

**MEMORANDUM OF AGREEMENT (MOA)
BY AND BETWEEN THE
WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE (WRSD)
AND THE
WACHUSETT ADMINISTRATORS' ASSOCIATION (WAA)
(FY 2023)**

Subject to ratification by their principals, the Negotiating Subcommittees of WRSD School Committee and the WAA Bargaining Unit have negotiated a wage reopener for the period covering July 1, 2022 through June 30, 2023.

Except to the extent referenced in this MOA, the terms of the collective bargaining agreement, covering the period July 1, 2020 through June 30, 2023 will remain in full force and effect and will be added to the existing bargaining agreement referenced herein. The following represents the only negotiated changes to the existing collective bargaining agreement which expires on June 30, 2023.

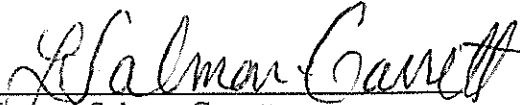
The parties agree that the terms and conditions set forth below will be more specifically detailed in a one-year collective bargaining agreement by and between the WRSD and the WAA.

ARTICLE X – SALARY

Revise Section B to read: *“The wage scale schedule (depicted below) for the period covering July 1, 2021-June 30, 2022 shall be updated to reflect a two (2%) percent salary increase, retroactive to July 1, 2022.”* (Attached please find the wage scale schedule for the period covering July 1, 2022-June 30, 2023 containing the above-detailed increases.)

WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE

By its duly authorized bargaining team member:



Lauren Salmon-Garrett
School Committee member

Date: 8/1/22

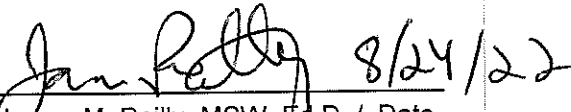
WACHUSETT ADMINISTRATORS ASSOCIATION

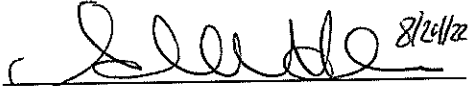
By its duly authorized bargaining team member:



Patricia O'Donnell
President

Date: 7-21-2022


James M. Reilly, MSW, Ed.D. / Date 8/24/22
Superintendent of Schools



Sherrie Haber / Date
School Committee Chair

WAA FY 2023 (July 1, 2022 through June 30, 2023) Wage Grid
[Represents 2% increase over FY 2022 (Spring) wage]

*While the wage table is believed to be accurate, the below wage grid is for illustration purposes only. If any of the figures are incorrect, they will be revised as needed to accurately reflect the agreed-upon FY 2023 2.0% increase over the FY 2022 wage, both of which appear below.

Step	<i>Supervisor</i>	
	FY 2022	FY 2023 (2% increase)
1	\$105,752.25	\$107,867.30
2	\$108,793.70	\$110,969.58
3	\$111,835.18	\$114,071.88
4	\$114,876.66	\$117,174.19
5	\$117,918.13	\$120,276.49

Step	<i>Asst. Supervisor</i>	
	FY 2022	FY 2023 (2% increase)
1	\$ 97,461.71	\$ 99,410.94
2	\$100,787.28	\$102,803.03
3	\$104,112.97	\$106,195.23
4	\$107,438.43	\$109,587.20
5	\$110,763.99	\$112,979.27

Step	<i>Coordinator</i>	
	FY 2022	FY 2023 (2% increase)
1	\$89,174.00	\$ 90,957.48
2	\$92,781.54	\$ 94,637.17
3	\$96,389.09	\$ 98,316.87
4	\$99,996.64	\$101,996.57
5	\$103,604.17	\$105,676.25

Step	<i>Specialist</i>	
	FY 2022	FY 2023 (2% increase)
1	\$93,518.41	\$ 95,385.71
2	\$96,784.40	\$ 98,720.09
3	\$100,050.47	\$102,051.48
4	\$103,316.53	\$105,382.86
5	\$106,582.58	\$108,714.23

Step	<i>BCBA</i>	
	FY 2022	FY 2023 (2% increase)
1	\$85,417.87	\$ 87,126.23
2	\$89,339.79	\$ 91,126.59
3	\$93,814.80	\$ 95,691.10
4	\$98,317.90	\$100,284.26
5	\$103,582.58	\$105,654.23

Step	<i>Asst. Principal K-12</i>	
	FY 2022	FY 2023 (2% increase)
1	\$93,518.41	\$ 95,388.78
2	\$96,784.40	\$ 98,720.09
3	\$100,050.47	\$102,051.48
4	\$103,316.53	\$105,382.86

