

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**TOWN OF DEDHAM SCHOOL COMMITTEE**

**AND**

**DEDHAM TRAFFIC DIRECTORS ASSOCIATION**

This MEMORANDUM OF AGREEMENT is entered into and by and between the Dedham School Committee (hereinafter the "Committee") and the Dedham Traffic Directors' Association (hereinafter the "Association").

WHEREAS, the Committee and the Association have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms of the successor agreement for the period September 1, 2017 through and including August 31, 2020;

NOW, THEREFORE, in consideration of mutual covenants and promises and subject to the ratification of the respective parties, it is agreed as follows:

1. The terms and conditions set forth in the Collective Bargaining Agreement for the period September 1, 2015 through and including August 31, 2017, shall continue in full force and effect for the period September 1, 2017 through and including August 31, 2020, except as modified by this MEMORANDUM OF AGREEMENT.

2. Article III-Wages

Year one: Add 2.00% to the base hourly rate of \$16.55 to rise to \$16.88 per hour retroactive to 9/1/17. Then add a new Step 5 for those employees starting their 5th year of service at an additional 50 cents to rise to \$17.38 per hour again retroactive to 9/1/17.

Year two: Add 2.00% to both steps one and five effective 9/1/18 to \$17.22 and \$17.73 respectively.

Year three: Add 2.00% to both steps one and five effective 9/1/19 to \$17.56 and \$18.08 respectively.

3. Article XV-Longevity

Year one: Increase each step of longevity by \$50 such that longevity tiers range from the current \$150.00 to \$350.00 to a new range of \$200.00 to \$400.00 retroactive to 9/1/17.

4. Adding a NEW Article 16-Pre-Employment Physical

Effective upon ratification and full execution of this agreement, it will be mandated that all new employees brought into the bargaining unit will be subject to a mandatory pre-employment physical as a condition of becoming a member of this unit. Expenses of such physicals will be borne by the Committee.

WHEREFORE, the Committee and the Association have caused this MEMORANDUM OF AGREEMENT to be executed by their duly authorized representatives this     day of

Dedham School Committee *Mayanne MacDonald Briggs*  
*Stephen Belser*  
Dedham Traffic Directors Association *Lorraine Le Clair*