

## MEMORANDUM OF AGREEMENT

The Negotiating Subcommittee of the Shrewsbury School Committee (hereinafter “the Committee”), acting subject to the ratification of this Memorandum of Agreement (hereinafter “the Agreement”), by the School Committee to whom the Subcommittee agrees to recommend acceptance, and the Negotiating Team of the Shrewsbury Education Association (“the Association”), acting subject to ratification of this Agreement by the membership of the Association, to whom the Negotiating Team agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement for the successor collective bargaining agreement that will be in effect for the three-year period from August 25, 2025 through August 24, 2028.

1. All terms and provisions of the predecessor Collective Bargaining Agreement that was effective from August 25, 2022 to August 24, 2025 shall, except as modified by the terms of this Memorandum, be extended for a three-year period from August 25, 2025 through August 24, 2028.
2. All references to dates in the successor Collective Bargaining Agreement shall be changes to reflect the terms of the successor Agreements unless otherwise provided for in this document.
3. The Parties agree to make the below agreed “housekeeping” changes prior to publication of the successor agreement.
  - a. Article II Section D: Remove the outdated longevity values (effective August 25, 2022). Keep the longevity table with the effective date of 8-25-2023
  - b. Delete the third paragraph of Article III section B.
  - c. Article III, Section B, subsection 3, 4<sup>th</sup> paragraph: change “Foreign Language” to “World Language”.
  - d. Article III section C: Decapitalize the sentence that begins with “PRO RATED...”

- e. Article III Section C final paragraph: Delete the phrase “Effective with the 2005-2006”.
- f. Rename Article III Section J as: “Textbooks & Curriculum Materials”
- g. Article IV Section B, make the following edits:  
All changes in a salary schedule placement resulting from professional improvement courses and/or the award of an advanced degree shall be effective as of ~~September~~ **the first day of school** following the completion of the course, courses or degree granting program. Proper certification of course credits and/or the completion of a degree program shall be presented to the Superintendent of Schools no later than October to be credited for salary schedule recognition as of the preceding **first day of school** ~~September 1<sup>st</sup>~~.
- h. Article V, Section B, Subsection 6: Delete the final sentence beginning with “Effective..”
- i. Appendix D: Under “Stipends” change “Elementary Curriculum Content Coordinator” to “Elementary Instructional Coaches/Curriculum Coordinators

4. **Article III, Section B(2):** Add the following language:

**The required time on campus for the position known as “ELC Coordinator” will be 15 additional minutes either before or after the teacher work day described above as assigned by their supervisor in order to plan and provide support for their program through performing such duties as coordinating paraeducator support, facilitating paraeducator meetings, and evaluating paraeducators; these employees will be compensated with a stipend of \$2150 annually. This stipend may be extended to other Unit A student services employees who have similar program coordination responsibilities upon the mutual agreement of the SPS administration and SEA leadership.”**

5. **Article III, Section C(1):** Revise this Section as follows:

The work year of all employees who are part of Unit "A" (other than new personnel who may be required to attend additional orientation sessions, Department Directors and Guidance personnel) shall begin NO EARLIER THAN THE MONDAY BEFORE LABOR DAY, AND STUDENTS WILL NOT START EARLIER THAN THE TUESDAY BEFORE LABOR DAY and shall terminate after being signed out by the immediate superior (Building Principal at the Elementary and Middle School; Department Directors at the Senior High School, and the Assistant Superintendent for Student Services for specialists working in more than one (1) school) after the close of school for students in June, excluding Saturdays, Sundays and holidays. Elementary Curriculum Coordinators/Instructional Coaches, School Counselors (formerly “guidance” counselors), **team chairs**, and nurses may be required to work such additional days as are required by the Superintendent of Schools, provided, however, in such case, such

Elementary Curriculum Coordinators/Instructional Coaches, School Counselors (formerly “guidance” counselors), **team chairs**, and nurses shall be compensated for such time that they shall be required to work in excess of the work year at a daily rate of pay PRORATED FROM SUCH PERSON'S YEARLY RATE OF PAY. THE WORK YEAR OF DEPARTMENT DIRECTORS DURING THE APPLICABLE CONTRACT YEAR SHALL NOT EXCEED TEN (10) PAID DAYS IN ADDITION TO THE EMPLOYEE'S WORK.

6. **Article III, Section E:** Add the following language to the end of the Section:

**The District shall schedule nine (9) hours of collaboration time per year for each co-teaching team. This time shall be scheduled in advance. Additionally, the District shall make every effort to schedule one period, at least 30 minutes in length, of collaboration time per week or cycle.**

7. **Article IV, Section C(1):** Replace the 2<sup>nd</sup> paragraph as follows:

~~Subject to the \$1,000 limitation as indicated above, a pool of \$5,000 per year will be made available to those employees at Step 13 of the M+60 salary column. These funds are to be used, subject to the approval of the Superintendent, to reimburse the teacher for the conference/workshop registration cost associated with curriculum-related conferences/workshops utilized for recertification in the primary teaching area of the teacher. It is understood that reimbursement will not include costs for travel, lodging, meals, and/or books/materials.~~

**Subject to the \$1,000 limitation as indicated above, a pool of \$10,000 per year will be made available to those employees at Step 13 of the M+60 salary column and all employees who are required to maintain a state or national license/certification in addition to their DESE license. These funds are to be used, subject to the approval of the Superintendent, to reimburse the teacher for the conference/workshop registration cost associated with curriculum-related conferences/workshops utilized for recertification in the primary teaching area or the required state or national license/certification of the Unit A member. It is understood that reimbursement will not include costs for travel, lodging, meals, and/or books/materials.**

8. **Article IV, Section D:** Add a 2<sup>nd</sup> and 3<sup>rd</sup> paragraph to that reads:

**By the end of the school year, the Professional Development Committee will communicate to the district the tentative areas of focus for professional development days (including any early release days) for the following school year, the rationale for those areas of focus, and a tentative plan for when topics will be addressed and how days will be organized by district, school, or department levels, with the**

**understanding that the plan may change depending on factors such as mandates, availability of presenters, budget, etc.**

**The District and Association shall regularly discuss the ongoing planning and implementation of any new initiatives and the estimated time to implement them.**

9. **Article IV, Section E:** Edit the first paragraph as follows:

The administration will provide in-District professional development offerings ~~that are eligible for movement on the salary schedule. These offerings will be~~ Based on current research, best practices and the priorities of the District, as determined by the administration. **Professional development** offerings are designed to benefit both the District and the staff by contributing to the overall capacity of the staff to enhance student learning. In-District professional development offerings are eligible for movement on the salary schedule **for SEA unit A educators that have earned a master's degree. Educators that do not have a master's degree may accrue in-District course credits each year (up to 3 credits per year) for the first five years of service in Shrewsbury, with the understanding that a salary lane adjustment will be made after the educator has earned their master's degree.**

10. **Article IV, Section E:** Edit paragraphs 7 & 8 as follows:

The cost, if any, to participants for these offerings will be determined by the administration. The cost will not exceed ~~\$130~~\$120 per credit. There may be a separate fee for materials. The administration may require a minimum enrollment. Staff members may utilize the tuition reimbursement benefit (Article IV, Paragraph C) for the per credit cost of any offering. Materials are not considered reimbursable expenses.

A course instructor will receive compensation of ~~\$1000~~\$900 per credit for District-sponsored courses.

11. **Article V, Section A:** Add the following language as item 5 to Section A:

**(5) At the discretion of the Superintendent, an employee who had at least one (1) personal day remaining at the close of the prior school year can request to be granted an additional Personal Day. The employee must make this request in advance (30 calendar days) and in writing to the Superintendent explaining the reason for the need. If the employee has used all three (3) of their personal days the prior school year, they may still be granted an additional personal day in the discretion of the Superintendent, but the additional personal day will be charged against their accrual in the subsequent school year. If the employee separates prior to the following school year, the per diem amount will be deducted from the employee's final pay check.**

**12. Article V, Section C(1):** Edit Section as follows:

(1) Any employee who shall be absent in any school year on account of personal sickness or any quarantine regulations of the Board of Health shall be granted Sick Leave benefits to the extent of their accumulated Sick Leave which shall be earned as follows:

(a) All employees covered by this Contract shall be granted sick leave not to exceed fifteen (15) days per year.

