

**Spencer-East Brookfield Regional School District**

**Memorandum of Understanding**

**Increase to stipends**

**1. Memorandum of Understanding**

This Memorandum of Understanding articulates the fact that the parties agree to apply 2% in 2022-2023; 2% in 2023-2024; and 2% in 2024-2025 for the life of the CBA 2022-2025 to not only salaries but stipends, as well. Stipends will remain subject to appropriation. However, all stipends that are funded within a given fiscal year will receive a 2% increase each year of the Collective Bargaining Agreement between the Spencer-East Brookfield Regional School Committee and Spencer-East Brookfield Regional Teachers Association.

**2. The School Committee and Membership of Unit A, (Teachers) are participating in the Memorandum of Understanding as partners. They are committed to the mission of the MoU and will work together to achieve its strategic objectives.**

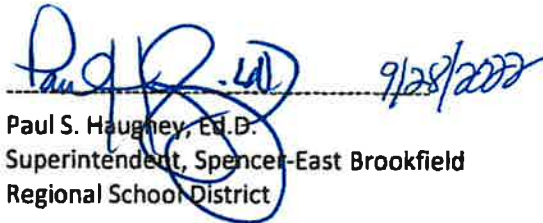
**3. Amendments to the Memorandum of Understanding**

The partners may agree to amend this Memorandum of Understanding, provided that they support the incorporation of the amendment into this document. As stated above, this Memorandum of Understanding is a one-time amendment and will remain in effect until June 30, 2025.

Signed:



Peter Bogren  
President, Unit A CBA



Paul S. Haughey, Ed.D.  
Superintendent, Spencer-East Brookfield  
Regional School District

SEBRSD  
 DPHS Extra Duty Stipends  
 2023-2025

David Prouty Extra Duty Stipends	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Art Club	500	515	530	541	552	563
Cheerleading Tournament	1,316	1,355	1,396	1,424	1,452	1,481
Choral Director	727	749	771	787	803	819
Computer Programming Club	500	515	530	541	552	563
Computer-based Reading Program Coordinator	538	554	571	582	594	606
Department Head	2,453	2,527	2,602	2,654	2,707	2,761
Dir Project Fair	1,055	1,087	1,119	1,142	1,165	1,188
Diversity Club	1,000	1,030	1,061	1,082	1,104	1,126
Environmental Science Club	1,000	1,030	1,061	1,082	1,104	1,126
E-sports Coach	2,000	2,060	2,122	2,164	2,207	2,251
Freshman Class Advisor	898	925	953	972	991	1,011
Game Club	500	515	530	541	552	563
Healthy Decisions Club	500	515	530	541	552	563
Junior Class Advisor	1,271	1,309	1,348	1,375	1,403	1,431
Lead Nurse	1,250	1,288	1,326	2,000	2,040	2,081
Marching Band Assistant	3,759	3,872	3,988	4,068	4,149	4,232
Marching Band Director	5,580	5,747	5,920	6,038	6,159	6,282
Math Club	500	515	530	541	552	563
Musical Dir.	1,733	1,785	1,839	1,875	1,913	1,951
National Honor Society	1,940	1,998	2,058	2,099	2,141	2,184
Play Director	1,628	1,677	1,727	1,762	1,797	1,833
Restraint Trainer (per semester)	250	258	265	271	276	282
Science Club	500	515	530	541	552	563
Senior Class Advisor	1,429	1,472	1,516	1,546	1,577	1,609
Set Construction-Play/Musical	1,067	1,099	1,132	1,155	1,178	1,202
Social Issues Club	500	515	530	541	552	563
Sophomore Class Advisor	898	925	953	972	991	1,011
Student Council Advisor	2,133	2,197	2,263	2,308	2,354	2,401
Summer Reading Coordinator	533	549	565	577	589	601
Technology Coordinator	3,294	3,393	3,495	3,564	3,635	3,708
Virtual HS Site Coord (Per Semester)	1,500	1,545	1,591	1,623	1,655	1,688
Yearbook Business Migr	1,055	1,087	1,119	1,142	1,165	1,188
Yearbook Director	2,466	2,540	2,616	2,669	2,722	2,776
<b>Total Extra Duty Stipends</b>	<b>46,273</b>	<b>47,661</b>	<b>49,091</b>	<b>50,720</b>	<b>51,735</b>	<b>52,770</b>
<b>Increase</b>				<b>1,629</b>	<b>1,015</b>	<b>1,035</b>

