

MEMORANDUM OF AGREEMENT
BETWEEN
THE AMHERST, PELHAM AND AMHERST-PELHAM REGIONAL
SCHOOL COMMITTEES
AND
THE AMHERST-PELHAM ADMINISTRATORS ASSOCIATION
(July 1, 2022-June 30, 2025)

This Memorandum of Agreement is entered into on this 5th day of April, 2023 by and between the Amherst, Pelham and Amherst-Pelham Regional School Committees (hereinafter "the Committees") and the Amherst-Pelham Administrators Association, (hereinafter the Association). For valuable consideration acknowledged as given and received, the Committees and the Association hereby agree as follows:

1. Duration of Contract

- a. The duration of this Memorandum of Agreement shall be from July 1, 2022-June 30, 2025
- b. Except as modified expressly by this agreement, the provisions contained in the 2013-2016 collective bargaining agreement between the Committees and the Association shall continue in full force and effect through the 2022-2025 contract years.

2. Compensation

- a. The Administrator Salary Schedule for the 2022-2023 contract year shall be increased by one and one-half percent (1.5%). The chart beginning on page three (3) of this Agreement further details the changes to the Administrator Salary Schedule.
- b. The Administrator Salary Schedule for the 2023-2024 contract shall be increased by two and one half percent (2.5%).
- c. The Administrator Salary Schedule for the 2024-2025 contract year shall be increased by two percent (2%).
- d. The parties agree that longevity payments will increase by ten percent (10%) for the 2023-2024 contract year and by five percent (5%) for the 2024-2025 contract year.

3. School Year Positions/Work Year

- a. The parties agree to change all School Year Administrators to a 232 day work schedule, effective July 1, 2022. The work schedule will consist of: 184 teacher work days, 12 paid holidays, 18 vacation days and 18 additional working days. This change includes all Administrators who previously worked a 227 day work schedule (hereinafter; Administrators who work a 232 day work schedule shall be referred to as School Year Administrators).
- b. The parties agree that all School Year Administrators will begin their contracted work year fourteen (14) working days before the first Teacher work day. The remaining four (4) additional working days shall be worked by June 30th and shall be scheduled in accordance with their direct supervisor. Additional

information detailing the School Year Administrator work schedule can be found on page five (5) of this Agreement.

- c. The parties agree to change the position of Athletic Director from a School Year Administrator position to a Full Year Administrator position, effective July 1, 2023.
- d. The parties agree to change the position of the Administrator of Curriculum Instruction and Assessment from a School Year Administrator position to a Full Year Administrator position, effective July 1, 2023.

4. Positions covered by the Amherst-Pelham Administrators collective bargaining agreement

- a. Pursuant to the provisions of Chapter 150E of the Massachusetts General Laws, the Committee recognizes the Amherst-Pelham Administrators Association/Massachusetts Teachers Association/National Education Association as the exclusive bargaining agent for a unit of Amherst-Pelham School Administrators comprised of the following positions:

Assistant Principals
Special Education Administrator
Athletic Director
Administrator of Curriculum Instruction and Assessment (formerly Curriculum Coordinator)
Multilingual Education Administrator (formerly ELL Administrator)
Preschool Administrator
Intensive Needs Special Education Administrator
Nurse Administrator (formerly Nurse Manager)

- b. The parties agree to eliminate the School Culture Climate Coordinator and Student Support Specialist positions from the collective bargaining agreement, effective July 1, 2022. Any such positions filled in the future shall be non-bargaining unit positions.

5. Holidays

- a. The parties agree to include Juneteenth as a paid holiday for all School Year and Full Year Administrators.

6. Evaluations

- a. The parties agree that APAA members share the following responsibilities: Administrators will participate in the District Instructional Leadership Team, work with district and school level staff to create and implement consistent districtwide policies and practices. Members often collaborate with staff between multiple buildings and contribute to evaluation and/ or supervisory responsibilities of professional and paraprofessional staff.

7. Remote Work

- a. The parties agree that requests for remote work shall be referred to the Joint Labor Management Committee for discussion and approval.