(b) Employees may accumulate Sick Leave to a maximum of one hundred eighty-five (185) days.

(c) Employees may utilize up to ~~eight (8)~~ **ten(10)** days of their earned sick leave per year to care for sick members of their immediate families.

**13. Article V, Section H:** Edit the language as follows:

~~Maternity, Paternity, Child Rearing and Adoption~~**Parental Leave**

(1) As soon as practicable, but within at least four (4) months of the anticipated date of delivery **or adoption**, the employee shall so inform the Superintendent in writing.

(2) The employee shall notify the Superintendent of the anticipated length of their ~~her maternity~~**parental** leave up to a maximum of twelve (12) **work** weeks if eligible for leave under the Family Medical Leave Act, or otherwise up to eight (8) **work** weeks. Such leave shall be unpaid, provided, however, that the employee shall be entitled to access ~~her~~their accrued sick leave for any period of disability related to childbirth, **or any other qualifying health condition**, which causes the employee to be unable to work, ~~as determined by the employee's physician~~**consistent with the requirements under the sick leave provision of the contract. Additionally, effective August 25, 2025, Unit A members who have a need for parental leave and who have been a member of Unit A for at least one full school year, may access up to ten (10) of their own sick days for the purposes of parental leave with no additional medical documentation required. For Unit A members who are members of the sick bank, in addition to ten (10) of their own sick days, they may access up to ten (10) days from the Extended Sick Bank for the purposes of parental leave, for a maximum total of twenty (20) parental leave days. If a Unit A member does not have ten (10) of their own sick days to use for the purpose of parental leave and are members of the Sick Bank, they may borrow the difference between the sick days that they have and a maximum of ten (10) days from the Extended Sick Leave Bank, which they must pay back to the Extended Sick Bank in equal increments over the following four (4) years**

**after they return from parental leave. As noted below, all leave under this section shall run consecutively.**

- (3) An employee who has been employed as an employee in Shrewsbury for three (3) consecutive years or more may be granted an extended child rearing leave subject to the following conditions:
  - (a) Notice of the intended leave and its anticipated duration must be provided to the Superintendent no later than four (4) months before the leave is to commence. It is understood that in cases of adoption providing notice four (4) months in advance of an intended leave is not always possible;
  - (b) The leave shall terminate on the first or second September after it commenced, or an earlier date corresponding to the academic schedule, subject to the approval of the Superintendent;
  - (c) In no event shall a ~~maternity~~**parental** leave include time in more than two (2) school years; and
  - (d) Child-rearing leave shall be unpaid, except that an employee may use up to a maximum of eighteen (18) days of his or her accrued sick or personal leave during such period.
  
- (5) Upon returning from ~~maternity, child-rearing, or adoption~~**parental** leave, an employee will be returned to the same position, or to a similar position which s/he held at the time the leave commenced.
  
- (6) Any benefits to which an employee on ~~maternity, child-rearing, or adoption~~**parental** leave was entitled under the Collective Bargaining Agreement will be restored to the employee upon return and the employee will be placed on the applicable salary schedule at the step which she/he had attained when the leave commenced, except that an employee who has taught ninety-one (91) days or more in the school year in which the leave commenced will be placed on the next step of the applicable salary schedule.
  
- (7) Any period of leave due to ~~maternity, child-rearing, or adoption~~**parental** leave shall be charged to and run concurrently with leave available under the Family Medical Leave Act **and the Massachusetts Parental Leave Act.**

14. **Article X:** Remove Section E

15. **Article XII:** Add a Section (2) that reads:

**(2) When a Unit A position becomes vacant for a length of time where, in the judgment of the Administration, covering that vacancy requires lesson planning, grading, parent communication, and other teaching duties on the part of a substitute, the administration may ask for volunteers among Unit A members to cover portions of that vacancy using available time in their schedule, not including their preparation period.**

**If a Unit A member covers what is determined to be the equivalent of one additional class period daily (such as one high school section daily) the member will be compensated at an additional 0.2 FTE of their current per diem rate. The parties agree that this arrangement should not last more than 6 school weeks whenever possible.**

**Full Time Unit A members will be limited in such cases to covering for no more than the equivalent one additional class section, except for in the case of a Unit A director who will be limited to teaching no more than 0.4 FTE beyond their current teaching load. The principal of the school will be responsible for initial approval of each volunteer coverage arrangement, which will in turn be reviewed and approved by the Executive Director of Human Resources.**

**In similar circumstances where a full-time Unit A staff member is assigned to cover some amount of these or other duties related to a vacancy and the additional duties do not equate to the equivalent of an additional class period daily, the staff member will be paid for the additional work at the hourly Compensation for Additional Work Rate (Appendix D). The amount of hours allocated for compensation will be determined by the administration in consultation with the staff member based on the perceived need. The SEA officers will be notified of such arrangements.**

16. **Appendix A, Employee (S.E.A.) Pay Scales:**

2025-2026: 3% steps 1-12; 3.25% step 13. Drop Step 1.

2026-2027: Drop Step 5; 2.75% steps 2-6, 3% steps 7-12, 3.25% step 13.

2027-2028: 3% all steps except 13. 3.25% step 13. Drop Step 2.

The deletions of steps 1(FY 26) and 2(FY28) will occur after regular step movement is applied to the schedule. The deletion of Step 5 (FY27) will occur before movement is applied to the schedule.

Replace the current salary schedules with the below:

## 2025-2026 Salary Grids

\*All new hires at entry level step and those on Step 1 in 2024-2025 will be placed at Step 2 in 2025-2026

Unit A 2025-2026 Salary Schedule				Drop Step 1; 3.0% COLA for all except 3.25% for Step 13				
STEP	B	B-15	M	M-15	M-30	M-45	M-60	
1	\$56,645	\$59,286	\$62,821	\$65,163	\$67,720	\$70,630	\$72,617	Drop Step 1
2	\$58,561	\$61,011	\$64,950	\$67,294	\$69,847	\$72,193	\$74,744	3.0% COLA increase
3	\$60,477	\$63,034	\$66,230	\$69,211	\$71,765	\$74,321	\$76,449	3.0% COLA increase
4	\$62,395	\$64,950	\$68,358	\$71,126	\$73,683	\$76,023	\$78,154	3.0% COLA increase
5	\$64,312	\$66,865	\$70,274	\$72,831	\$75,385	\$77,941	\$80,070	3.0% COLA increase
6	\$67,080	\$69,847	\$73,256	\$75,810	\$78,365	\$80,711	\$83,050	3.0% COLA increase
7	\$71,977	\$74,105	\$77,727	\$79,729	\$82,839	\$85,394	\$87,523	3.0% COLA increase
8	\$74,744	\$77,089	\$80,283	\$83,478	\$86,033	\$88,161	\$90,504	3.0% COLA increase
9	\$77,515	\$79,856	\$83,690	\$86,246	\$88,801	\$91,145	\$93,273	3.0% COLA increase
10	\$82,627	\$84,756	\$89,226	\$91,356	\$93,699	\$95,404	\$97,958	3.0% COLA increase
11	\$88,016	\$90,357	\$94,190	\$96,535	\$99,302	\$101,645	\$104,414	3.0% COLA increase
12	\$92,292	\$94,901	\$98,140	\$101,416	\$105,109	\$106,414	\$109,019	3.0% COLA increase
13	\$97,772	\$100,386	\$103,633	\$106,918	\$110,620	\$111,926	\$114,539	3.25% COLA increase

