

**Collective Bargaining Agreement  
Between the  
WESTERLY SCHOOL COMMITTEE  
and the  
WESTERLY TEACHERS' ASSOCIATION, NEARI/NEA**

**September 1, 2021 – August 31, 2022**

WHEREAS, from April 2021 through February 2022, the Westerly School Committee and the Westerly Teachers' Association, NEARI/NEA (hereafter the "Parties"), engaged in good faith negotiations, mediation and interest arbitration to reach a successor to the Collective Bargaining Agreement extending from September 1, 2018 through August 31, 2021 (hereafter "2018-2021 CBA"), all in accordance with Chapter 9.3, title 28 of the Rhode Island General Laws.

WHEREAS, after hearing evidence and argument by both parties, an interest arbitration panel, comprised of Mark M. Grossman, Neutral Chair, Mary K. Barden, Union designated Arbitrator, and Timothy C. Cavazza, Employer designated Arbitrator, issued an award on April 12, 2022, which includes a one-year contract extending from September 1, 2021 through August 31, 2022;

WHEREAS, in April 2022, both the Committee and the Union approved and ratified the Panel Award;

The Parties hereby AGREE to enter into a one-year contract (hereafter "2021-2022 CBA"), which shall have the following terms and conditions:

1. Appendix A(1) is amended to add: "All members who as of the first day of the 2021-2022 school year have reached the top step of the nine (9) step salary schedule set forth in Appendix A, paragraph 1 of the 2018-2021 CBA, shall receive a one-time lump sum payment of \$1,000.00, which sum shall not be added to the base salary."

2. Appendix A(3) is amended to provide: “All members who have twenty-five years or more of service, within the meaning of Appendix A, paragraph 3 of the 2018-2021 CBA, shall receive an annual stipend of \$3,000.”
3. Article 17(6) is amended to add: “Effective July 1, 2021, the District shall no longer make contributions to the existing Retirement Health Savings accounts and shall not establish any new accounts for newly hired teachers. Monies contributed as of July 1, 2021, shall be maintained and available upon retirement for teachers that have met the 10-year vesting requirement.”
4. Article 19 is amended to replace the first two paragraphs with the following: “Upon receipt by December 1 of an irrevocable letter to the Superintendent or his/her designee of the intent to retire at the end of the school year, the teacher will receive a retirement bonus of Ten-Thousand-Dollars-And-No-Cents (\$10,000.00). This bonus will be paid as part of the first payroll in January of the same school year. The teacher must complete the school year in order to receive the bonus.”
5. Appendix A(2) is amended to correct a scrivener’s error so that the annual stipend for CAG degree is \$4,145.08.
6. All other terms and conditions of the 2018-2021 CBA remain unchanged and are incorporated herein.

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7. The payments set forth in paragraphs 1, 2 and 4 above shall be made in the next regular pay period upon execution of this 2021-2022 CBA through signatures of both Parties, as set forth below.

For the Westerly School Committee

Deane C Bowdley

Dated: 5/18/22

For the Westerly Teachers' Association

Colleen Quaila

Dated: 5/17/22