

MEMORANDUM OF AGREEMENT
BETWEEN THE
HAVERHILL PUBLIC SCHOOLS SUPERVISORY
AND ADMINISTRATIVE GROUP
AND THE
HAVERHILL SCHOOL COMMITTEE
INTERIM PRINCIPALS

WHEREAS, the Haverhill School Committee (“the School Committee”) and the Haverhill Public Schools Supervisory and Administrative Group (“the Group”) are parties to a Collective Bargaining Agreement covering the period from July 1, 2017 through June 30, 2020 (“the Contract”);

WHEREAS, the Group and the School Committee recognize that from time to time Members of the Group may seek to advance to Principal positions when a vacancy arises and recognize that the Superintendent has the sole authority to make such appointments under terms as allowed by law and agreed to by the parties;

WHEREAS, in certain circumstances, the Superintendent and the Group Member may wish to agree that an interim appointment to a Principal position would be appropriate, in particular when a Principal vacancy is unforeseen;

WHEREAS, the Contract is silent regarding a Group Member’s status with the bargaining unit when a Member of the Group is appointed to serve in an Interim Principal position;

NOW, THEREFORE, having bargained collectively pursuant to Chapter 150E of the General Laws, the Group and the School Committee agree to the following terms and conditions:

1. The Superintendent of Schools has the right to appoint a Group Member to fill a vacant Principal position on an interim basis.
2. The terms and conditions of employment of the interim appointment shall be negotiated between the Superintendent of Schools and the Group Member. The Group Member is under no obligation to accept the interim appointment.

3. In the event that either the Superintendent declines to select the Group Member for a permanent appointment or the Group Member declines to apply for and accept a permanent appointment, the Group Member shall have the right to return to the classification and a position equivalent to the one from which he/she was appointed as of July 1 of the following contract year. No Group Member shall lose his/her position as a result of an Interim Principal returning to his/her classification and an equivalent position pursuant to this Paragraph.
4. Time served in the Interim Principal position shall count for all purposes under the Contract, including, but not limited to, seniority, placement on the salary schedule and longevity.

HAVERHILL SCHOOL COMMITTEE

HAVERHILL PUBLIC SCHOOLS
SUPERVISORY AND
ADMINISTRATIVE GROUP

By: _____
Margaret Marotta, Superintendent

By: _____
Kevin Higginbottom, President

Dated: _____

Dated: _____