## 2026-2027 Salary Grids

Those on Step 4 and Step 5 in 2025-2026 will be placed at Step 6 in 2026-2027

Unit A 2026-2027 Salary Schedule				Drop Step 5; 2.75% COLA increase through Step 6; 3.0% COLA increase for Steps 7-12; 3.25% COLA increase for Step 13				
STEP	B	B-15	M	M-15	M-30	M-45	M-60	
1	\$58,203	\$60,916	\$64,548	\$66,955	\$69,583	\$72,573	\$74,614	Step 1 dropped in 25-26
2	\$60,171	\$62,689	\$66,736	\$69,145	\$71,768	\$74,178	\$76,799	2.75% COLA increase
3	\$62,141	\$64,767	\$68,051	\$71,114	\$73,739	\$76,364	\$78,551	2.75% COLA increase
4	\$64,111	\$66,736	\$70,238	\$73,082	\$75,709	\$78,114	\$80,304	2.75% COLA increase
5	\$66,081	\$68,703	\$72,206	\$74,834	\$77,458	\$80,085	\$82,272	Drop Step 5
6	\$68,924	\$71,768	\$75,270	\$77,895	\$80,521	\$82,930	\$85,334	2.75% COLA increase
7	\$74,137	\$76,329	\$80,059	\$82,121	\$85,324	\$87,956	\$90,149	3.0% COLA increase
8	\$76,986	\$79,402	\$82,692	\$85,983	\$88,614	\$90,806	\$93,219	3.0% COLA increase
9	\$79,840	\$82,252	\$86,200	\$88,833	\$91,465	\$93,879	\$96,071	3.0% COLA increase
10	\$85,105	\$87,298	\$91,903	\$94,097	\$96,510	\$98,266	\$100,897	3.0% COLA increase
11	\$90,656	\$93,067	\$97,016	\$99,431	\$102,281	\$104,694	\$107,547	3.0% COLA increase
12	\$95,061	\$97,748	\$101,085	\$104,458	\$108,263	\$109,607	\$112,290	3.0% COLA increase
13	\$100,949	\$103,648	\$107,001	\$110,393	\$114,215	\$115,564	\$118,262	3.25% COLA increase



## 2027-2028 Salary Grids

\* All new hires at entry level step and those on Step 2 in 2026-2027 will be placed at Step 3 in 2027-2028

Unit A 2027-2028 Salary Schedule				Drop Step 2; 3.0% COLA increase for all except 3.20% COLA increase for Step 13				
STEP	B	B-15	M	M-15	M-30	M-45	M-60	
1	\$59,949	\$62,744	\$66,485	\$68,964	\$71,670	\$74,750	\$76,852	Step 1 dropped in 25-26
2	\$61,976	\$64,569	\$68,798	\$71,219	\$73,921	\$76,403	\$79,103	Drop Step 2
3	\$64,005	\$66,710	\$70,093	\$73,248	\$75,951	\$78,655	\$80,908	3.0% COLA increase
4	\$66,035	\$68,738	\$72,345	\$75,274	\$77,981	\$80,457	\$82,713	3.0% COLA increase
5	\$68,063	\$70,764	\$74,373	\$77,079	\$79,781	\$82,487	\$84,740	Step 5 dropped in 26-27
6	\$70,992	\$73,921	\$77,528	\$80,232	\$82,936	\$85,418	\$87,894	3.0% COLA increase
7	\$76,361	\$78,618	\$82,460	\$84,585	\$87,884	\$90,595	\$92,853	3.0% COLA increase
8	\$79,296	\$81,784	\$85,173	\$88,562	\$91,272	\$93,530	\$96,016	3.0% COLA increase
9	\$82,235	\$84,719	\$88,786	\$91,498	\$94,209	\$96,695	\$98,953	3.0% COLA increase
10	\$87,659	\$89,917	\$94,660	\$96,919	\$99,405	\$101,214	\$103,924	3.0% COLA increase
11	\$93,376	\$95,859	\$99,927	\$102,414	\$105,350	\$107,835	\$110,773	3.0% COLA increase
12	\$97,913	\$100,681	\$104,117	\$107,592	\$111,511	\$112,895	\$115,659	3.0% COLA increase
13	\$104,180	\$106,965	\$110,425	\$113,926	\$117,870	\$119,262	\$122,046	3.20% COLA increase

17. **Appendix B:** Increase all stipends by 2.75% a year resulting in the following amounts:
  - a. This includes “Compensation for Additional Work” in Appendix D.
  - b. This includes “Adjustment Counselor Lead/Special Education Lead Employees” in Appendix D.
  - c. Appendix B attached at the end of the document.
  
18. **Appendix C:** Increase the stipend each year by 3%. The following scales shall be included in Appendix C of the Collective Bargaining Agreement:

Group I	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<b>2025-2026</b>	<b>\$8,802.38</b>	<b>\$9,677.88</b>	<b>\$10,772.77</b>	<b>\$11,541.15</b>	<b>\$12,638.10</b>	<b>\$13,544.50</b>
<b>2026-2027</b>	<b>\$9,066.45</b>	<b>\$9,968.22</b>	<b>\$11,095.95</b>	<b>\$11,887.38</b>	<b>\$13,017.24</b>	<b>\$13,950.84</b>
<b>2027-2028</b>	<b>\$9,338.44</b>	<b>\$10,267.26</b>	<b>\$11,428.83</b>	<b>\$12,244.01</b>	<b>\$13,407.76</b>	<b>\$14,369.36</b>
Group IIA	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<b>2025-2026</b>	<b>\$8,507.80</b>	<b>\$9,309.14</b>	<b>\$9,583.12</b>	<b>\$11,090.01</b>	<b>\$12,138.55</b>	<b>\$13,042.89</b>
<b>2026-2027</b>	<b>\$8,763.03</b>	<b>\$9,588.41</b>	<b>\$9,870.61</b>	<b>\$11,422.71</b>	<b>\$12,502.71</b>	<b>\$13,434.18</b>
<b>2027-2028</b>	<b>\$9,025.93</b>	<b>\$9,876.07</b>	<b>\$10,166.73</b>	<b>\$11,765.39</b>	<b>\$12,877.79</b>	<b>\$13,837.20</b>

Group IIB	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<u>2025-2026</u>	<u>\$6,582.73</u>	<u>\$7,628.18</u>	<u>\$8,048.42</u>	<u>\$8,886.84</u>	<u>\$9,725.26</u>	<u>\$10,630.63</u>
<u>2026-2027</u>	<u>\$6,780.21</u>	<u>\$7,857.03</u>	<u>\$8,289.87</u>	<u>\$9,153.45</u>	<u>\$10,017.02</u>	<u>\$10,949.55</u>
<u>2027-2028</u>	<u>\$6,983.62</u>	<u>\$8,092.74</u>	<u>\$8,538.57</u>	<u>\$9,428.05</u>	<u>\$10,317.53</u>	<u>\$11,278.04</u>
Group III	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<u>2025-2026</u>	<u>\$8,507.80</u>	<u>\$9,309.14</u>	<u>\$9,583.12</u>	<u>\$11,090.01</u>	<u>\$12,137.52</u>	<u>\$13,042.89</u>
<u>2026-2027</u>	<u>\$8,763.03</u>	<u>\$9,588.41</u>	<u>\$9,870.61</u>	<u>\$11,422.71</u>	<u>\$12,501.65</u>	<u>\$13,434.18</u>
<u>2027-2028</u>	<u>\$9,025.93</u>	<u>\$9,876.07</u>	<u>\$10,166.73</u>	<u>\$11,765.39</u>	<u>\$12,876.69</u>	<u>\$13,837.20</u>
Group IV	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<u>2025-2026</u>	<u>\$12,353.82</u>	<u>\$13,229.32</u>	<u>\$14,260.35</u>	<u>\$15,093.62</u>	<u>\$16,190.57</u>	<u>\$17,095.94</u>
<u>2026-2027</u>	<u>\$12,724.43</u>	<u>\$13,626.20</u>	<u>\$14,688.16</u>	<u>\$15,546.43</u>	<u>\$16,676.29</u>	<u>\$17,608.82</u>
<u>2027-2028</u>	<u>\$13,106.17</u>	<u>\$14,034.99</u>	<u>\$15,128.81</u>	<u>\$16,012.82</u>	<u>\$17,176.58</u>	<u>\$18,137.08</u>