SEBRSD  
Middle School Extra Duty Stipends  
2023 - 2025

Middle School Extra Duty Stipends	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Technology Coordinator	1,791	1,845	1,900	1,938	1,977	2,017
Peer Leader Advisor (2)	1,500	1,545	1,591	1,623	1,655	1,688
Peer Leader Advisor (1)	1,500	1,545	1,591	1,623	1,655	1,688
Yearbook Advisor	1,100	1,133	1,167	1,190	1,214	1,238
National Junior Honor Society Advisor	1,500	1,545	1,591	1,623	1,655	1,688
Student Council Advisor	1,500	1,545	1,591	1,623	1,655	1,688
Art Club	1,100	1,133	1,167	1,190	1,214	1,238
Cheerleading Club	1,100	1,133	1,167	1,190	1,214	1,238
Chess Club	1,100	1,133	1,167	1,190	1,214	1,238
Drama Club	1,100	1,133	1,167	1,190	1,214	1,238
Latin Club	1,100	1,133	1,167	1,190	1,214	1,238
Garden Club	1,100	1,133	1,167	1,190	1,214	1,238
Robotics Club	1,100	1,133	1,167	1,190	1,214	1,238
Table Top Games Club	1,100	1,133	1,167	1,190	1,214	1,238
Tennis Club (1)	1,100	1,133	1,167	1,190	1,214	1,238
Tennis Club (2)	1,100	1,133	1,167	1,190	1,214	1,238
Newspaper Club	1,100	1,133	1,167	1,190	1,214	1,238
Student Book Club	1,100	1,133	1,167	1,190	1,214	1,238
Band	1,100	1,133	1,167	1,190	1,214	1,238
Fall Intramurals	200	206	212	216	220	224
Winter Intramurals	200	206	212	216	220	224
Spring Intramurals	200	206	212	216	220	224
<b>Total Extra Duty Stipends</b>	<b>23,791</b>	<b>24,505</b>	<b>25,240</b>	<b>25,738</b>	<b>26,253</b>	<b>26,773</b>
<b>Increase</b>				<b>498</b>	<b>515</b>	<b>520</b>

SEBRSD  
Elementary School Extra Duty Stipends  
2023 - 2025

Elementary School Extra Duty Stipends	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Technology Coordinator	1,791	1,845	1,900	1,938	1,977	2,017
Science Fair Director	900	927	955	974	993	1,013
Knowledge Olympiad	900	927	955	974	993	1,013
Basketball Intramurals	140	144	149	151	154	157
Band	1,100	1,133	1,167	1,190	1,214	1,238
<b>Total Extra Duty Stipends</b>	<b>4,831</b>	<b>4,976</b>	<b>5,125</b>	<b>5,228</b>	<b>5,333</b>	<b>5,440</b>
Increase				<b>103</b>	<b>105</b>	<b>107</b>



Spencer-East Brookfield Regional School District  
 Middle School Athletic Stipends  
 2023 - 2025

Cat	MS Athletic Stipends	2019-2020			2020-2021			2021-2022			2022-2023			2023-2024			2024-2025		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3			
1	Football	2,485	2,696	2,901	2,560	2,777	2,988	2,636	2,860	3,078	2,689	2,917	3,139	2,743	2,976	3,202	2,798	3,035	3,266
2	Boys Basketball	1,710	1,896	1,875	1,761	1,953	1,931	1,814	2,011	2,188	1,850	2,052	2,232	1,887	2,093	2,277	1,925	2,135	2,322
2	Girls Basketball	1,710	1,896	1,875	1,761	1,953	1,931	1,814	2,011	2,188	1,850	2,052	2,232	1,887	2,093	2,277	1,925	2,135	2,322
3	Boys Soccer	1,503	1,688	1,875	1,548	1,739	1,931	1,595	1,791	1,989	1,626	1,827	2,029	1,659	1,863	2,070	1,692	1,900	2,111
3	Girls Soccer	1,503	1,688	1,875	1,548	1,739	1,931	1,595	1,791	1,989	1,626	1,827	2,029	1,659	1,863	2,070	1,692	1,900	2,111
3	Baseball	1,503	1,688	1,875	1,548	1,739	1,931	1,595	1,791	1,989	1,626	1,827	2,029	1,659	1,863	2,070	1,692	1,900	2,111
3	Softball	1,503	1,688	1,875	1,548	1,739	1,931	1,595	1,791	1,989	1,626	1,827	2,029	1,659	1,863	2,070	1,692	1,900	2,111
3	Field Hockey	1,503	1,688	1,875	1,548	1,739	1,931	1,595	1,791	1,989	1,626	1,827	2,029	1,659	1,863	2,070	1,692	1,900	2,111
4	Boys Cross Country	1,287	1,476	1,660	1,326	1,520	1,710	1,365	1,566	1,761	1,393	1,597	1,796	1,421	1,629	1,832	1,449	1,662	1,869
4	Girls Cross Country	1,287	1,476	1,660	1,326	1,520	1,710	1,365	1,566	1,761	1,393	1,597	1,796	1,421	1,629	1,832	1,449	1,662	1,869
Total MS Athletic Stipends		15,994	17,880	19,346	16,474	18,416	19,926	16,968	18,969	20,922	17,307	19,348	21,340	17,654	19,735	21,767	18,007	20,130	22,203

Increase

339 379 418 346 387 427 353 395 435