New Salary Grid for Year 1

STEP	SY - 232 Days	Full Year
1	\$ 71,695	\$ 80,657
2	\$ 74,025	\$ 83,278
3	\$ 76,431	\$ 85,985
4	\$ 78,915	\$ 88,779
5	\$ 81,479	\$ 91,664
6	\$ 84,128	\$ 94,643
7	\$ 86,862	\$ 97,719
8	\$ 89,685	\$ 100,895
9	\$ 92,599	\$ 104,174
10	\$ 95,609	\$ 107,560
11	\$ 98,716	\$ 111,056
12	\$ 101,924	\$ 114,665
13	\$ 105,237	\$ 118,392

Notable Changes:

- Elimination of Level I Grade
- Transition of all School Year positions to 232 days
- Rebalancing of Steps to make consistent step increases of 3.25%
- Cost of Living Adjustment (COLA) of 1.5% in Year 1
- Year 2 COLA is 2.5% and Year 3 COLA is 2%

Adjustments of Current Staff Grade-Step-Days to New Salary Grid Values

Current Grade-Step-Days	Total FTE	New Grade-Step
I-4-227	1.0000	SY232-3
II-11-227	1.0000	SY232-11
I-12-227	2.0000	SY232-11
I-13-227	1.0000	SY232-12
I-8-232	2.0000	SY232-7
II-10-232	0.8333	SY232-10
I-11-232	1.0000	SY232-10
II-13-F	3.0000	FY-13

Adjustments to Longevity Pay

Longevity			
Beginning of	Contract Yr 1	Yr 2	Yr 3
6TH YEAR	\$ 600	\$ 660	\$ 693
11TH YEAR	\$ 1,150	\$ 1,265	\$ 1,328
16TH YEAR	\$ 1,750	\$ 1,925	\$ 2,021
21ST YEAR	\$ 2,250	\$ 2,475	\$ 2,599
26TH YEAR	\$ 2,800	\$ 3,080	\$ 3,234
31ST YEAR	\$ 3,400	\$ 3,740	\$ 3,927

Notes:

- Year 1 Longevity is unchanged.
- Year 2 is increased by 10%
- Year 3 is increased by 5%

The Work Calendar for the School Year Administrator staff has been agreed to as follows:

Day Count	Description
184	Teacher Days
12	Holidays
18	Paid Vacation Days
18	Additional Working Days
232	Total

- The 184 Teacher Days are the 180 School Days plus the 4 other scheduled Teacher work days during the year. Currently those are 2 days before the first day of school and 2 Days scheduled during the school year.
- The 12 Holidays are now inclusive of Juneteenth.
- The 18 Additional Working Days will be scheduled as 14 Days before the first Teacher Work Day and 4 Days after the last day of school.
- Modifications to this schedule can be worked out with an Administrator's supervisor. HR and Payroll need to be notified.
- School Cancellation Days ("Snow Days") are not work days.
- If school cancellations or other school scheduling prevents the completion of the contracted work days before June 30, a revised work schedule will be identified no later than April 1.

IN WITNESS WHEREOF the parties to this contract have caused these Agreements to be executed by their agents hereunto duly authorized.

School Committees

Amherst-Pelham Administrators Association

By	Date	By	Date
<u><i>P.M. Di</i></u>	<u>4-25-23</u>	<u><i>Alvin [Signature]</i></u>	<u>4/27/23</u>
<u><i>[Signature]</i></u>	<u>4/25/23</u>		
<u><i>[Signature]</i></u>	<u>4/25/23</u>		
<u><i>[Signature]</i></u>	<u>4/25/23</u>		
<u><i>[Signature]</i></u>	<u>4/25/23</u>		
<u><i>Allison B McDonald</i></u>	<u>4/25/23</u>		
<u><i>Margaret A Stancer</i></u>	<u>4/25/23</u>		
<u><i>[Signature]</i></u>	<u>4/25/23</u>		
<u><i>Step 7 [Signature]</i></u>	<u>4-25-23</u>		