19. **Appendix C, Group IV:** Add the following language after the 2<sup>nd</sup> paragraph:

**Department Directors and Coordinators who are required to work ten (10) days beyond the teacher work year (“plus” days) can work up to a maximum of five (5) of these days from home per year, with the dates to be approved by their supervisor (Assistant Superintendent or Principal). If circumstances warrant, supervisors have the flexibility to approve additional work from home "plus" days, in consultation with the Executive Director of Human Resources.**

20. **Appendix D:** Add the following language at the end of the text:

**The administration may establish opportunities for educator leadership to help implement initiatives or projects according to the following schedule, based on the anticipated additional hours of work outside of normal duties that would be required of the educator. The stipend opportunities shall be posted with any relevant qualifications listed.**

**Level 1: 35 hours: \$1500.00**

**Level 2: 20 hours: \$850.00**

**Level 3: 12 hours: \$510.00**

21. **Appendices B and D:** Make the following changes to the stipends:

**Add:**

<u><b>Additions</b></u>	
<b>ELE Family Engagement Coordinator</b>	<b>District-wide</b>
<b>Teacher Diversification Project</b>	<b>District-wide</b>
<b>Girls on the Run Assistant Coach</b>	<b>Elementary</b>
<b>Girls on the Run Head Coach</b>	<b>Elementary</b>
<b>Unified Special Olympics Building Coordinator</b>	<b>Elementary</b>
<b>Unified Club and Building Coordinator</b>	<b>Elementary and Preschool</b>
<b>American Sign Language Club</b>	<b>OMS</b>
<b>Board Game Club</b>	<b>OMS</b>
<b>Craft Club Advisor</b>	<b>OMS</b>
<b>Dungeons and Dragons Club</b>	<b>OMS</b>
<b>Girls on the Run Assistant Coach</b>	<b>OMS</b>
<b>Girls on the Run Head Coach</b>	<b>OMS</b>
<b>Guitar Club Advisor</b>	<b>OMS</b>
<b>Latin Club Advisor</b>	<b>OMS</b>
<b>Maker Monday</b>	<b>OMS</b>
<b>Model U.N.</b>	<b>OMS</b>
<b>Oak Art Club</b>	<b>OMS</b>
<b>Oak Morning Announcements Club (Media Club)</b>	<b>OMS</b>
<b>Oak Speech Assistant Coach</b>	<b>OMS</b>
<b>Oak Speech Team Head Coach (60-80 students)</b>	<b>OMS</b>
<b>Oak Talent Show</b>	<b>OMS</b>
<b>Science Fair Advisor</b>	<b>OMS</b>
<b>Technovation Club for Girls</b>	<b>OMS</b>
<b>The Locker</b>	<b>OMS</b>
<b>Ukulele Social Club</b>	<b>OMS</b>
<b>Unified Bocce</b>	<b>OMS and SMS</b>
<b>Unified Building Coordinator</b>	<b>OMS and SMS</b>
<b>Unified Club</b>	<b>OMS and SMS</b>

<b>Lunar New Year Celebration</b>	<b>OMS/SHS</b>
<b>American Red Cross Club</b>	<b>SHS</b>
<b>Badminton Club</b>	<b>SHS</b>
<b>Bio-Tech Club</b>	<b>SHS</b>
<b>Board of Clubs</b>	<b>SHS</b>
<b>Boys Volleyball Club Spring (may become a sport in Fall 2025)</b>	<b>SHS</b>
<b>Brain Bee Club</b>	<b>SHS</b>
<b>Capstone 21+Students</b>	<b>SHS</b>
<b>Criminology Club</b>	<b>SHS</b>
<b>Dance Club</b>	<b>SHS</b>
<b>DECA Assistant</b>	<b>SHS</b>
<b>DECA Lead</b>	<b>SHS</b>
<b>Diversity Committee</b>	<b>SHS</b>
<b>Elementary Tutoring Club</b>	<b>SHS</b>
<b>Fashion Club</b>	<b>SHS</b>
<b>Health Occupations Student Association</b>	<b>SHS</b>
<b>Hindu Student Association</b>	<b>SHS</b>
<b>Hindu Students Association</b>	<b>SHS</b>
<b>Leukemia and Lymphoma (Cancer Awareness Club)</b>	<b>SHS</b>
<b>Lion Dance Troupe</b>	<b>SHS</b>
<b>Mock Trial Club</b>	<b>SHS</b>
<b>National Science Honor Society</b>	<b>SHS</b>
<b>Needlework Club (formerly Embroidery Club)</b>	<b>SHS</b>
<b>Parent/Student Evenings: Nuts &amp; Bolts, Junior Parents, Senior Awards</b>	<b>SHS</b>
<b>Photoshop Club</b>	<b>SHS</b>
<b>Physics Club</b>	<b>SHS</b>
<b>Psychology/Neuroscience Club</b>	<b>SHS</b>
<b>Science Fair Club (STAR)</b>	<b>SHS</b>
<b>South Asian Dance Team</b>	<b>SHS</b>
<b>Spike Ball</b>	<b>SHS</b>
<b>Unified Building Coordinator</b>	<b>SHS</b>

<b>Unified Club</b>	<b>SHS</b>
<b>Vietnamese Student Association Club</b>	<b>SHS</b>
<b>Girls on the Run Assistant Coach</b>	<b>SMS</b>
<b>Girls on the Run Head Coach</b>	<b>SMS</b>
<b>Tufts Veterinary Field Study</b>	<b>SMS</b>
<b>Unified Special Olympics Building Coordinator</b>	<b>SMS</b>
<b>Lion Dance Group</b>	

**Remove:**

<b><u>Removals</u></b>
Editing Club
Oak Literary Club
Play It Out
Unified Boosters Club
Dream Equal Club-Women's Rights
Food and Health Club
Girls Who Code
High School Musical Sound Technician
Leadership & Outreach Club
Origami Club
Table Tennis Club
Sherwood Spring Play Costume Design
Sherwood Spring Play Director
Sherwood Spring Play Production Manager
Sherwood Spring Play Technical Director/Set Design Director
No United Sound for the musical-mis placed in the contract
Competitive play has not run since Jen Webb left-take them all out (5 stipends)

**Change Stipend/Name:**

<b><u>Name Changes(All Lists Alphabetized)</u></b>
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Diversity Club (newly combining with Muslim club)
Elementary Curriculum Content Coordinator name change to “Elementary Instructional Coaches/Curriculum Coordinator”
Math Counts name change to Math Olympiad (MOEMS)
Math Counts name change to Math Olympiad (MOEMS)
Muslim Club (newly combining with Diversity Club)
Change name of ETS/Colonial Magazine to ETS/Colonial News Program
Leukemia and Lymphoma (Cancer Awareness Club)
Needlework Club (formerly Embroidery Club)
Remove "Director" from National Honor Society name

- 22. **Appendix D attached at the end of the document.**
- 23. **Appendix F:** Add the following new language to the end of the section titled “Guidelines

Compensatory Time (RE: Faculty Meetings) as follows:

**Bargaining unit members may submit a request to their building principal to use up to an hour of accrued compensatory time per month for an appointment or other event that cannot otherwise be scheduled outside of the work day. Approvals of these requests shall not be unreasonably withheld.**

**This revised contract language will be reviewed by the District and SEA no later than June 1<sup>st</sup>, 2026. At this time, either party may opt to revert to the compensatory time practice described earlier in Appendix F. The parties may also mutually agree to continue the new practice, or modify the practice as they see fit, subject to ratification.**

- 24. **Appendix F:** Edit the section labeled “Report Cards” as follows:

