

## MEMORANDUM OF AGREEMENT

The Negotiating Subcommittee of the Whitman-Hanson Regional 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 Whitman-Hanson Education Association (hereinafter “the Association”), acting subject to the 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 of the contract negotiations for the successor Collective Bargaining Agreement that will be in effect for the one-year period from July 1, 2021 through June 30, 2022.

1. All terms and provisions of the predecessor Collective Bargaining Agreement that were effective from July 1, 2018 through June 30, 2021 shall, except as modified by the terms of this Memorandum, be extended for a one-year period from July 1, 2021 through June 30, 2022.
2. All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the terms of the successor Agreement unless otherwise provided for in this document.
3. Any written interim agreements that have been entered into by the parties since the ratification of the predecessor Collective Bargaining Agreement and that require the modification of existing contract language shall be incorporated into the new Collective Bargaining Agreement.

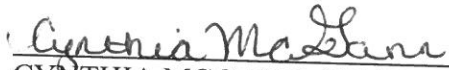
- 4. Appendix A-1. (July 1, 2021 through June 30, 2022). Effective July 1, 2021, increase all steps by one and one-half percent (1.5%).
- 5. Appendices A-2, A-3 and A-4. Effective July 1, 2021, increase the stipends listed in each appendix by one and one-half percent (1.5%).



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KEVIN KAVKA, PRESIDENT  
WHITMAN-HANSON EDUCATION  
ASSOCIATION

5-6-21

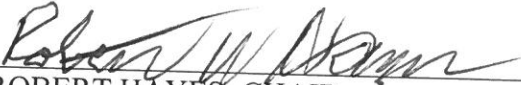
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CYNTHIA MCGANN, CHAIRPERSON  
WHITMAN-HANSON EDUCATION  
ASSOCIATION

5-5-21

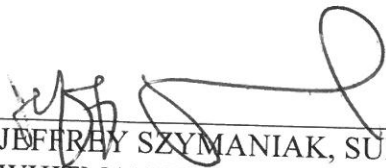
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ROBERT HAYES, CHAIR  
WHITMAN-HANSON REGIONAL  
SCHOOL COMMITTEE

5-3-21

DATE



\_\_\_\_\_  
JEFFREY SZYMANIAK, SUPERINTENDENT  
WHITMAN-HANSON REGIONAL  
SCHOOL DISTRICT

5-3-21

DATE

2021-2022 (1.5%)

STEP	B	B+15	B+30	MASTERS	M+15	M+30	M+45	CAGS/MM	PHD
1	49,368	51,268	53,013	55,094		58,912	59,865	60,822	61,003
2	52,223	54,146	56,046	57,949		61,781	62,734	63,691	65,599
3	55,364	57,317	59,222	61,149		64,966	65,919	66,871	68,774
4	58,592	60,505	62,412	64,329		68,139	69,100	70,059	71,965
5	61,781	63,685	65,592	67,507		71,329	72,280	73,234	75,139
6	65,280	67,192	69,105	71,023		74,836	75,787	76,740	78,645
7	68,781	70,692	72,600	74,518	76,423	78,333	79,285	80,234	82,140
8	71,964	73,880	75,791	77,693	79,602	81,520	82,473	83,425	85,330
9	73,044	77,060	78,968	80,881	82,791	84,701	85,666	86,627	88,534
10	74,839	81,332	83,266	85,201	87,136	89,068	90,045	91,018	92,949
11-19	76,633	85,603	87,563	89,519	91,480	93,436	94,424	95,409	97,363
20-29	78,356	87,527	89,242	91,239	93,239	95,234	96,242	97,247	99,240
30	80,130	89,278	91,026	93,064	95,104	97,138	98,167	99,191	101,226

-The B+30 column of the salary schedule shall be available only to those employees who occupied that column during the 2015-2016 school year, and no other employees shall be placed in that column.

-Commencing on July 1, 2016, step one (1) of the M+15 column shall be discontinued and each year thereafter the next step of said column shall be discontinued until all M+15 steps are eliminated.

ATHLETIC SALARY SCHEDULE 2021-2022 (1.5%)

