

MEMORANDUM OF AGREEMENT

The Springfield School Committee and the Springfield Administrators Association, MTA/NEA agree to the following specific modifications to the Collective Bargaining Agreement between the Parties. Unless specifically modified herein, the terms and conditions of the collective bargaining agreement covering the period from July 1, 2019 through June 30, 2022 shall remain in effect with the following amendments:

1. **ARTICLE 28 DURATION.** Amend the Duration Clause to reflect a three-year contract duration for the period of July 1, 2022 through June 30, 2025.
2. **SALARY RANGES.** The Parties have agreed to the following adjustments to the Salary Ranges applicable to members of the bargaining unit:
 - a. Effective on July 1, 2022, increase the starting salary range for each title by four thousand dollars (\$4,000.00);
 - b. Effective on July 1, 2022, increase the maximum cap on the salary range for each title by four thousand dollars (\$4,000.00);
 - c. Effective on July 1, 2023, increase the ranges for each title by two and one-quarter percent (2.25%); and
 - d. Effective on July 1, 2024, increase the ranges for each title by two and one-quarter percent (2.25%).
3. **PERFORMANCE INCREASES.** The Parties agree that bargaining unit members will be provided with their performance-based increases pursuant to the terms of the collective bargaining agreement.
4. **SALARY UPON WHICH PERFORMANCE PAY IS BASED FOR '21-'22.** The Parties have agreed to utilize the salary effective on July 1, 2022 as the base for annual performance pay for 2021-2022 performance-based raises for bargaining unit members. *Therefore, if an employee's salary after the performance based increase is calculated is less than the new base (minimum salary), the employee's salary will be moved to the base. For example, if Employee A's salary was \$94,000 for the July 1, 2021 through June 30, 2022 period and they receive a 3% performance based increase for '21 - '22 which would equal \$96,820 salary effective for July 1, 2022, their new salary would not be \$96,820. Instead, their new salary effective for July 1, 2022 would be brought to the new minimum of \$97,471.26.*
5. **Integrated Contract Document.** The Parties agree that in the event of a ratification of this Memorandum of Agreement by all Parties, the Parties will cooperate in the preparation of a fully integrated collective bargaining agreement reflecting the changes contained in this Memorandum of Agreement.
6. This Agreement is subject to ratification by the Union and ratification and funding by the School Committee.

SAA Salary Ranges for 2023-2025.

2022-2023	\$4,000 Increase to range - base and maximum	Supervisor/Assistant Principal	Base	\$97,471.26
			Maximum	\$123,687.00
		Director/Associate Principal	Base	\$99,723.81
			Maximum	\$125,727.00

2023-2024	2.25% increase to range - base and maximum	Supervisor/Assistant Principal	Base	\$99,664.36
			Maximum	\$126,469.96
		Director/Associate Principal	Base	\$101,967.60
			Maximum	\$128,555.86

2024-2025	2.25% increase to range - base and maximum	Supervisor/Assistant Principal	Base	\$101,906.81
			Maximum	\$129,315.53
		Director/Associate Principal	Base	\$104,261.87
			Maximum	\$131,448.36

For the Union:

Ronald P. Alameda

 President, SAA

Dated: March 28, 2023

For the School Committee:

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Dated: March __, 2023