~~The only formal grade reporting for grades K-8 will be report cards on a trimester basis with narrative comments on trimester 2 and 3 report cards only. However, this clause does not preclude parent access to grade information. Employees must communicate directly with parents in a timely manner when academic performance places the student in danger of failing or if student performance changes significantly~~

**The only formal grade reporting for grades 5-8 will be report cards on a trimester basis with narrative comments on trimester 1 and 2 report cards only. The only formal grade reporting for grades K-4 will be report cards on a trimester basis with**

**narrative comments on trimester 2 and 3 report cards only. The only formal grade reporting for PreK will be report cards on a semester basis with narrative comments on both semesters. However, this clause does not preclude parent access to grade information. Employees must communicate directly with parents in a timely manner when academic performance places the student in danger of failing or if student performance changes significantly.**

**All high school educators shall grade assignments in a timely fashion and regularly enter grades on the District's grading portal as soon as they are available and at regular intervals to allow for students and families to be aware of their progress.**

**At the high school, this shall mean updating available grades in the District's electronic grading portal at least once every seven (7) school days. Schedule for grade submissions at the end of grading periods shall be determined by the administration in consultation with the SEA leadership.**

**Teachers are encouraged to have back-up grades in the event of a system crash/failure.**

**The Committee will support training as needed to ensure teachers are trained in the portal's use. Training will be provided during the normal teacher workday whenever there is an upgrade to the system that includes a change in the basic functions of the portal.**

25. Revise the Special Education MOA as follows:

- It is understood that if a special educator perceives that responsibilities requiring work with students or other staff members such as, but not limited to, completing testing according to a legal timeline, **caseload**, participating in an IEP team meeting, and/or making up missed IEP services, will prevent the special educator from having a duty-free lunch or preparation period in order to meet the legal timeline, the special educator should communicate this concern to the appropriate building-based administrator and/or special education director per the school's process, in advance if possible, in order to work with the administration in an effort to make arrangements that will provide the contractual time.

**Additionally, a special educator may communicate with their department director or supervisor if coverage is needed for consult time.**

**SHS Special Educators will be scheduled for duties, however they can request coverage for duties in consultation with the Director of Special Education and the Assistant Principal for Building Operations to complete consultations regarding individual students on their caseloads. Such requests shall be made with as much advance notice as possible.**

**26. Language for inclusion in the MOA only:**

- a. It is agreed that the SEA and District Administration will add the topic of “time” to their monthly meetings. These discussions will include examining potential ways to provide more opportunities for Unit A members to complete some responsibilities during the contractual time when they are required to be on campus. An example of this is the approach currently being used in some elementary schools where dismissal duties are rotated; however, it is understood that potential approaches may differ depending on different schools’ structure and needs. These discussions will also consider approaches and strategies to reduce the overall amount of time for Unit A members to complete the necessary requirements to meet the various responsibilities of their roles.

For the Shrewsbury Education Association

For the Shrewsbury School Committee

Signed by:  
  
982F73B0742244B...  
 Kelly Finneran, SEA President

DocuSigned by:  
  
5C3FAF814761400...  
 Jon Wensky, School Committee Chair

4/29/2025  
 \_\_\_\_\_  
 Date

4/29/2025  
 \_\_\_\_\_  
 Date

Appendix B

<u>25-26</u>	2.75%				
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>



<b>Baseball Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Baseball Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Basketball Head Coach</b>	\$4,879	\$5,288	\$5,692	\$6,301	\$7,114
<b>Basketball Asst Coach</b>	\$3,049	\$3,504	\$3,658	\$4,066	\$4,674
<b>Cheerleading Head Coach (Fall,Winter)</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Cheerleading Asst Coach (Fall,Winter)</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Crew Head Coach (Fall, Spring)</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Crew Asst Coach (Fall, Spring)</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Field Hockey Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Field Hockey Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Football Head Coach</b>	\$7,319	\$7,556	\$8,540	\$9,045	\$9,555
<b>Football Asst Coach</b>	\$4,701	\$4,948	\$5,445	\$5,677	\$6,185
<b>Golf Head Coach(Fall,Spring)</b>	\$2,439	\$2,898	\$3,171	\$3,863	\$4,266
<b>Golf JV Coach</b>	\$2,423	\$2,518	\$2,620	\$2,724	\$2,833
<b>Gymnastics Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Gymnastics Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Ice Hockey Head Coach</b>	\$4,879	\$5,288	\$5,692	\$6,301	\$7,114
<b>Ice Hockey Asst Coach</b>	\$3,049	\$3,504	\$3,658	\$4,066	\$4,674
<b>Indoor Track Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Indoor Track Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Lacrosse Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Lacrosse Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Skiing Head Coach</b>	\$2,439	\$3,151	\$3,171	\$3,863	\$4,266
<b>Skiing Asst Coach</b>	\$2,423	\$2,518	\$2,620	\$2,724	\$2,833
<b>Soccer Head Coach</b>	\$5,642	\$5,980	\$6,341	\$6,722	\$7,114
<b>Soccer Asst Coach</b>	\$3,701	\$3,922	\$4,160	\$4,409	\$4,674
<b>Softball Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,793	\$6,506
<b>Softball Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Swimming Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Swimming Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Tennis Head Coach</b>	\$4,178	\$4,585	\$5,198	\$5,705	\$6,417
<b>Tennis Asst Coach</b>	\$2,987	\$3,375	\$3,818	\$4,309	\$4,473
<b>Track &amp; Field Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506

<b>Track &amp; Field Asst Coach</b>	\$2,743	\$3,151	\$3,454	\$3,760	\$4,473
<b>Unified Head Coach (per sport)</b>	\$2,096	\$2,096	\$2,096	\$2,096	\$2,096
<b>Unified Asst Coach (per sport)</b>	\$1,441	\$1,441	\$1,441	\$1,441	\$1,441
<b>Volleyball Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,506
<b>Volleyball Asst Coach</b>	\$2,743	\$3,198	\$3,454	\$3,760	\$4,473
<b>X- Country Head Coach</b>	\$4,266	\$4,674	\$5,286	\$5,893	\$6,505
<b>X- Country Asst Coach</b>	\$2,743	\$3,198	\$3,454	\$3,760	\$4,473
<b>MS Baseball</b>	\$2,935	\$3,229	\$3,550	\$3,907	\$4,294
<b>MS Basketball</b>	\$3,192	\$3,511	\$3,862	\$4,249	\$4,696
<b>MS Cheerleading</b>	\$2,935	\$3,229	\$3,550	\$3,907	\$4,294
<b>MS Field Hockey</b>	\$2,935	\$3,229	\$3,550	\$3,907	\$4,294
<b>MS X-Country</b>	\$2,935	\$3,229	\$3,550	\$3,907	\$4,294
<b>MS Football</b>	\$4,307	\$4,737	\$5,211	\$5,732	\$6,306
<b>MS Soccer</b>	\$3,192	\$3,511	\$3,862	\$4,249	\$4,696
<b>MS Softball</b>	\$2,935	\$3,229	\$3,550	\$3,907	\$4,294
<b>MS Track</b>	\$2,935	\$3,229	\$3,550	\$3,907	\$4,304
<b>MS Asst Coach (All Sports)</b>	\$870	\$955	\$1,043	\$1,130	\$1,216
<b>Intramurals (Hourly)</b>	\$23				
<b>Intramurals Director (Hourly)</b>	\$33				

<b><u>26-27</u></b>	2.75%				
	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>
<b>Baseball Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Baseball Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Basketball Head Coach</b>	\$5,013	\$5,433	\$5,849	\$6,474	\$7,310
<b>Basketball Asst Coach</b>	\$3,132	\$3,600	\$3,758	\$4,178	\$4,803
<b>Cheerleading Head Coach (Fall,Winter)</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Cheerleading Asst Coach (Fall,Winter)</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Crew Head Coach (Fall, Spring)</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Crew Asst Coach (Fall, Spring)</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Field Hockey Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Field Hockey Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Football Head Coach</b>	\$7,520	\$7,764	\$8,774	\$9,294	\$9,817

