

**MEMORANDUM OF AGREEMENT
BETWEEN THE
HAVERHILL SCHOOL COMMITTEE
AND THE
HEA'S TEACHER GROUP**


Having bargained collectively pursuant to Chapter 150E of the General Laws, the Haverhill School Committee ("the School Committee") and the HEA's Teacher Group ("the Group") hereby agree to amend the current July 1, 2019 – June 30, 2022 Collective Bargaining Agreement with the modification set forth below:

1. "ARTICLE XXXIV- DIFFERENTIALS" of the current Agreement shall be deleted in its entirety and "Attachment A - ARTICLE XXXIV- DIFFERENTIALS" shall be inserted in place thereof.

Signed in the City of Haverhill on this ___ day of September, 2020.



HAVERHILL SCHOOL COMMITTEE



HAVERHILL EDUCATION
ASSOCIATION - TEACHERS GROUP

Attachment A

ARTICLE XXXIV– DIFFERENTIALS

Professional Development training workshops provided by the teachers in the district, approved by the Superintendent or his/her designee, those that prepare and lead such workshops shall be compensated \$400 for preparation for a half-day presentation and \$700 for a full day presentation excluding lead teachers and any other position that has presentation/training in the job description.

<u>High School Advisors</u>	<u>Effective July 1, 2020</u>
Class Advisors	
Grade 9	\$1,183
Grade 10	\$1,183
Grade 11	\$1,828
Grade 12	\$3,440
Classical Academy Advisors	
Grade 9	\$1,075
Grade 10	\$1,075
Grade 11	\$1,075
Grade 12	\$1,075
Brown & Gold Advisor	\$1,828
Yearbook Advisor	\$2,903
National Honor Society Advisor	\$1,828
Talent Show Advisor	\$1,183
Student Council Advisor	\$1,828
Fall Play Advisor	\$2,903
Literacy Magazine Advisor	\$1,828
Global Youth Leadership Institute Advisor	\$1,828
Business National Honor Society Advisor	\$1,828
Foreign Language National Honor Society Advisor	\$1,828
Spring Musical Advisor	\$2,902
Winter Musical Advisor	\$2,902
<u>High School Instructors</u>	<u>Effective July 1, 2020</u>
Choral Director	\$4,623
Band – Marching/Concert/Jazz Director	\$4,623
Assistant Band Director	\$1,828
Color Guard	\$1,505
Trivia/Quiz Club	\$2,365
Debate/Academic Decathlon Team	\$1,183
Band Percussion Instructor	\$1,505
Model United Nations	\$1,075
VHS Instructor	\$860
AP Coordinator	\$2,500
<u>Deans</u>	<u>Effective July 1, 2019</u>
Humanities/English	\$4,000
Humanities/Social Studies	\$4,000

Jazz Band Director (district-wide)	\$1,505
Grade 8 Class Play (per school)	\$660
Choral Directors (per school)	\$660
Academic Bowl Coordinator (district-wide)	\$2,985
Academic Bowl Coach (5-6 and 7-8 per school)	\$660
Junior National Honor Society Advisor	\$660
Enrichment Club Advisors (i.e. art, music, chess, etc.) (per approved activity)	\$660
Student Council Advisor (per school)	\$400
Talent Show Advisor (per school)	\$400
Middle School Class Trip Coordinator (per school)	\$500
Model UN Advisor (Per Middle School)	\$800
Intramural Sports Coordinator	\$7,000
Elementary School Coed Cross Country Coach (per school)	\$300
Elementary School Coed Track Coach (per school)	\$450
Middle School Intramural Site Representative (per school)	\$300
Middle School Basketball Coach (per team)	\$600
Middle School Cheerleading Coach (per team)	\$600
Middle Coed Cross Country Coach (per team)	\$400
Middle School Coed Outdoor Track Coach (per team)	\$550
Middle School Soccer Coach (per team)	\$500
Middle School Volleyball Coach (per team)	\$250

Other Differentials

	2020-21	2021-22
Tutors	\$37.50/hour	\$40/hour
Summer School Teacher	\$37.50/hour	\$40/hour
Evening School Teachers	\$37.50/hour	\$40/hour
MCAS Math Prep Teachers	\$37.50/hour	\$40/hour
After School Librarian HHS (up to 1 hr. per day)	\$37.50/hour	\$40/hour
Academic Bowl Moderator	\$37.50/hour	\$40/hour

Educational Team Facilitators	\$1,075
Lead Teacher	\$1,183
Head Teacher	\$2,903 (plus \$242 per homeroom)
MCAS English Language Arts Teacher Specialist	\$9,000
MCAS Math Teacher Specialists	\$9,000
MCAS Support-High School	\$4,500
Learning for Life Coordinator	\$8,600
Out of District SPED Placement Coordinator	\$4,300
Extended Service	
HHS Night Alternative Program Coordinator	\$3,225
MCAS Alt. Assessment (per standard)	\$1,075

STEM/Mathematics	\$4,000
Fine Arts	\$4,000
Science and Technology	\$4,000
CTE/CTVE and Business	\$4,000
Foreign Language	\$4,000

High School Club Coordinators

Effective July 1, 2020

Key Club	\$1,075
French Club	\$1,075
German Club	\$1,075
Italian Club	\$1,075
Spanish Club	\$1,075
Multilingual/Multicultural Club	\$1,075
S.A.D.D.	\$1,075
S.T.O.P.	\$1,075
Ecology Club (HELP)	\$1,075
Drama Club	\$1,075
Words Not Weapons/VIP	\$1,075
Ultimate Frisbee Club	\$1,075
Math Club	\$1,075
Science Club	\$1,075
Latin Club	\$1,075
GSLTA Advisor	\$1,075
Audio Visual Club	\$1,075
Excel Club	\$1,075
Interact Club	\$1,075
Snowboard Club	\$1,075
Creative Writing Club	\$1,075
Anime and Gaming Club	\$1,075
Art Club	\$1,075
Book Club	\$1,075
Comedy Club	\$860
Fashion Club	\$1,075
Garden Club	\$1,075
Girls Learn International	\$1,075
Mock Trial Team	\$1,075
Robotics Club	\$1,075
Social/Friendship Club – Special Education	\$1,075
UNICEF/UNIVISION/Amnesty International Club	\$1,075
KPOP	\$1,075
Film Club	\$1,075
Photography	\$1,075
Spoken Word	\$1,075
Young Leftists Club	\$1,075

K-8 Differentials

Effective July 1, 2020

Yearbook (per school)	\$1,183
Student Council (per school)	\$660

Title I Parent Facilitator (per school)	\$3,360
Title I Parent Facilitator-Coordinator (district)	\$3,675

Note:

1. Positions that are split will share the differential.
2. All differentials will include a review of the responsibilities, expectations, and measures of accountability.
3. If student participation fails to justify the activity, the Principal may discontinue that activity for that school year with proper notification to the Haverhill Education Association and the Superintendent of Schools.
4. All differentials are contingent on appropriation and enrollment.
5. When a new stipend position (clubs, activities) is created, the Association and the Committee agree to negotiate an annual stipend and to incorporate the position into this Collective Bargaining Agreement.
6. All differential positions shall be annual appointments.

