shall receive meals and lodging as provided below, and a travel stipend of five hundred dollars (\$500), with no additional IRS Rate reimbursement.

4. Meals

If GCVS does not provide meals to employees for attendance at a remote physical location for MCAS testing, GCVS will provide reimbursement consistent ***with Article XXIV above.***

5. Lodging

Employees required to perform MCAS testing at a location sixty (60) miles or more from their home will receive reimbursement for reasonable expenses incurred for lodging or be provided with lodging arranged for by the employer. Requests for lodging involving travel of less than sixty (60) miles will be considered on a case-by-case basis.

6. Pre-Approval

Expenses for travel, meals, and lodging are subject to pre-approval by the Executive Director or his/her designee, however such requests shall not be unreasonably denied.

¹ Proposed changes are shown as follows: inserted/new language in ***bold italics***, and deleted language with a ~~strikethrough~~.

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION

BETWEEN THE

THE GREATER COMMONWEALTH VIRTUAL SCHOOL BOARD OF TRUSTEES

AND THE

THE GREATER COMMONWEALTH VIRTUAL SCHOOL PROFESSIONAL STAFF ASSOCIATION

AMERICAN FEDERATION OF TEACHERS (AFT)

AFT MASSACHUSETTS (AFL-CIO)

LOCAL 8306

7. Reimbursement

Employees shall submit requests for reimbursement in writing using the forms designated by the employer and shall include copies of all detailed receipts. All requests must be submitted within forty-five (45) days following the incurring of reimbursable expenses.

8. Accommodation

Accommodation will be made to individuals as needed on a case-by-case basis.”

6. **ARTICLE XXVIII: DURATION/NEGOTIATIONS PROCEDURE**

Amend the 1st Paragraph to read:

Duration: This shall be a ~~three~~ ***one***-year contract from July 1, ~~2020~~ ***2023*** through June 30, ~~2023~~ ***2024***, and shall thereafter automatically renew itself for successive terms of one year each unless by November 1 of the calendar year preceding the calendar year in which this contract expires, either by the Committee or the Association shall have given the other written notice of its desire to modify or terminate this contract.

7. **HOUSEKEEPING**

*Amend the collective bargaining agreement to change “~~Greenfield~~ Commonwealth Virtual School” to read “***Greater*** Commonwealth Virtual School” wherever it is found in the agreement.*

8. **ATTACHMENT A: WAGE SCHEDULE**

Effective and retroactive to July 1, 2023 delete the current Wage Schedule in Attachment A and replace it with a new Wage Schedule:

¹ Proposed changes are shown as follows: inserted/new language in ***bold italics***, and deleted language with a ~~strikethrough~~.

**ATTACHMENT A
WAGE SCHEDULE**

Effective June 30, 2023 (0.5% Increase)

BA-1	BA-2	BA-3	BA-4	BA-5	BA-6	BA-7	BA-8	BA-9	BA-10	BA-10+	BA-15+	BA-20+
\$51,538.00	\$52,992.33	\$54,490.29	\$56,033.18	\$57,622.36	\$59,259.22	\$60,945.18	\$62,681.73	\$64,470.36	\$66,312.66	\$68,210.23	\$70,164.72	\$72,177.85
MA-1	MA-2	MA-3	MA-4	MA-5	MA-6	MA-7	MA-8	MA-9	MA-10	MA-10+	MA-15+	MA-20+
\$52,992.33	\$54,490.29	\$56,033.18	\$57,622.36	\$59,259.22	\$60,945.18	\$62,681.73	\$64,470.36	\$66,312.66	\$68,210.23	\$70,164.72	\$72,177.85	\$74,251.37
MA +15-1	MA +15-2	MA +15-3	MA +15-4	MA +15-5	MA +15-6	MA +15-7	MA +15-8	MA +15-9	MA +15-10	MA +15-10+	MA +15-15+	MA +15-20+
\$53,990.97	\$55,518.88	\$57,092.64	\$58,713.60	\$60,383.20	\$62,102.88	\$63,874.15	\$65,698.56	\$67,577.71	\$69,513.22	\$71,506.81	\$73,560.20	\$75,675.19
MA +30-1	MA +30-2	MA +30-3	MA +30-4	MA +30-5	MA +30-6	MA +30-7	MA +30-8	MA +30-9	MA +30-10	MA +30-10+	MA +30-15+	MA +30-20+
\$55,009.58	\$56,568.05	\$58,173.28	\$59,826.66	\$61,529.65	\$63,283.73	\$65,090.42	\$66,951.32	\$68,868.05	\$70,842.28	\$72,875.73	\$74,970.19	\$77,127.48
CAGS/MM-1	CAGS/MM-2	CAGS/MM-3	CAGS/MM-4	CAGS/MM-5	CAGS/MM-6	CAGS/MM-7	CAGS/MM-8	CAGS/MM-9	CAGS/MM-10	CAGS/MM-10+	CAGS/MM-15+	CAGS/MM-20+
\$56,568.05	\$58,173.28	\$59,826.66	\$61,529.65	\$63,283.73	\$65,090.42	\$66,951.32	\$68,868.05	\$70,842.28	\$72,875.73	\$74,970.19	\$77,127.48	\$79,349.49
EDD/PHD-1	EDD/PHD-2	EDD/PHD-3	EDD/PHD-4	EDD/PHD-5	EDD/PHD-6	EDD/PHD-7	EDD/PHD-8	EDD/PHD-9	EDD/PHD-10	EDD/PHD-10+	EDD/PHD-15+	EDD/PHD-20+
\$58,173.37	\$59,826.76	\$61,529.74	\$63,283.82	\$65,090.52	\$66,951.43	\$68,868.16	\$70,842.39	\$72,875.85	\$74,970.31	\$77,127.60	\$79,349.62	\$81,638.29

