

MEMORANDUM OF AGREEMENT
Between the
NASHOBA REGIONAL EDUCATION ASSOCIATION
And the
NASHOBA REGIONAL SCHOOL DISTRICT

We hereby amend the 2017-2020 Collective Bargaining Agreement to include the following additional services and stipends:

Stipend Schedule
2017/2018/2019/2020

Athletic Positions

A. Interscholastic Athletics

Interscholastic coaches will be paid in accordance to the following Schedule. Stipends are based on a percentage of the salary for Bachelors Step I (0 years experience).

B. Intramural Athletics

Intramural supervisors will be paid in accordance to the following Schedule. Stipends are based on a percentage of the salary for Bachelors Step I (0 years experience).

	Step 1	Step 2	Step 3	Step 4
<u>FALL</u>				
Cheerleading 1 Football HC	5.5	6	6.5	N/A
Cheerleading Supervisor	2	3	3.5	N/A
Cross Country Boys & Girls HC	9.5	10.5	11.5	12.5
Cross Country (MS) HC	3.5	4	4.5	5
Cross Country (MS) AC	2	2.5	3	3.5
Field Hockey HC	9	11	12	13
Field Hockey JV	6	7	8	8.5
Football HC	17	19	20	21
Football Varsity Asst	8	10	12	13
Football JV (2)	6.5	8	9	10
Football Freshmen (2)	6	7	8	8.5
Soccer Boys & Girls HC	9	11	12	13
Soccer Boys & Girls AC	6	7	8	8.5
Golf HC	6.5	7.5	8.5	9
Volleyball HC	9	11	12	13
Volleyball AC	6	7	8	8.5
Freshman Volleyball	6	7	8	8.5
Soccer Boys' Freshman	6	7	7.5	8
Soccer Girls' Freshman	6	7	7.5	8

WINTER

Basketball Boys & Girls HC	11	13	14	15
Basketball Boys & Girls JV	6.5	8	9	10
Basketball Boys & Girls Freshmen	6	7	7.5	8
Basketball Boys & Girls (MS)	3.5	4	4.5	5
Skiing HC	6.5	7.7	8.5	9
Skiing AC	4	4.5	5	6
Ice Hockey HC	11	13	14	15
Ice Hockey AC	6.5	8	9	10
Indoor Track	9	11	12	13
Wrestling HC	10	12	13	14
Wrestling AC	7	8	9	10
Cheerleading-Basketball HC	5.5	6	6.5	N/A
Cheerleading-Competition HC	5.5	6	6.5	N/A
Swimming HC	9	11	12	13
<u>SPRING</u>				
Baseball & Softball HC	9	11	12	13
Baseball & Softball AC	6	7	8	8.5
Baseball & Softball (MS)	3.5	4	4.5	5
Baseball & Softball (Freshmen)	6	7	7.5	8
Track Boys & Girls HC	9	11	12	13
Track Boys & Girls AC	7	8	9	10
Track Boys & Girls (MS) HC	3.5	4	4.5	5
Track Boys & Girls (MS) AC	2	2.5	3	3.5
Tennis Boys & Girls HC	9	11	12	13
Intramurals (10 sessions)	1.5	1.5	1.5	1.5
Intramural Skiing (HS) (6 sessions)	3	3	3	3
Intramural Gymnastics (MS)	6	6	6	6
Lacrosse Boys' HC	9	11	12	13
Lacrosse Boys' AC	6	7	8	8.5
Lacrosse Girls' HC	9	11	12	13
Lacrosse Girls' AC	6	7	8	8.5
Golf Girls' HC	6.5	7.5	8.5	9

Key

HC	Head Coach
AC	Assistant Coach
JV	Junior Varsity
MS	Middle School

Extra Curricular Activities

All extracurricular stipend positions will be assigned to one of the five categories listed below based on the stated guidelines. The percentage of pay is applied to the Bachelors step I line item (0 years experience). The guidelines are as follows:

- A person who has organized and supervised an extra-curricular activity may request a stipend be initiated for the next school year. The principal may waive the waiting period and institute the stipend immediately if he or she believes the circumstances warrant.
- Such a request for creating a stipend extra-curricular position must be in writing, include a full job description, and submitted by January 15th of the school year prior to the year of such proposed stipend.
- The stipend will be determined by the principal based upon the material submitted, the determination of the principal is final and not subject to grievance.
- The general guidelines are listed in each proposed category, but the discretion of the principal will be utilized to consider other factors such as, how many hours occur during a regular meeting, the number of students involved and other considerations that may be considered relevant by the principal in making the final placement determination.
- The approval of the stipend is subject to available funding being provided in the fiscal year budget. Such approval will be authorized prior to the activity commencing.
- If an activity does not meet throughout the entire school year and the classification is any category other than "Activity Mentor", the amount of the stipend will be pro-rated as to the percentage of the school year that the activity meets.
- No teacher holding an extra curricular stipend position at the time of this contract, will be paid less than the current stipend, notwithstanding the classification of the extra curricular position.