5 \$106,582.58 \$108,714.23

Step *Team Chair*

	FY 2022	FY 2023
1	\$78,953.43	\$80,532.50
2	\$81,914.64	\$83,552.93
3	\$84,986.12	\$86,685.84
4	\$88,174.14	\$89,937.62
5	\$91,478.69	\$93,308.26

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BY AND BETWEEN THE
WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE (WRSD)
AND THE
WACHUSETT ADMINISTRATORS' ASSOCIATION (WAA)**

November 10, 2021

Subject to ratification by their principals, the Negotiating Subcommittees of WRSD School Committee and the WAA Bargaining Unit have negotiated a wage reopener for the period covering July 1, 2021 through June 30, 2022.

Except to the extent referenced in this MOA, the terms of the collective bargaining agreement, covering the period July 1, 2020 through June 30, 2023 will remain in full force and effect and will be added to the existing bargaining agreement referenced herein. The following represents the only negotiated changes to the existing collective bargaining agreement which expires on June 30, 2023.


The parties agree that the terms and conditions set forth below will be more specifically detailed in a one-year collective bargaining agreement by and between the WRSD and the WAA.

ARTICLE X – SALARY

Revise Section B to read: “*The wage scale schedule (depicted below) for the period covering July 1, 2020-June 30, 2021 shall be updated to reflect a one and a half (1.5%) salary increase, retroactive to July 1, 2021 and a one half of one (0.5%) percent on January 1, 2022.*” (Attached please find the wage scale schedule for the period covering July 1, 2021-June 30, 2022 containing the above-detailed increases.)

WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE

By its duly authorized bargaining team member:




Darryll McCall, Ed.D.,
Superintendent

Date: 11/10/21

WACHUSETT ADMINISTRATORS ASSOCIATION

By its duly authorized bargaining team member:



Patricia O'Donnell
President

Date: 11/12/21

WAA	2021-2022	1.5% Increase July, 2021					
Step	Supervisor	Asst. Supervisor	Coordinator	Specialist	BCBA	Assistant Principal K-12	Team Chair
1	\$105,226.12	\$96,976.83	\$88,730.34	\$93,053.14	\$84,992.91	\$93,053.14	\$78,560.63
2	\$108,252.44	\$100,285.85	\$92,319.94	\$96,302.89	\$89,072.57	\$96,302.89	\$81,507.10
3	\$111,278.79	\$103,594.99	\$95,909.54	\$99,552.71	\$93,348.06	\$99,552.71	\$84,563.30
4	\$114,305.13	\$106,903.91	\$99,499.14	\$102,802.52	\$97,828.76	\$102,802.52	\$87,735.46
5	\$117,331.47	\$110,212.92	\$103,088.73	\$106,052.32	\$102,524.54	\$106,052.32	\$91,023.57

WAA	2021-2022	.5 % Increase January, 2022					
Step	Supervisor	Asst. Supervisor	Coordinator	Specialist	BCBA	Assistant Principal K-12	Team Chair
1	\$105,752.25	\$97,461.71	\$89,173.99	\$93,518.40	\$85,417.87	\$93,518.40	\$78,953.43
2	\$108,793.70	\$100,787.27	\$92,781.54	\$96,784.40	\$89,517.93	\$96,784.40	\$81,914.63
3	\$111,835.18	\$104,112.96	\$96,389.09	\$100,050.47	\$93,814.80	\$100,050.47	\$84,986.12
4	\$114,876.65	\$107,438.42	\$99,996.64	\$103,316.53	\$98,317.90	\$103,316.53	\$88,174.14
5	\$117,918.12	\$110,763.98	\$103,604.17	\$106,582.58	\$103,037.16	\$106,582.58	\$91,478.69

TENTATIVE AGREEMENT BETWEEN THE
WACHUSETT REGIONAL SCHOOL DISTRICT
AND
WACHUSETT ADMINISTRATORS' ASSOCIATION
JULY 1, 2020-JUNE 30, 2023

Except as indicated herein, the agreement between the parties effective July 1, 2017- June 30, 2020 will continue in full force and effect:

1. PREAMBLE: Revise the date

Pursuant to the provisions of Section 1 of Chapter 150E of the General Laws of Massachusetts, this contract is made on this first day of July 2020,...

2. ARTICLE IX GENERAL CONDITIONS Add the following Section 3:

Should the District cancel school and not engage in remote learning for students, members of the Association will be allowed to work remotely with prior approval of their direct Supervisor. For less than full year members, these days shall be counted towards the 200 day work year.

