

**MEMORANDUM OF AGREEMENT**  
**BETWEEN THE**  
**STONEHAM SCHOOL COMMITTEE**  
**AND THE**  
**STONEHAM EDUCATORS ASSOCIATION**  
**(APPENDIX A STIPENDS)**

This Memorandum of Agreement is entered into by and between the Stoneham School Committee (“Committee”) and the Stoneham Educators Association (“Association”) on the date set forth below.

**Whereas**, the Committee and Association are parties to a Collective Bargaining Agreement with respect to Teachers in effect from July 1, 2022 to June 30, 2025; and

**Whereas**, such Collective Bargaining Agreement sets forth, in Appendix A, extracurricular stipends; and

**Whereas**, such Collective Bargaining Agreement provides for a joint committee to meet to study Appendix A stipends; and

**Whereas**, such joint committee has met to study Appendix A stipends and has submitted recommendations to the parties’ principals for ratification votes;

**Now, therefore**, the Parties hereby agree as follows:

- A. Effective July 1, 2023, Appendix A of such Collective Bargaining Agreement is hereby amended by striking out, beginning on page 32 and continuing to page 37, all language appearing between the heading “Athletic Stipends” and Subsection A - Longevity Increases for Service in Stoneham, and replacing such language with the following:

**Stoneham High School - Extra-Curricular Activities**

<b>Position</b>	<b>2023-2024 and 2024-2025</b>
Art Club Advisor	\$1,200.00
Asian Culture Club	\$900.00
Band Director	\$6,000.00
Carnival Ball Advisor	\$2,000.00
Chess Club Advisor	\$650.00
Community Club Advisor	\$1,600.00
Connections Council Advisor	\$2,000.00
Drama Club Spring Director for Musical	\$2,000.00
Spring Musical/Music Director	\$2,000.00

Drama Club Spring Advisor	\$1,693.00
Drama Club Spring Assistant Director	\$1,300.00
Drama Club Spring Technical Director	\$1,300.00
Drama Choreographer	\$1,000.00
Drama Club Fall Production Advisor	\$1,693.00
Drama Club Fall Production Assistant Director	\$1,300.00
Drama Club Fall Production Stage Director	\$2,000.00
Drama Club Fall Production Technical Director	\$1,300.00
Drama Club Winter Director	\$2,000.00
Drama Club Winter Asst. Director	\$1,300.00
Drama Club Winter Advisor	\$1,693.00
Drama Club Winter Technical Director	\$1,300.00
French Club Advisor	\$1,200.00
Gender and Sexuality Alliance Club Advisor	\$2,000.00
Grade 10 Advisor	\$1,200.00
Grade 11 Advisor	\$1,900.00
Grade 12 Advisor	\$2,900.00
Grade 9 Advisor	\$1,200.00
Interact Club Advisor	\$2,000.00
Math Team Advisor	\$1,600.00
National Honor Society Advisor	\$650.00
Outreach Club Advisor	\$900.00
Robotics Club SHS	\$2,000.00
Photography	\$650.00
SOAR (Students Organizing Against Racism)	\$2,000.00
SPARC Advisor	\$650.00
SPARTAN T.V. News	\$1,200.00
Student Council Co-Advisor	\$1,500.00
Student Council Co-Advisor	\$1,500.00
Test Co-Coordinator (MCAS) / And Advanced Placement (SEA Member)	\$2,400.00
World Language and Culture Club Advisor	\$1,200.00
Yearbook Advisor	\$4,292.00
Yearbook Assistant	\$2,919.00
Green Club Advisor	\$650.00
NEASC Chairperson (x2)	\$2,000.00
NEASC Chairperson (x2)	\$2,000.00

**Stoneham Central Middle School Extra-Curricular Activities**

<b>Position</b>	<b>2023-2024 and 2024-2025</b>
Art Club	\$1,200.00
Basketball club	\$650.00
Chess Club Advisor	\$650.00
Dodgeball club	\$650.00
Drama Club Director	\$1,600.00
Drama Music Director Spring	\$1,200.00
Technical Director Spring	\$1,200.00
Garden Club	\$1,200.00
GSA	\$900.00
History Club	\$1,200.00
Jazz Band	\$1200.00
Junior Great Book Club 5 and 6	\$900.00
Junior Great Book Club 7 and 8	\$900.00
Math Team	\$1,600.00
Origami Club	\$650.00
Robotics Club Lead	\$2,000.00
COPE (Student Council)	\$1,200.00
Robotics Club Assistant	\$1,600.00
Yearbook Editor	\$1,200.00
Test Co-Coordinator (MCAS)	\$1,200.00
Test Co-Coordinator (MCAS)	\$1,200.00

**Additional Responsibilities/Teacher Leadership**

<b>Position</b>	<b>2023-24</b>	<b>2024-25</b>
DIBELS Coordinator Robin Hood	\$600.00	\$660.00
DIBELS Coordinator Colonial park	\$600.00	\$660.00
DIBELS Coordinator South	\$600.00	\$660.00
Safety Care Coordinator	\$2,000.00	\$2,000.00
Lead Teacher (SS)	\$2,700.00	\$2,970.00
Lead Teacher (CP)	\$2,700.00	\$2,970.00
Lead Teacher (RH)	\$2,700.00	\$2,970.00
Mentor Coordinator	\$2,000.00	\$2,200.00
Mentors	\$1,000.00	\$1,200.00
SHS Department Heads (Sci, Eng., SS, & Math) (5-12)	\$6,000.00	\$6,000.00