Effective and Retroactive to July 1, 2023 (2.0% Increase)

BA-1	BA-2	BA-3	BA-4	BA-5	BA-6	BA-7	BA-8	BA-9	BA-10	BA-10+	BA-15+	BA-20+
\$52,568.76	\$54,052.18	\$55,580.10	\$57,153.84	\$58,774.81	\$60,444.40	\$62,164.08	\$63,935.36	\$65,759.77	\$67,638.91	\$69,574.43	\$71,568.01	\$73,621.41
MA-1	MA-2	MA-3	MA-4	MA-5	MA-6	MA-7	MA-8	MA-9	MA-10	MA-10+	MA-15+	MA-20+
\$54,052.18	\$55,580.10	\$57,153.84	\$58,774.81	\$60,444.40	\$62,164.08	\$63,935.36	\$65,759.77	\$67,638.91	\$69,574.43	\$71,568.01	\$73,621.41	\$75,736.40
MA +15-1	MA +15-2	MA +15-3	MA +15-4	MA +15-5	MA +15-6	MA +15-7	MA +15-8	MA +15-9	MA +15-10	MA +15-10+	MA +15-15+	MA +15-20+
\$55,070.79	\$56,629.26	\$58,234.49	\$59,887.87	\$61,590.86	\$63,344.94	\$65,151.63	\$67,012.53	\$68,929.26	\$70,903.48	\$72,936.95	\$75,031.40	\$77,188.69
MA +30-1	MA +30-2	MA +30-3	MA +30-4	MA +30-5	MA +30-6	MA +30-7	MA +30-8	MA +30-9	MA +30-10	MA +30-10+	MA +30-15+	MA +30-20+
\$56,109.77	\$57,699.41	\$59,336.75	\$61,023.19	\$62,760.24	\$64,549.40	\$66,392.23	\$68,290.35	\$70,245.41	\$72,259.13	\$74,333.24	\$76,469.59	\$78,670.03
CAGS/MM-1	CAGS/MM-2	CAGS/MM-3	CAGS/MM-4	CAGS/MM-5	CAGS/MM-6	CAGS/MM-7	CAGS/MM-8	CAGS/MM-9	CAGS/MM-10	CAGS/MM-10+	CAGS/MM-15+	CAGS/MM-20+
\$57,699.41	\$59,336.75	\$61,023.19	\$62,760.24	\$64,549.40	\$66,392.23	\$68,290.35	\$70,245.41	\$72,259.13	\$74,333.24	\$76,469.59	\$78,670.03	\$80,936.48
EDD/PHD-1	EDD/PHD-2	EDD/PHD-3	EDD/PHD-4	EDD/PHD-5	EDD/PHD-6	EDD/PHD-7	EDD/PHD-8	EDD/PHD-9	EDD/PHD-10	EDD/PHD-10+	EDD/PHD-15+	EDD/PHD-20+
\$59,336.84	\$61,023.30	\$62,760.33	\$64,549.50	\$66,392.33	\$68,290.46	\$70,245.52	\$72,259.24	\$74,333.37	\$76,469.72	\$78,670.15	\$80,936.61	\$83,271.06

¹ Proposed changes are shown as follows: inserted/new language in **bold italics**, and deleted language with a ~~strikethrough~~.

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION
BETWEEN THE
THE GREENFIELD COMMONWEALTH VIRTUAL SCHOOL BOARD OF TRUSTEES
AND THE
THE GREENFIELD COMMONWEALTH VIRTUAL SCHOOL PROFESSIONAL STAFF ASSOCIATION
LOCAL 8306
AMERICAN FEDERATION OF TEACHERS (AFT),
AFT MASSACHUSETTS (AFL-CIO)

This Memorandum of Agreement is subject to ratification by the Union and the GCVS. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

Signed in duplicate this **11th** day of **September, 2023**.

GCVS BOARD OF TRUSTEES

GCVS PROFESSIONAL STAFF ASSOCIATION
AMERICAN FEDERATION OF TEACHERS (AFT)
AFT MASSACHUSETTS (AFL-CIO)
LOCAL 8306

DocuSigned by:
Fernando Fleury
3D8866BD1CB3434...

ANDREW D EVANS
ANDREW D EVANS (Aug 24, 2023 09:42 EDT)

9/11/2023 | 2:51 PM PDT

Severin P. Boudreau

Brendon Clarke-Coggan
Brendon Clarke-Coggan (Aug 24, 2023 16:45 EDT)

William Marape
William Marape (Aug 24, 2023 16:46 EDT)

¹ Proposed changes are shown as follows: inserted/new language in ***bold italics***, and deleted language with a ~~strikethrough~~.