Extra Curricular Stipend Categories and Positions

Activity Mentor 1%-1.5%

This stipend is paid for a club or activity that generally meets once a week for a portion of the school year; Creative Writing Mentor, Cross Currents Mentor, Science Fair Club, Knitting Club.

Activity Advisor 3%

The stipend would be paid for a club or activity that generally meets once a week for the entire school year or a majority of the year with intensive periods of activity; Amnesty International Advisor, Aquarium Club Advisor, Art Club Advisor, Best Buddies Advisor, Choir Advisor, Class Advisor(all classes), Community Service Club Advisor, Club Advisor, Cooking Advisor, Craft Club Advisor, Cross Currents Advisor, Debate Club/Team Advisor, DECA Advisor, Drama Advisor, Environmental Club Advisor, Foreign Language Club Advisor, FSTV Advisor, GSA Advisor, Math Counts Advisor, Math Olympiad Advisor,

Math Team Advisor, Model UN Club Advisor, Mural Advisor, Newsletter Advisor, (student) Newspaper Advisor, Robotics Club Advisor, School Store Advisor, Focus Group Facilitator, Yearbook Advisor, Yearbook Business Advisor, Yearbook Literacy Advisor, German Exchange Advisor, Amnesty International Advisor, Creative Writing Club/Literacy Magazine Advisor, Green Team Advisor, Professional Development Facilitator.

Activity Coordinator 5%

This stipend is paid for a club or activity that generally meets more than once a week for the entire school year, or for an activity that meets regularly the entire school year with an intensive schedule during a certain period of the school year; Destination Imagination Coordinator, Math Counts Coordinator, National Honor Society Coordinator, School Store Coordinator, Class Coordinator (all classes), Spanish Club Coordinator, Video Club Coordinator, Yearbook Coordinator, Yearbook Business Coordinator, Yearbook Literary Coordinator, Jazz Band Coordinator, FSTV Coordinator, CALM Coordinator, Computer Programming Coordinator, Drama Coordinator, French Club Coordinator, Math Team Coordinator, Newspaper Coordinator, Student Newspaper Coordinator, DECA Coordinator, Movie Book Club Coordinator, School Store Coordinator, Student Council Coordinator, Middle School Jazz Band Director, Mural Coordinator, BOKS Coordinator.

Activity Leader 8.5%

This stipend is paid for a club or activity that generally meets more than once a week for the entire school year or for an activity that meets regularly the entire school year with multiple periods of intensive activity during specific periods of the school year; Aquarium Club Leader, Leader, NRHS EMT Program Leader, Robotics Team Leader, Yearbook Business Activity Leader, Choral Leader.

Activity Director 10%-13%

The stipend is paid for a club or activity that generally meets more than once a week for the entire school year and often involves multiple hours of involvement for each meeting period; Band Director, Drama Director, Choral Director, Mentor Director, Robotics Team Director, Yearbook Director.

Academic Positions

All academic except those specifically listed below will be placed in one of the four categories as listed. This will ensure flexibility for application to activities that change on an ongoing basis. Positions would be classified at the discretion of the Superintendent of Schools after receiving recommendations from the supervising principal or administrator among the following four categories. No current teacher in an existing position at the time of this agreement would be paid a stipend less than presently paid to them for that position, notwithstanding the classification determined for the position by the listed guidelines.

Academic Stipend Positions and Categories

The percentage of pay is applied to the Bachelors step I line item (0 years experience).

	Step 1	Step 2	Step 3	Step 4
Special Education Team Chair	6	8	9	10.5
High School Dept. Head/Chair	12	12	12	12
Band Director	12	12	12	12
Middle School Jazz Band	5	5	5	5

Mentor/Instructional Coach 3.5%

This stipend is paid for an academic mentor/ instructional coach who mentors or coaches one or more staff during the school year; Mentor, Instructional Coaches (all disciplines and specials).

Academic Advisor 5%

This stipend is paid for an advisor who oversees a class, a particular academic group, or cohort of students that is above and beyond the requirements of the full time academic position, but directly related to the academic mission of the school and the teacher's expertise; Jazz Band Director (MS), National Honor Society Advisor, Class Advisor (all classes), Spanish Club Advisor, Club Advisor, Student Council Advisor, Title I/Parent Involvement Advisor, Video Club Advisor, Comprehensive Reporting Committee Facilitator, ELL Coordinator

Academic Coordinator 9%

This stipend is paid for an academic coordinator who is responsible for coordination of a major academic program; Title I Program Coordinator, ELL Coordinator, Mentor Coordinator, Student Council Coordinator, Video Club Coordinator.

Academic Director 12%

This stipend is paid for an academic director, who is responsible for overseeing and supervising a significant site-based or district department; High School Guidance Director, Library Media Director, NEASC Director/Chair, Mentor Director.

The following additional stipulations will apply to academic stipend positions:

- The approval of the stipend is subject to available funding being provided in the fiscal year budget. Such approval will be authorized prior to the activity commencing.
- If a responsibility does not encompass the entire school year, the stipend will be pro-rated as to the percentage of the school year that the activity meets.



School Committee

3-12-2018

Date



NREA

3-12-2018

Date