<b>Football Asst Coach</b>	\$4,830	\$5,085	\$5,594	\$5,833	\$6,355
<b>Golf Head Coach(Fall, Spring)</b>	\$2,506	\$2,977	\$3,258	\$3,970	\$4,383
<b>Golf JV Coach</b>	\$2,489	\$2,588	\$2,692	\$2,799	\$2,911
<b>Gymnastics Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Gymnastics Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Ice Hockey Head Coach</b>	\$5,013	\$5,433	\$5,849	\$6,474	\$7,310
<b>Ice Hockey Asst Coach</b>	\$3,132	\$3,600	\$3,758	\$4,178	\$4,803
<b>Indoor Track Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Indoor Track Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Lacrosse Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Lacrosse Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Skiing Head Coach</b>	\$2,506	\$3,238	\$3,258	\$3,970	\$4,383
<b>Skiing Asst Coach</b>	\$2,489	\$2,588	\$2,692	\$2,799	\$2,911
<b>Soccer Head Coach</b>	\$5,797	\$6,145	\$6,515	\$6,907	\$7,310
<b>Soccer Asst Coach</b>	\$3,803	\$4,030	\$4,275	\$4,530	\$4,803
<b>Softball Head Coach</b>	\$4,383	\$4,803	\$5,432	\$5,952	\$6,685
<b>Softball Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Swimming Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Swimming Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Tennis Head Coach</b>	\$4,293	\$4,711	\$5,341	\$5,862	\$6,593
<b>Tennis Asst Coach</b>	\$3,069	\$3,468	\$3,923	\$4,428	\$4,596
<b>Track &amp; Field Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Track &amp; Field Asst Coach</b>	\$2,819	\$3,238	\$3,549	\$3,863	\$4,596
<b>Unified Head Coach (per sport)</b>	\$2,154	\$2,154	\$2,154	\$2,154	\$2,154
<b>Unified Asst Coach (per sport)</b>	\$1,480	\$1,480	\$1,480	\$1,480	\$1,480
<b>Volleyball Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,685
<b>Volleyball Asst Coach</b>	\$2,819	\$3,286	\$3,549	\$3,863	\$4,596
<b>X- Country Head Coach</b>	\$4,383	\$4,803	\$5,432	\$6,055	\$6,684
<b>X- Country Asst Coach</b>	\$2,819	\$3,286	\$3,549	\$3,863	\$4,596
<b>MS Baseball</b>	\$3,015	\$3,318	\$3,648	\$4,014	\$4,412
<b>MS Basketball</b>	\$3,280	\$3,608	\$3,969	\$4,366	\$4,825
<b>MS Cheerleading</b>	\$3,015	\$3,318	\$3,648	\$4,014	\$4,412
<b>MS Field Hockey</b>	\$3,015	\$3,318	\$3,648	\$4,014	\$4,412

<b>MS X-Country</b>	\$3,015	\$3,318	\$3,648	\$4,014	\$4,412
<b>MS Football</b>	\$4,426	\$4,867	\$5,355	\$5,890	\$6,479
<b>MS Soccer</b>	\$3,280	\$3,608	\$3,969	\$4,366	\$4,825
<b>MS Softball</b>	\$3,015	\$3,318	\$3,648	\$4,014	\$4,412
<b>MS Track</b>	\$3,015	\$3,318	\$3,648	\$4,014	\$4,423
<b>MS Asst Coach (All Sports)</b>	\$894	\$981	\$1,072	\$1,161	\$1,249
<b>Intramurals (Hourly)</b>	\$23				
<b>Intramurals Director (Hourly)</b>	\$34				

<b>27-28</b>	2.75%				
	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>
<b>Baseball Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Baseball Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Basketball Head Coach</b>	\$5,151	\$5,582	\$6,010	\$6,652	\$7,511
<b>Basketball Asst Coach</b>	\$3,219	\$3,699	\$3,862	\$4,293	\$4,935
<b>Cheerleading Head Coach (Fall, Winter)</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Cheerleading Asst Coach (Fall, Winter)</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Crew Head Coach (Fall, Spring)</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Crew Asst Coach (Fall, Spring)</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Field Hockey Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Field Hockey Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Football Head Coach</b>	\$7,727	\$7,978	\$9,016	\$9,549	\$10,087
<b>Football Asst Coach</b>	\$4,963	\$5,224	\$5,748	\$5,993	\$6,529
<b>Golf Head Coach (Fall, Spring)</b>	\$2,575	\$3,059	\$3,348	\$4,079	\$4,504
<b>Golf JV Coach</b>	\$2,558	\$2,659	\$2,766	\$2,876	\$2,991
<b>Gymnastics Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Gymnastics Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Ice Hockey Head Coach</b>	\$5,151	\$5,582	\$6,010	\$6,652	\$7,511
<b>Ice Hockey Asst Coach</b>	\$3,219	\$3,699	\$3,862	\$4,293	\$4,935
<b>Indoor Track Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Indoor Track Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Lacrosse Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Lacrosse Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722

<b>Skiing Head Coach</b>	\$2,575	\$3,327	\$3,348	\$4,079	\$4,504
<b>Skiing Asst Coach</b>	\$2,558	\$2,659	\$2,766	\$2,876	\$2,991
<b>Soccer Head Coach</b>	\$5,957	\$6,313	\$6,694	\$7,097	\$7,511
<b>Soccer Asst Coach</b>	\$3,907	\$4,141	\$4,392	\$4,655	\$4,935
<b>Softball Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,116	\$6,869
<b>Softball Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Swimming Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Swimming Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Tennis Head Coach</b>	\$4,411	\$4,840	\$5,488	\$6,023	\$6,775
<b>Tennis Asst Coach</b>	\$3,153	\$3,564	\$4,031	\$4,550	\$4,722
<b>Track &amp; Field Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Track &amp; Field Asst Coach</b>	\$2,896	\$3,327	\$3,647	\$3,969	\$4,722
<b>Unified Head Coach (per sport)</b>	\$2,213	\$2,213	\$2,213	\$2,213	\$2,213
<b>Unified Asst Coach (per sport)</b>	\$1,521	\$1,521	\$1,521	\$1,521	\$1,521
<b>Volleyball Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,869
<b>Volleyball Asst Coach</b>	\$2,896	\$3,376	\$3,647	\$3,969	\$4,722
<b>X- Country Head Coach</b>	\$4,504	\$4,935	\$5,581	\$6,221	\$6,868
<b>X- Country Asst Coach</b>	\$2,896	\$3,376	\$3,647	\$3,969	\$4,722
<b>MS Baseball</b>	\$3,098	\$3,409	\$3,748	\$4,124	\$4,533
<b>MS Basketball</b>	\$3,370	\$3,707	\$4,078	\$4,486	\$4,957
<b>MS Cheerleading</b>	\$3,098	\$3,409	\$3,748	\$4,124	\$4,533
<b>MS Field Hockey</b>	\$3,098	\$3,409	\$3,748	\$4,124	\$4,533
<b>MS X-Country</b>	\$3,098	\$3,409	\$3,748	\$4,124	\$4,533
<b>MS Football</b>	\$4,547	\$5,001	\$5,502	\$6,052	\$6,657
<b>MS Soccer</b>	\$3,370	\$3,707	\$4,078	\$4,486	\$4,957
<b>MS Softball</b>	\$3,098	\$3,409	\$3,748	\$4,124	\$4,533
<b>MS Track</b>	\$3,098	\$3,409	\$3,748	\$4,124	\$4,544
<b>MS Asst Coach (All Sports)</b>	\$919	\$1,008	\$1,101	\$1,193	\$1,283
<b>Intramurals (Hourly)</b>	\$24				
<b>Intramurals Director (Hourly)</b>	\$35				

Appendix D

<b><u>High School</u></b>	<b><u>25-26</u></b>	<b><u>26-27</u></b>	<b><u>27-28</u></b>
American Red Cross Advisor	\$333	\$342	\$351