3. ARTICLE IX GENERAL CONDITIONS SECTION E 1 SICK LEAVE Add the following Section d:

d. For illness of the Association member's immediate family which necessitates the member's absence from school, up to ten (10) days per year may be charged to the member's personal sick leave.

4. ARTICLE X SALARY Add the following to Section B:

Add Team Chair Lane:

Step 1 \$75,882

Step 2 \$78,728

Step 3 \$81,680

Step 4 \$84,744

Step 5 \$87,920

B. and 2% on July 1, 2020

5. ARTICLE X SALARY Revise Longevity as follows:

Longevity shall be based upon years of service in the teaching profession for employees hired on or before July 1, 2001. For members hired after July 1, 2001, the longevity payment shall be based upon years of service in the Wachusett Regional School District.

Longevity steps shall be applied as follows:

\$850 on the 16th year
\$850 on the 22nd year
\$1250 on the 30th year

In addition to the above, all Association members hired by the District on or before July 1, 2016, will receive an additional longevity payment of \$3200 beginning in the year following the completion of five years of service in the District. In addition, all Association members hired as a member of the WAA on or after July 1, 2016, will receive an additional longevity payment of \$3200 beginning in the year following 14 years of service within the WAA.

6. ARTICLE XIII REDUCTION IN FORCE Section A add the following:

Team Chairperson PreK-8

7. Article XIV AGENCY SERVICE FEE Delete

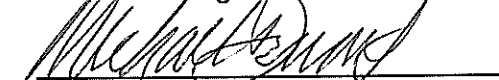
8. ARTICLE XVI EFFECTIVE PERIOD OF CONTRACT AND REOPENER Revise as follows:

This contract shall continue in effect from July 1, 2020 through June 30, 2023. By November 1, 2022, the Committee and the Association shall begin negotiations on a successor contract.

There will be wage reopeners for wage increases effective July 1, 2021 and July 1, 2022.

IN WITNESS WHEREOF, we affix our signature this _____ day of January 2021

Wachusett Regional School District



Michael Dennis, Chair

Wachusett Regional School District Committee

Date:

Wachusett Administrators' Association



Patricia O'Donnell, President

Wachusett Administrators' Association

Date:



Darryll McCall, Ed.D
Superintendent of Schools


**Wachusett Regional School District
and the
Wachusett Administrators Association
Memorandum of Agreement**

The undersigned, Darryll McCall Ed.D, Superintendent of Schools for the Wachusett Regional School District, hereinafter referred to as the "District" and Patricia O'Donnell, President, Wachusett Administrators Association, hereinafter referred to as the "Union", do hereby agree as follows:


The Union and the District agree to establish the new position of Team Chair K-8 and to create a new salary lane to support this position. The Team Chair job description and new salary scale are attached for reference.

This new position and salary lane will be included in the next integrated contract.

Dated this 14 day of November, 2020.



Darryll McCall, Ed.D.
Superintendent of Schools



Patricia O'Donnell, President
Wachusett Administrators Association

Wachusett Regional School District

CENTRAL OFFICE

JOB DESCRIPTION

TITLE:

Team Chairperson – PreK-8

QUALIFICATIONS:

DESE Certification in Special Education with a Master's Degree in Special Education or in a related field. Minimum of 3 years teaching experience in Special Education. Experience in planning and chairing Team Meetings and in coordinating services on behalf of special needs students. Familiarity with Power School Special Programs for IEP development and data systems.

REPORTS TO:

Administrator of Special Education and Building Principals

PERFORMANCE EVALUATION:

The Team Chairperson shall be evaluated annually by the Administrator of Special Education based on mutually agreed upon goals in accordance with the job responsibilities.

Approved by: _____ Date _____

Darryll McCall, Superintendent of Schools

Team Chair

Step 1	75,882
Step 2	78,728
Step 3	81,680
Step 4	84,744
Step 5	87,920

**Wachusett Regional School District
and the
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The undersigned, Darryll McCall Ed.D, Superintendent of Schools for the Wachusett Regional School District, hereinafter referred to as the "District" and Patricia O'Donnell, President, Wachusett Administrators Association, hereinafter referred to as the "Union", do hereby agree as follows:

Because the summer school session in 2020, will be conducted both remotely and in person and will not require a full-time onsite Administrator, the District and the Union agree that 2 new positions will be created a PreK-8 and High School 9 -12 position – which will be a hybrid of remote and in-person, depending on the needs of the District. The positions will be compensated at an hourly rate based on the Administrator's daily rate divided by 8 hours. The summer session is 24 days (Monday- Thursday) July 6, 2020 – August 13, 2020 for K-8 and 20 days (Monday- Thursday) July 6, 2020- August 6, 2020 for the High School. (3 hours a day for remote learning) When in-person summer school begins the Administrators will be paid for the hours school is in session. There will also be additional hours of planning time in the month of June, 2020 that will be compensated at the hourly rate discussed above. The hours in June, 2020, and other summer work will be coordinated with the Administrator of Special Education and the hours of work submitted on a timesheet.

