

**MEMORANDUM OF AGREEMENT (MOA)
BY AND BETWEEN THE
WACHUSETT REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE (WRSD)
AND THE
WACHUSETT REGIONAL EDUCATIONAL ASSOCIATION (WREA) –UNIT A**

May 17, 2022

Subject to ratification by their principals, the Negotiating Subcommittees of WRSD School Committee and the WREA (Unit A) Educators' 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 A), 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 A. 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 27 – LONGEVITY AND SALARY

The current 2020-2021 Seven-column salary grid (BA; BA+15; MA; MA+15; MA+30; 2MA/CAGS, Ph.D) Salary Grid shall be modified as follows for the 2022-2023 contract year:

Effective on the first teacher workday of the 2022-2023 school year, the salary grid shall be increased by two (2%) percent. See attached salary schedule.

APPENDIX II – EXTRA-CURRICULA STIPENDS (Non-Athletic)

Only the four department heads who presently earn a stipend that represents an amount equal to eighteen (18%) percent of the rate paid at Masters' Step 1 will, effective July 1, 2022, have their department head stipends increased to twenty-three (23%) percent of the rate paid at Masters' Step 1.

*“HIGH SCHOOL
WRHS*

% Masters Step 1

<i>Art Department Head</i>	<i>23.00%</i>
<i>Music Department Head</i>	<i>23.00%</i>
<i>Physical Education Department Head</i>	<i>23.00%</i>
<i>Wachusett Partnership Program Department Head</i>	<i>23.00%</i>

WACHUSETT REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE

By its duly authorized bargaining team member:

Sherrie Haber

Date: _____

WACHUSETT REGIONAL EDUCATION ASSOCIATION -- UNIT A

By its duly authorized bargaining team member:

Mary Shepherd, WREA President

Date: _____

WREA - UNIT A

2022-2023	2% COLA						
	BA	BA + 15	MA	MA + 15	MA + 30	2MA/CAGS	PhD
1	\$51,055	\$53,376	\$56,685	\$58,819	\$61,014	\$62,963	\$64,913
2	\$52,959	\$55,303	\$58,812	\$61,025	\$63,303	\$65,326	\$67,348
3	\$54,933	\$57,300	\$61,017	\$63,315	\$65,676	\$67,775	\$69,874
4	\$56,981	\$59,370	\$63,306	\$65,687	\$68,248	\$70,317	\$72,495
5	\$59,104	\$61,514	\$65,679	\$68,151	\$70,693	\$72,953	\$75,213
6	\$61,308	\$63,735	\$68,142	\$70,707	\$73,346	\$75,689	\$78,035
7	\$63,593	\$66,037	\$70,697	\$73,359	\$76,094	\$78,528	\$80,959
8	\$65,963	\$68,422	\$73,350	\$76,109	\$78,948	\$81,472	\$83,996
9	\$68,423	\$70,893	\$76,100	\$78,926	\$81,909	\$84,529	\$87,146
10	\$70,973	\$73,452	\$78,953	\$81,924	\$84,980	\$87,697	\$90,414
11	\$73,619	\$76,105	\$81,915	\$84,997	\$88,169	\$90,988	\$93,805
12	\$76,364	\$78,853	\$84,986	\$88,184	\$91,475	\$94,395	\$97,323
13	\$79,209	\$81,700	\$88,174	\$91,492	\$94,904	\$97,937	\$100,971
14	\$82,163	\$84,651	\$91,479	\$94,922	\$98,463	\$101,612	\$104,757