Anime Club	\$333	\$342	\$351
AP/PSAT Coordinator	\$3,320	\$3,411	\$3,505
Asian Culture Club	\$333	\$342	\$351
Astronomy Club	\$333	\$342	\$351
Badminton Club	\$333	\$342	\$351
Baking for a Cause	\$805	\$827	\$849
Best Buddies	\$605	\$622	\$639
Bike Manager	\$333	\$342	\$351
Biology Club	\$333	\$342	\$351
Biotech Club	\$805	\$827	\$849
Black History Committee	\$333	\$342	\$351
Board of clubs	\$333	\$342	\$351
Book Club	\$333	\$342	\$351
Brain Bee Club	\$333	\$342	\$351
Calligraphy Club	\$333	\$342	\$351
Cancer Awareness Club	\$333	\$342	\$351
Chemistry Club	\$333	\$342	\$351
Computer Club	\$805	\$827	\$849
Cooking for a Cause	\$1,606	\$1,650	\$1,696
Coordinator of Preservice Training-HS	\$1,829	\$1,879	\$1,931
Coordinator of Service Learning	\$1,107	\$1,137	\$1,168
Coordinator-CAPSTONE (1-5 Students)	\$1,659	\$1,705	\$1,752
Coordinator-CAPSTONE (6-10 Students)	\$333	\$342	\$351
Coordinator-CAPSTONE (11-15 Students)	\$2,213	\$2,274	\$2,337
Coordinator-CAPSTONE (16-20 Students)	\$2,766	\$2,842	\$2,920
Coordinator-CAPSTONE (21+ Students)	\$3,319	\$3,410	\$3,504
Criminology Club	\$333	\$342	\$351
Dance Club	\$1,813	\$1,862	\$1,914
DECA Assistant	\$3,789	\$3,894	\$4,001
DECA Lead	\$333	\$342	\$351
Diversity Committee	\$333	\$342	\$351
Dungeons & Dragons Club	\$805	\$827	\$849
e-Sports (each season; Fall & Spring)	\$333	\$342	\$351

Elementary Tutoring Club	\$333	\$342	\$351
Engineering Club	\$805	\$827	\$849
ETS/COLONIAL News Program	\$5,081	\$5,221	\$5,364
Excelsior	\$666	\$684	\$703
Fashion Club	\$333	\$342	\$351
Film Making Club	\$333	\$342	\$351
French Travel Club	\$333	\$342	\$351
Freshman Class Advisor	\$965	\$991	\$1,019
Freshman Math Team Coach	\$965	\$991	\$1,019
Gay Straight Alliance	\$333	\$342	\$351
Globally Making a Difference Club	\$333	\$342	\$351
Green Club	\$333	\$342	\$351
Health Occupations Student Association	\$333	\$342	\$351
Helping Hands	\$333	\$342	\$351
High School Activities Coordinator	\$2,053	\$2,109	\$2,167
High School Science Team	\$1,045	\$1,074	\$1,103
Hindu Students Association	\$200		
HS Chess Club	\$333	\$342	\$351
Ice Rink Manager	\$498	\$512	\$526
Improv Club	\$449	\$461	\$474
Junior Class Advisor	\$1,446	\$1,485	\$1,526
Lion Dance Troupe	\$200		
Marine Biology Club	\$333	\$342	\$351
Martial Arts Club	\$449	\$461	\$474
MCAS Prep English	\$615	\$632	\$650
MCAS Prep Math	\$615	\$632	\$650
MCAS Prep Science	\$615	\$632	\$650
Mentoring Volunteer Program	\$1,205	\$1,238	\$1,272
Mock Trial Club	\$972	\$1,001	\$1,031
Model U.N.	\$805	\$827	\$849
Muslim Student Club	\$333	\$342	\$351
National Art Honor Society	\$1,205	\$1,238	\$1,272
National English Honor Society	\$1,205	\$1,238	\$1,272

National French Honor Society	\$1,205	\$1,238	\$1,272
National Honor Society	\$1,205	\$1,238	\$1,272
National Latin Honor Society	\$1,205	\$1,238	\$1,272
National Mandarin Honor Society	\$1,205	\$1,238	\$1,272
National Math Honor Society	\$1,205	\$1,238	\$1,272
National Science Honor Society	\$1,205	\$1,238	\$1,272
National Social Science Honor Society	\$1,205	\$1,238	\$1,272
National Spanish Honor Society	\$1,205	\$1,238	\$1,272
Nature Club	\$333	\$342	\$351
Needlework Club	\$805	\$827	\$849
Needlework Club	\$333	\$342	\$351
New Entrance Assistance Team	\$86	\$89	\$91
Parent/Student Evenings; Nuts/Bolts; Senior Awards	\$333	\$342	\$351
Photoshop Club	\$333	\$342	\$351
Physics Club	\$8,609	\$8,846	\$9,089
PM High School (35 Weeks)	\$333	\$342	\$351
Psychology/Neuroscience Club	\$333	\$342	\$351
Quiz Team	\$830	\$853	\$877
Regional Science Fair Teacher Coordinator	\$498	\$512	\$526
Ropes Course Manager	\$4,784	\$4,916	\$5,051
SAT Prep Course (English)	\$4,784	\$4,916	\$5,051
SAT Prep Course (Math)	\$333	\$342	\$351
Science Fair Club (STAR)	\$1,606	\$1,650	\$1,696
Senior Class Advisor	\$8,019	\$8,239	\$8,466
SHS First Robotics Head Coach	\$1,045	\$1,074	\$1,103
Sophomore Class Advisor	\$805	\$827	\$849
South Asian Dance Team	\$333	\$342	\$351
Speech & Debate Asst Coach*	\$3,789	\$3,894	\$4,001
Speech & Debate Head Coach*	\$8,099	\$8,321	\$8,550
Spike Ball	\$333	\$342	\$351
Student Advisory Committee Advisor	\$1,205	\$1,238	\$1,272
Student Council Advisor	\$4,005	\$4,115	\$4,229
The SHS Medical Club	\$333	\$342	\$351



Town Crier (HS newspaper)	\$2,217	\$2,278	\$2,341
Trail Course Manager	\$498	\$512	\$526
Tri-M Music Honor Society	\$1,205	\$1,238	\$1,272
Ultimate Frisbee	\$333	\$342	\$351
Unified Building Coordinator	\$333	\$342	\$351
Unified Building Coordinator	\$333	\$342	\$351
Unified Club	\$333	\$342	\$351
Unified Club	\$333	\$342	\$351
Varsity Math Team Coach (1)	\$965	\$991	\$1,019
Vietnamese Student Association	\$333	\$342	\$351
Virtual High School Coordinator	\$4,125	\$4,239	\$4,355
Volleyball (Boys) Club	\$333	\$342	\$351
Yearbook Advisor	\$4,291	\$4,409	\$4,530
<b><u>Middle School</u></b>	25-26	26-27	27-28
ASAP Advisor (5-8)	\$308	\$317	\$325
Assistant Math Olympiad	\$402	\$413	\$424
Assistant Oak Yearbook Advisor	\$805	\$827	\$849
Chess Club Advisor	\$402	\$413	\$424
Coordinator of Preservice Training	\$1,606	\$1,650	\$1,696
Girls on the Run Assistant Coach	\$437	\$449	\$461
Girls on the Run Head Coach	\$565	\$581	\$597
Lead Math Olympiad	\$805	\$827	\$849
OMS American Sign Language Club	\$725	\$747	\$769
OMS Art Club	\$333	\$342	\$351
OMS Board Game Club	\$333	\$342	\$351
OMS Craft Club Advisor	\$333	\$342	\$351
OMS Diversity Club	\$717	\$737	\$757
OMS Dungeons & Dragons Club	\$333	\$342	\$351
OMS Grade 8 Advisor (3)	\$776	\$797	\$819
OMS Guitar Club Advisor	\$333	\$342	\$351
OMS Latin Club Advisor	\$725	\$745	\$765
OMS Maker Monday	\$333	\$342	\$351

