

**Memorandum of Agreement
Between the
Haverhill Education Association
And the
Haverhill School Committee**

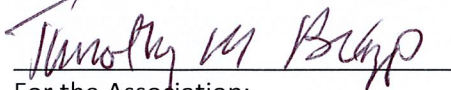
Whereas the following HPS employees have migrated from the ESP bargaining unit to Principal Clerk positions in the Secretaries bargaining unit: Holly Arsenault, Kelly Diffin, Jealix Duran, Anadelia Garcia, Heidi Hannon, Katie Jalbert, Susan Kinser, Rose Leonard-Flynn, Michelle Merritt, Carrie Anne Torossian and Samantha Torres;

And, Whereas the parties have negotiated the terms and conditions of their employment,

The parties hereby agree to the following:

1. The above referenced Principal Clerks will be paid \$900 retroactive compensation for fiscal year '22, (the 2021-2022 school year). No retroactive wages shall be due and owing to any person not employed at the time of the ratification of this agreement, or any subsequent agreement.
2. Effective on the first day of fiscal year '23, (the 2022-2023 school year) such employees will transition to Principal Clerk job titles and migrate to the step on the Principal Clerks' salary scale which is the next highest step above their Fiscal Year '22 compensation. Thereafter, they will proceed on the Principal Clerks salary scale.
3. Effective for fiscal year 2023 and beyond, duties previously completed by the ten (10) month clerks, will be added to the Principal Clerk job description.
4. Ten (10) month principal clerks will work the 181 day schedule, and will observe the holidays, vacations and school closures within the school year.
5. Sick day accumulation will continue at fifteen (15) days.
6. Reference the remaining terms and conditions of the contract.

This MOA is subject to the ratification of the parties.


For the Association:


For the School Committee:

Date: 1/12/23

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FY20	11 Month	12 Month	Book Keeper
1	\$ 31,759	\$ 35,866	\$ 36,970
2	\$ 33,825	\$ 38,199	\$ 39,302
3	\$ 36,026	\$ 40,685	\$ 41,789
4	\$ 38,369	\$ 43,332	\$ 44,436
5	\$ 40,865	\$ 46,149	\$ 47,254
6	\$ 43,162	\$ 48,771	\$ 50,249

FY21 - 1.75%	11 Month	12 Month	Book Keeper
1	\$ 32,315	\$ 36,494	\$ 37,617
2	\$ 34,417	\$ 38,867	\$ 39,990
3	\$ 36,656	\$ 41,397	\$ 42,520
4	\$ 39,040	\$ 44,090	\$ 45,214
5	\$ 41,580	\$ 46,957	\$ 48,081
6	\$ 43,917	\$ 49,624	\$ 51,128

FY22 - 2.00%	11 Month	12 Month	Book Keeper
1	\$ 32,961	\$ 37,224	\$ 38,369
2	\$ 35,105	\$ 39,645	\$ 40,790
3	\$ 37,390	\$ 42,225	\$ 43,371
4	\$ 39,821	\$ 44,972	\$ 46,118
5	\$ 42,412	\$ 47,896	\$ 49,043
6	\$ 44,796	\$ 50,617	\$ 52,151
7	\$ 46,596	\$ 52,417	\$ 53,951

FY23 - 1.75%	10 Month 6 Hr	10 Month 6.5 Hr	10 Month 7 Hr	11 Month 7Hr	12 Month 7Hr	Book Keeper 7Hr
1	\$ 25,886	\$ 28,043	\$ 30,200	\$ 33,538	\$ 37,875	\$ 39,041
2	\$ 27,569	\$ 29,867	\$ 32,164	\$ 35,720	\$ 40,339	\$ 41,503
3	\$ 29,364	\$ 31,811	\$ 34,258	\$ 38,044	\$ 42,964	\$ 44,130
4	\$ 31,274	\$ 33,880	\$ 36,486	\$ 40,518	\$ 45,759	\$ 46,925
5	\$ 33,307	\$ 36,083	\$ 38,858	\$ 43,154	\$ 48,734	\$ 49,901
6	\$ 35,200	\$ 38,133	\$ 41,066	\$ 45,580	\$ 51,503	\$ 53,064
7	\$ 36,620	\$ 39,672	\$ 42,723	\$ 47,411	\$ 53,334	\$ 54,895