This agreement is not precedent setting and expires on August 14, 2020.

Dated this 30th day of June, 2020.



Darryll McCall, Ed.D.
Superintendent of Schools



Patricia O'Donnell, President
Wachusett Administrators Association

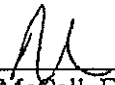
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The undersigned, Darryll McCall Ed.D, Superintendent of Schools for the Wachusett Regional School District, hereinafter referred to as the "District" and Patricia O'Donnell, President, Wachusett Administrators Association, hereinafter referred to as the "Union", do hereby agree as follows:


The District and the Union agree to amend the existing collective bargaining agreement Article X – Salary – Longevity, changing the last paragraph to read as follows – “ In addition to the above, those Members employed in a WAA position for five (5) full years , will receive an additional longevity payment of \$3200 beginning in their 6th year in the WAA position”.

This agreement is not precedent setting and expires on June 30, 2020.

Dated this 6 day of August, , 2019.



Darryll McCall, Ed.D.
Superintendent of Schools



Patricia O'Donnell, President
Wachusett Administrators Association

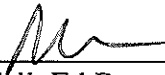
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The undersigned, Darryll McCall, Ed.D., Superintendent of Schools for the Wachusett Regional School District, hereinafter referred to as the "District" and Patricia O'Donnell, President, Wachusett Administrators Association, hereinafter referred to as the "Union", do hereby agree as follows:

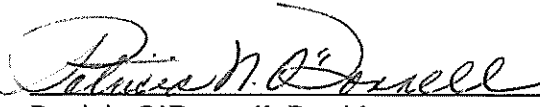
The District and the Union agree that Ms. Dana Walton, a current Coordinator in the District, will be taking on additional duties in the administration of ABA and Developmental services for the 2018-2019 school year. In consideration of these additional duties, the District agrees to compensate Ms. Walton a stipend of \$5,000. This amount will be equally divided amongst the remaining pay periods ending in June 2019.

This agreement is not precedent setting and expires on June 30, 2019.

Dated this 2 day of January 2019.



Darryll McCall, Ed.D.
Superintendent of Schools



Patricia O'Donnell, President
Wachusett Administrators Association


**Wachusett Regional School District
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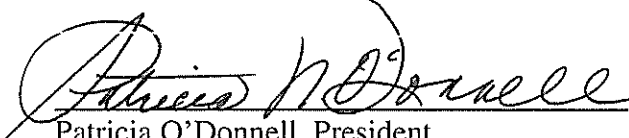
The District and the Union agree that Ms. Carol Hume a current Coordinator in the District will be taking on additional duties in the administration of Special Education services for the 2018-2019 school year. In consideration of these additional duties, the District agrees to compensate Ms. Hume a Stipend of \$10,000. An amount will be equally divided amongst the remaining pay periods ending in August, 2019.

This agreement is not precedent setting and expires on June 30, 2019.

Dated this 2 day of August, 2018.



Darryll McCall, Ed.D.
Superintendent of Schools



Patricia O'Donnell, President
Wachusett Administrators Association


**Wachusett Regional School District
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The undersigned, Darryll McCall, Ed.D., Superintendent of Schools for the Wachusett Regional School District, hereinafter referred to as the "District," and Patricia O'Donnell, President, Wachusett Administrators Association, hereinafter referred to as the "Union," do hereby agree as follows:


The District and the Union agree that Ms. Patricia Hurley, a current Assistant Principal at Mayo Elementary School, will function as the Interim Principal at the school for the remainder of the 2017-2018 school year. Starting on April 2, 2018 thru June 22, 2018 (54 school days and 1 day over April break), Ms. Hurley will work in this new role. In consideration of these additional duties, the District agrees to compensate Ms. Hurley a stipend of an additional \$100 a day for a total of \$5,500. This amount will be equally divided amongst the remaining pay periods ending August 24, 2018.

This agreement is not precedent setting and expires on June 30, 2018.

Dated this 30th day of March, 2018.



Darryll McCall, Ed.D.
Superintendent of Schools



Patricia O'Donnell, President
Wachusett Administrators Association