OMS Model U.N.	\$725	\$747	\$769
OMS Morning Announcement Club	\$1,574	\$1,617	\$1,662
OMS Science Fair Advisor	\$805	\$827	\$849
OMS Science Olympiad Assistant	\$776	\$797	\$819
OMS Speech & Debate Assistant Coach*	\$333	\$342	\$351
OMS Speech & Debate Head Coach	\$333	\$342	\$351
OMS Talent Show	\$333	\$342	\$351
OMS Tehcnovation Club for Girls	\$333	\$342	\$351
OMS The Locker	\$1,205	\$1,238	\$1,272
OMS Ukelele Social Club	\$1,895	\$1,947	\$2,001
OMS Yearbook Advisor**	\$3,790	\$3,894	\$4,001
Science Olympiad	\$1,205	\$1,238	\$1,272
SMS Extension Summer Enrichment Dir	\$7,597	\$7,806	\$8,021
SMS Speech & Debate Assistant Coach*	\$530	\$545	\$560
SMS Speech & Debate Head Coach	\$1,523	\$1,564	\$1,607
SMS Student Voice Advisor	\$725	\$745	\$766
SMS Student Voice Crew Leaders	\$402	\$413	\$424
SMS Yearbook Advisor	\$2,011	\$2,066	\$2,123
Student Council Advisor (2)	\$776	\$797	\$819
Tufts Veterinary Field Study (GAP Junction)	\$302	\$310	\$319
Unified Bocce	\$333	\$342	\$351
Unified Building Coordinator	\$333	\$342	\$351
Unified Club	\$333	\$342	\$351
<b><u>Elementary School</u></b>	25-26	26-27	27-28
Coordinator of Preservice Training-Elem	\$1,606	\$1,650	\$1,696
Elementary Enrichment Program Director	\$10,282	\$10,565	\$10,855
Girls on the Run Assistant Coach	\$385	\$396	\$407
Girls on the Run Head Coach	\$514	\$528	\$542
Student Voice Advisor(Beal, Coolidge, Floral,Paton, Spring)	\$553	\$568	\$584
Unified Building Coordinator	\$333	\$342	\$351
Unified Club	\$333	\$342	\$351
Unified Special Olympics Building Coordinator	\$326	\$335	\$344

<b><u>Preschool</u></b>			
Unified Club	\$333	\$342	\$351
Unified Building Coordinator	\$333	\$342	\$351
<b><u>District</u></b>	25-26	26-27	27-28
DI Assistant	\$805	\$827	\$849
DI Coordinator	\$3,212	\$3,300	\$3,391
ELE Family Engagement Coordinator	\$1,208	\$1,242	\$1,276
Teacher Diversification Project	\$771	\$792	\$814
Visual Art Displays/Competitions (MS& HS)	\$624	\$643	\$662
Visual Art Displays/Competitions(Elem.)	\$518	\$532	\$547
Visual Arts Exhibitor Coordinator	\$1,201	\$1,234	\$1,268
<b><u>Music</u></b>	25-26	26-27	27-28
Beal Chorus	\$666	\$684	\$703
Coolidge Chorus	\$512	\$526	\$540
Elementary Accompanist (per chorus)	\$255	\$262	\$269
Floral Chorus (2)	\$666	\$684	\$703
Freshman Choir	\$2,007	\$2,062	\$2,119
HS A Capella Choir	\$2,007	\$2,062	\$2,119
HS Accompanist (per concert)	\$393	\$403	\$414
HS Chamber Orchestra	\$2,007	\$2,062	\$2,119
HS Concert Band/Wind Ensemble	\$2,007	\$2,062	\$2,119
HS Fall Play Costume Design	\$701	\$720	\$740
HS Fall Play Director	\$3,186	\$3,274	\$3,364
HS Fall Play Production Manager	\$478	\$491	\$504
HS Jazz Band	\$2,007	\$2,062	\$2,119
HS Marching/Pep Band	\$3,010	\$3,092	\$3,177
HS Mixed Choir	\$2,007	\$2,062	\$2,119
HS Orchestra	\$2,007	\$2,062	\$2,119
HS Set Design/Construction – Fall Play	\$2,412	\$2,478	\$2,546
HS Technical Director - Fall Play	\$1,200	\$1,233	\$1,267

MS Chorus Accompanist (per concert)	\$297	\$305	\$314
Oak Band 7	\$1,019	\$1,047	\$1,076
Oak Band/Marching 8	\$1,019	\$1,047	\$1,076
Oak Chorus 7	\$934	\$960	\$986
Oak Chorus 8	\$934	\$960	\$986
Oak Fall Play Costume Design	\$679	\$698	\$717
Oak Fall Play Director	\$2,377	\$2,442	\$2,509
Oak Fall Play Production Manager	\$679	\$698	\$717
Oak Fall Play Technical Dir/Set Design & Instruction	\$2,377	\$2,442	\$2,509
Oak Jazz Band	\$1,669	\$1,715	\$1,762
Oak Musical Choreographer	\$1,427	\$1,466	\$1,507
Oak Musical Costume Design	\$679	\$698	\$717
Oak Musical Director (Stage)	\$2,853	\$2,932	\$3,012
Oak Musical Music Director	\$2,853	\$2,932	\$3,012
Oak Musical Pit Musician	\$605	\$622	\$639
Oak Musical Production Manager	\$679	\$698	\$717
Oak Musical Technical Dir/Set Design	\$2,853	\$2,932	\$3,012
Oak Orchestra 7	\$934	\$960	\$986
Oak Orchestra 8	\$934	\$960	\$986
Oak Select Band	\$1,891	\$1,943	\$1,996
Oak Select Chorus	\$1,891	\$1,943	\$1,996
Oak Select Orchestra	\$1,891	\$1,943	\$1,996
Paton Chorus	\$512	\$526	\$540
Piano Technician	\$2,535	\$2,605	\$2,676
Sherwood Band 5	\$521	\$535	\$550
Sherwood Band 6	\$521	\$535	\$550
Sherwood Chorus 5	\$521	\$535	\$550
Sherwood Chorus 6	\$521	\$535	\$550
Sherwood Musical Choreographer	\$714	\$734	\$754
Sherwood Musical Costume Design	\$510	\$524	\$538
Sherwood Musical Director (Stage)	\$1,426	\$1,465	\$1,506
Sherwood Musical Music Director	\$1,426	\$1,465	\$1,506
Sherwood Musical Production Manager	\$510	\$524	\$538

Sherwood Musical Tech Dir/Set Design	\$1,426	\$1,465	\$1,506
Sherwood Orchestra 5	\$521	\$535	\$550
Sherwood Orchestra 6	\$521	\$535	\$550
SILP Coordinator	\$4,084	\$4,197	\$4,312
SILP Director	\$9,664	\$9,929	\$10,202
SILP Technical Assistant	\$4,084	\$4,197	\$4,312
Spring Chorus	\$512	\$526	\$540
Treble Choir Honors	\$2,007	\$2,062	\$2,119
United Sound Band	\$1,985	\$2,040	\$2,096
United Sound Orchestra	\$1,985	\$2,040	\$2,096
United Sound Special Ed Professional	\$1,985	\$2,040	\$2,096
<b><u>HS Musical</u></b>	25-26	26-27	27-28
Artistic Design	\$1,060	\$1,090	\$1,120
Assistant Technical Director	\$701	\$720	\$740
Choreographer	\$2,412	\$2,478	\$2,546
Costume	\$1,060	\$1,090	\$1,120
Director	\$4,755	\$4,886	\$5,020
Lighting Design	\$1,040	\$1,068	\$1,098
Orchestra Director	\$693	\$712	\$731
Pit Musician	\$725	\$745	\$766
Production Manager	\$701	\$720	\$740
Set Design/Construction	\$2,412	\$2,478	\$2,546
Technical Director	\$1,664	\$1,709	\$1,756
Vocal Coach/Pianist	\$4,158	\$4,273	\$4,390