



Memorandum of Understanding

**Between the Saugus Teachers Association
And the
Saugus Union School District**

November 8, 2019

The Saugus Union School District (District) and the Saugus Teachers Association (STA) tentatively agree to the following Memorandum of Understanding (MOU) subject to the approval of the Saugus Union School District Governing Board and the membership of STA effective July 1, 2020:

The District will increase the amount of service credit offered to newly hired bargaining unit members from five (5) years to ten (10) years over the next five (5) years. Beginning July 1, 2020, newly hired bargaining unit members will be offered up to six (6) years of service credit when hired. The amount of service credit offered will increase by one (1) year each subsequent year until July 1, 2024 in which up to ten (10) years of service credit will be offered to newly hired bargaining unit members. As of:

- July 1, 2020 – up to six (6) years of service credit
- July 1, 2021 – up to seven (7) years of service credit
- July 1, 2022 – up to eight (8) years of service credit
- July 1, 2023 – up to nine (9) years of service credit
- July 1, 2024 – up to ten (10) years of service credit

Service credit will not be retroactive for current bargaining unit members.

The District agrees to meet and confer with STA if at any time the District becomes financially unable to increase the amount of service credit as indicated in this Memorandum of Understanding.



Jennifer Stevenson
Assistant Superintendent Human Resources
Saugus Union School District



Steven Goldstein
STA Representative