

**MEMORANDUM OF AGREEMENT (MOA)  
BY AND BETWEEN THE  
WACHUSETT REGIONAL SCHOOL DISTRICT  
SCHOOL COMMITTEE (WRSD)  
AND THE**

**WACHUSETT REGIONAL EDUCATIONAL ASSOCIATION (WREA) –UNIT B**

**May 27, 2022**

Subject to ratification by their principals, the Negotiating Subcommittees of WRSD School Committee and the WREA (Unit B) Bargaining Unit have negotiated a collective bargaining agreement 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 between the WRSD and WREA (Unit B), covering the period July 1, 2021 through June 30, 2022, will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein. The following represent the negotiated changes to the collective bargaining agreement, which expires on June 30, 2022. The successor collective bargaining agreement will have the date references changed where appropriate to reflect the term of the new bargaining agreement.

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 WREA – Unit B. For avoidance of doubt, signing below does not bind either party's principals to the below referenced terms. Rather, the signatures below merely confirm the shared understanding between the parties' bargaining teams regarding what terms were tentatively agreed upon during negotiations. The below terms will only become enforceable if both parties' principals ratify this MOA during their ratification votes meeting. It is expressly understood that the members of both parties' bargaining teams will recommend that their principals ratify the terms of this MOA.

**ARTICLE 2 – CONTINUATION OF OLD AGREEMENT AND COMPLETE AGREEMENT**

In Paragraph A. 1 Change the paragraph to read as follows:


*"The effective date of this Agreement shall be July 1, 2022. All provisions for school year employees shall be effective July 1, 2022 and shall continue up to and including June 30, 2023 and shall thereafter automatically renew itself for successive terms of one year unless by the October 1 prior to the expiration of the contract year involved, either the Committee or the Association shall have given the other written notice of its desire to modify or terminate this Contract; whereupon the parties shall meet in good faith negotiations for a successor agreement. During negotiations this contract shall remain in effect in its entirety. The District and the Association will both make a reasonable effort to commence negotiations for the successor collective bargaining agreement on or before November 15, 2022.*

**ARTICLE 25 --SALARY**

Replace the current Appendix A salary schedule with the attached salary grid.

**WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE**

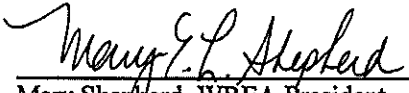
By its duly authorized bargaining team member:

  
\_\_\_\_\_  
Sherrie Haber

Date: 6/28/22

**WACHUSETT REGIONAL EDUCATION ASSOCIATION -- UNIT B**

By its duly authorized bargaining team member:

  
\_\_\_\_\_  
Mary Shepherd, WREA President  
Mary E. Lampron-Shepherd

Date: 6/15/2022

**WREA – UNIT B**

<b>SLPA Salary grid, effective July 1, 2022</b>		
Note: The Masters' Level SPLA is in the 7-10 year step to hold harmless		
<b>Years</b>	<b>Hourly</b>	<b>Yearly</b>
1-3	\$26.40	\$31,231.38
4-6	\$26.93	\$31,855.76
7-10	\$28.57	\$33,800.97
11-19	\$30.97	\$36,634.73
20+	\$36.10	\$42,710.50

WREA - UNIT B

Salary Grid  
COTA /PTA  
July 1, 2022

Years	Hourly Associates	Hourly Bachelors	Yearly COTA Associates	Yearly COTA Bachelors	Yearly PTA Associates	Yearly PTA Bachelors
1-5	\$27.00	\$30.00	\$34,398.00	\$38,220.00	\$31,941.00	\$35,490.00
6-10	\$28.37	\$31.37	\$36,143.38	\$39,965.38	\$33,561.71	\$37,110.71
11-15	\$29.74	\$32.74	\$37,888.12	\$41,710.12	\$35,181.83	\$38,730.83
16-20	\$31.10	\$34.10	\$39,621.40	\$43,443.40	\$36,791.30	\$40,340.30
21+	\$32.57	\$35.57	\$41,494.18	\$45,316.18	\$38,530.31	\$42,079.31

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BY AND BETWEEN THE  
WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE (WRSD)  
AND THE  
WACHUSETT REGIONAL EDUCATIONAL ASSOCIATION (WREA), UNIT B**

**June 8, 2021**

Subject to ratification by their principals, the negotiating subcommittees of WRSD School Committee and the WREA Unit B Bargaining Unit, have negotiated a collective bargaining agreement 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, 2021, will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein. The following represent the negotiated changes to the collective bargaining agreement, which expires on June 30, 2021. The successor collective bargaining agreement will have the date references changed where appropriate to reflect the term of the new contract. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

All language from the WREA Unit B Collective Bargaining Agreement will remain in full force from July 1, 2021 through June 30, 2022, except for any language herein. Any language within this document will supersede any conflicting language from the 2021-2022 Collective Bargaining Agreement.

Effective on the first (1st) workday of the 2021-2022 school year, Unit B employees shall receive a one and one-half (1.5%) percent salary increase. Effective on the 91<sup>st</sup> workday of the 2021-2022 school year, employees covered by this Agreement shall receive a one-half of one (0.5%) percent wage adjustment. (A salary grid is attached hereto.)

**WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL**

By its duly authorized bargaining team member:

  
\_\_\_\_\_

Darryll McCall, Ed.D  
Superintendent

Date: 6/9/21

**WACHUSETT REGIONAL EDUCATION ASSOCIATION**

By its duly authorized bargaining team member:

  
\_\_\_\_\_

Mary Shepherd  
VP of Membership, WREA

Date: 6/10/21

WREA Unit B Wage Grid 2020-2021	182 days (1.5 and .5 split)	
	1-91 days 2021-2022	92-182 days 2021-2022
\$25.00	\$25.38	\$25.51
\$25.50	\$25.88	\$26.01
\$26.01	\$26.40	\$26.53
\$27.60	\$28.01	\$28.15
\$28.72	\$29.15	\$29.30
\$29.50	\$29.94	\$30.09
\$29.91	\$30.36	\$30.51
\$30.17	\$30.62	\$30.77
\$34.87	\$35.39	\$35.57