SPORT	Group #	Sex	Level	Coaching Level	Steps					
					1	2	3	4	5	
<b>FALL</b>										
Football	I	1	M	V	HEAD	6988	7596	8257	8975	9756
		3	M	V	ASST	4469	4806	5166	5556	5975
		1	M	F	HEAD	3688	4013	4312	4683	5071
		1	M	F	ASST	2963	3290	3578	3942	4324
Golf	IV	1	M/W	V	HEAD	4224	4400	4583	4775	4974
Photographer	VI	1				1708	1708	1708	1708	1708
Soccer	III	2	M/W	V	HEAD	5189	5580	5999	6452	6938
		2	M/W	JV	HEAD	3616	3847	4091	4352	4629
	2	M/W	F	HEAD	2905	3123	3358	3611	3884	
Field Hockey	III	2	W	V	HEAD	5189	5580	5999	6452	6938
		2	W	JV	HEAD	3616	3847	4091	4352	4629
	2	W	F	HEAD	2905	3123	3358	3611	3884	
Cross Country	III	2	M/W	V	HEAD	5189	5580	5999	6452	6938
Cheerleading	III	1	W	V	HEAD	5189	5580	5999	6452	6938
		1	W	JV	ASST	1693	1799	1915	2037	2167
Volleyball	III	1	W	V	HEAD	5189	5580	5999	6452	6938
		1	W	JV	HEAD	3616	3847	4091	4352	4629
	1	W	F	HEAD	2905	3123	3358	3611	3884	
Strength & Conditioning	IV	1	M/W	V	HEAD	2905	3123	3358	3611	3884
<b>WINTER</b>										
Basketball	II	2	M/W	V	HEAD	5325	5726	6157	6620	7118
		2	M/W	JV	HEAD	4106	4415	4748	5105	5489
	2	M/W	F	HEAD	3616	3847	4091	4352	4629	
Ice Hockey	II	2	M/W	V	HEAD	5325	5726	6157	6620	7118
		1	M/W	JV	HEAD	1650	1799	1894	2037	2167
Wrestling	II	1	M	V	HEAD	5325	5726	6157	6620	7118
		1	M	V	ASST	3614	3847	4091	4352	4629
Track	II	2	M/W	V	HEAD	5325	5726	6157	6620	7118
		2	M/W	V	ASST	4106	4415	4748	5105	5489
Cheerleading	III	1	W	V	HEAD	5189	5580	5999	6452	6938
		1	W	JV	ASST	1693	1799	1915	2037	2167
Swimming	V	1	M/W	V	HEAD	2905	3123	3358	3611	3884
		1	M/W	JV	ASST	1693	1799	1915	2037	2167
Gymnastics	IV	1	M/W	V	HEAD	2905	3123	3358	3611	3884
Strength & Conditioning	IV	1	M/W	V	HEAD	2905	3123	3358	3611	3884
<b>SPRING</b>									0	
Baseball	III	1	M	V	HEAD	5189	5580	5999	6452	6938
		1	M	JV	HEAD	3616	3847	4091	4352	4629
	1	M	F	HEAD	2905	3123	3358	3611	3884	
Softball	III	1	W	V	HEAD	5189	5580	5999	6452	6938
		1	W	JV	HEAD	3616	3847	4091	4352	4629
	1	W	F	HEAD	2905	3123	3358	3611	3884	
Tennis	IV	2	M/W	V	HEAD	4224	4400	4583	4775	4974
Track	III	2	M/W	V	HEAD	5189	5580	5999	6452	6938
		4	M/W	V	ASST	3616	3847	4091	4352	4629
Lacrosse	III	2	M/W	V	HEAD	5189	5580	5999	6452	6938
		2	M/W	JV	HEAD	3616	3847	4091	4352	4629
Strength & Conditioning	IV	1	M/W	V	HEAD	2905	3123	3358	3611	3884

Appendix A-4 STUDENT ACTIVITIES SALARY SCHEDULE (ALL YEARS) 2018-2021

HIGH SCHOOL	POSITIONS	2020-2021 (2.2%)	2021-2022 (1.5%)
CLASS ADVISORS			
FRESHMEN	2	1158	1176
SOPHOMORE	2	1431	1453
JUNIOR	2	1980	2010
SENIOR	2	2454	2491
CLUB ADVISORS			
DECA	2	1979	2009
DRAMA (FALL THEATER PRODUCTION)	1	2454	2491
DRAMA (SPRING THEATER PRODUCTION)	1	2454	2491
HABITAT FOR HUMANITY	1	1227	1246
HISTORY	1	1227	1246
KEY CLUB	1	1227	1246
MARINE BIOLOGY	1	1227	1246
MATH TEAM	1	1979	2009
MOCK TRIAL/ECONOMICS	1	1979	2009
PROTECT	1	1158	1176
RADIO/TV	1	1979	2009
ROBOTICS	1	1979	2009
S.A.D.D.	1	1935	1964
RAINBOW ALLIANCE	1	1762	1789
ASTRONOMY	1	1227	1246
MODEL UN	1	1227	1246
SPECIAL INTEREST GROUPS	3	533	541
STUDENT ACTIVITIES ADVISORS			
BAND	1	7359	7469
MAJORETTE	1	1227	1246
CHOREOGRAPHER	1	1833	1860
JAZZ ENSEMBLE	1	2870	2913
NATIONAL HONOR SOCIETY	1	1979	2009
PIANO ACCOMPANIST (SPRING)	1	1209	1227
PUBLICITY	1	1633	1658
SEAC	1	2361	2396
SHOW CHOIR	1	3363	3413
SITE BASED TECH ASSISTANT	7	803	815
SITE BASED WEBSITE ASSISTANT	7	804	816
STUDENT ACTIVITIES TREASURER	1	2454	2491
STUDENT COUNCIL	2	3148	3196
YEARBOOK EDITOR	1	3148	3196
YEARBOOK MANAGER	1	3148	3196
BEST BUDDIES	1	1227	1246
ACADEMIC HONOR SOCIETY	6	681	691
MIDDLE SCHOOLS			
CHORUS	2	1553	1576
DRAMA	2	1553	1576
COMMUNITY SERVICE	2	1553	1576
RENAISSANCE	4	1553	1576
STUDENT COUNCIL	2	1553	1576
YEARBOOK	2	1553	1576
ELEMENTARY SCHOOLS			
STUDENT COUNCIL	3	776	788
POSITIONS NOT FUNDED THROUGH LEA BUDGET			
AFTER SCHOOL PROGRAM (HOURLY)		34.27	34.79
DRIVER'S EDUCATION INSTRUCTORS		1,983	2,013
SUMMER SCHOOL (HOURLY)		32.00	32.48
DRIVER'S EDUCATION INSTRUCTORS (HOURLY)		29.93	30.38

Appendix A-2

Teacher Leaders, Mentors, and Community Evening School

	2020-2021	2021-2022
Teacher Leader	500	508
Mentor Coordinator	3000	3045
Mentors	500	508
Student Mentor Coordinator (Gr 9)	500	508
Nurse Leader	6500	6598

Teacher Leaders, Mentor Coordinators, Mentors and Community Service Learning Stipend Positions are pensionable.  
Community Service Learning/Community Evening School Staff- The contracted stipend will be determined on an annual basis.