

Memorandum of Understanding  
By and between the Lincoln Sudbury Regional School District and the  
Lincoln Sudbury Teachers' Association

This Memorandum of Understanding is effective upon signature by and between the Lincoln-Sudbury Regional School District, a regional school district located in Middlesex County, Massachusetts, acting through its duly elected School Committee, the Lincoln-Sudbury Regional District School Committee (hereinafter referred to as the "COMMITTEE") and the Lincoln-Sudbury Regional Teachers' Association (hereinafter referred to as the "ASSOCIATION"), acting through its executive committee. The purpose of this Memorandum of Understanding is to acknowledge the parties' agreement to the following terms and conditions, which will be more specifically defined in a more detailed three year collective bargaining agreement by and between the parties:

- I.) The Committee shall reduce its contribution to the cost of individual or family health insurance coverage by 5%, to pay seventy (70%) percent of the health insurance premium.
- II.) The Committee shall establish a Health Insurance Savings Plan Incentive, which will guarantee that any faculty member choosing a cost savings insurance plan will receive a portion of the savings attained by the District as follows: a) when selecting any "rate saver" plan, the faculty member shall receive 70% of the savings to the District between the "regular" plan in which the teacher was enrolled (individual or family) and the "rate saver" plan selected; b) When selecting a Fallon plan, the faculty member shall receive \$550 for an individual plan and \$1,300 for a family plan.
- III.) The Committee will no longer offer the Early Retirement incentive plan as more particularly set forth in Article XIX of the 2006-2009 collective bargaining agreement.
- IV.) A faculty member's base annual salary as set forth in Schedule A during the term of the Agreement shall include the following cost of living adjustment (COLA) increases: a) .75% in Year 1 (2009-2010) b) 1.75% in Year 2 (2010-2011) and c) 2.00% in Year 3 (2011-2012).
- V.) Faculty members who are at the top step will be paid additional cost of living increases as follows: a) .75% in Year 1 (2009-2010) b) 1.0% in Year 2 (2010-2011) and c) 1.00% in Year 3 (2011-2012).
- VI.) In recognition of continuing excellence in teaching, professional development and service to the district, a Master Teacher Stipend will be paid annually to

faculty members who meet each of the following criteria: 1) A Master Teacher must have a current evaluation of Category 1; 2) A Master Teacher may not be eligible for a step increase; 3) A Master Teacher must have ten or more years of service at Lincoln-Sudbury and have achieved Masters +30 status or higher; if an otherwise qualified Master Teacher has not achieved Masters +30 status, but has achieved Masters +15 status, said teacher will be eligible for the Master Teacher stipend after twenty years of service at Lincoln-Sudbury. The Master Teacher stipend will be \$2,500 for each year of eligibility.

- VII.) Schedule B stipends for Coaching and Extra Services shall be paid as follows  
1) in Year 1 (2009-2010) at the same rate established in 2008-2009; 2) ) in Year 2 (2010-2011) at the same rate established in 2008-2009; and 3) in Year 3 (2011-2012) one percent higher than the rate established in 2008-2009.

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Patricia Mostue  
Lincoln-Sudbury School Committee, Chair

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Sandy Crawford  
Lincoln-Sudbury Teachers' Association, President