ELL Coordinator (PK-12)	\$6,000.00	\$6,000.00
Visual and Performing Arts (k-12)	\$6,000.00	\$6,000.00
Guidance (5-12)	\$6,000.00	\$6,000.00
World Language (6-12)	\$6,000.00	\$6,000.00
Middle School Team Leaders (x5)	\$1,800.00	\$1,800.00
District Lead Nurse	\$6,000.00	\$6,000.00
SHINE Coordinator	\$1,500.00	\$1,500.00
District Attendance Officer	\$7,892.00	\$7,892.00
<b>Grant Funded Positions</b>		
CMS ST Match Champion Facilitator	\$500.00	\$500.00
RH ST Math Champion Facilitator	\$500.00	\$500.00
CP ST Math Champion Facilitator	\$500.00	\$500.00
SS Math Champion Facilitator	\$500.00	\$500.00
Mental Health Grant Coordinator (CP)	\$500.00	\$500.00
Mental Health Grant Coordinator (RH)	\$500.00	\$500.00
Mental Health Grant Coordinator (SS)	\$500.00	\$500.00
Seal of Biliteracy	\$900.00	\$900.00
Think SRSD Data Collection Facilitator	\$800.00	\$800.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coach	\$600.00	\$600.00
UDL Coordinator (additional stipend)	\$600.00	\$600.00
MISCELLANEOUS		
Overnight Field Trip W/O Assistance of Travel Company DURING school	\$200.00	\$200.00
Overnight Field Trip W/O Assistance of Travel Company OUTSIDE school	\$400.00	\$400.00

### Athletics

Position	Step 1	Step 2	Max
Cheer (head)	\$3,477.95	\$4,885.22	\$ 6,292.48
X-C (Head Boys)	\$5,165.76	\$5,606.63	\$ 6,047.50
X-C (Head Girls)	\$5,165.76	\$5,606.63	\$ 6,047.50
Equipment Manager 3 Seasons	\$6,580.00	\$8,711.23	\$ 10,842.45
FH (Head)	\$5,869.16	\$6,470.32	\$ 7,071.48
FH (Assistant)	\$3,926.39	\$4,579.00	\$ 5,231.60
Swim (Head)	\$5,667.68	\$6,369.58	\$ 7,071.48
Swim (Assistant)	\$4,421.11	\$4,826.36	\$ 5,231.60
Golf	\$4,972.00	\$5,301.50	\$ 5,631.00
Football (Head)	\$9,753.53	\$11,808.84	\$ 13,864.15
Football (1st As) x 2	\$5,629.39	\$7,130.97	\$ 8,632.55
Football (2nd As) x3	\$4,707.47	\$5,882.81	\$ 7,058.15
Soccer (Head Boys)	\$6,004.51	\$6,538.00	\$ 7,071.48
Soccer (As Boys)	\$4,114.42	\$4,673.01	\$ 5,231.60
Soccer (Head Girls)	\$6,004.51	\$6,538.00	\$ 7,071.48
Soccer (As Girls)	\$4,114.42	\$4,673.01	\$ 5,231.60
Volleyball (Head)	\$5,889.45	\$6,480.47	\$ 7,071.48
Volleyball (1st As)	\$4,170.29	\$4,700.95	\$ 5,231.60
Volleyball (2nd As)	\$3,636.10	\$4,039.23	\$ 4,442.35
Basketball (Head boys)	\$6,819.95	\$7,684.48	\$ 8,549.00
Basketball (1st As Boys)	\$4,583.04	\$5,270.52	\$ 5,958.00
Basketball (2nd As Boys)	\$3,640.73	\$4,410.87	\$ 5,181.00
Basketball (Head Girls)	\$6,819.95	\$7,684.48	\$ 8,549.00
Basketball (1st As Girls)	\$4,583.04	\$5,270.52	\$ 5,958.00
Basketball (2nd As Girls)	\$3,640.73	\$4,410.87	\$ 5,181.00
Gymnastics (Head)	\$5,691.85	\$6,084.43	\$ 6,477.00
Boys Hockey (Head)	\$6,640.87	\$7,594.94	\$ 8,549.00

Boys Hockey (1st As)	\$4,637.62	\$5,297.81	\$ 5,958.00
Boys Hockey (2nd As)	\$3,893.51	\$4,537.26	\$ 5,181.00
Girls Hockey (Head)	\$6,832.59	\$7,690.80	\$ 8,549.00
Girls Hockey (1st As)	\$4,633.33	\$5,295.67	\$ 5,958.00
Boys Indoor Track (Head)	\$5,946.08	\$6,474.04	\$ 7,002.00
Boys Indoor Track (As)	\$4,262.04	\$4,721.52	\$ 5,181.00
Girls Indoor Track (Head)	\$5,946.08	\$6,474.04	\$ 7,002.00
Girls Indoor Track (As)	\$4,262.04	\$4,721.52	\$ 5,181.00
Boys Outdoor Track (Head)	\$5,981.20	\$6,491.60	\$ 7,002.00
Boys Outdoor Track (As)	\$4,148.79	\$4,664.90	\$ 5,181.00
Girls Outdoor Track (Head)	\$5,981.20	\$6,491.60	\$ 7,002.00
Girls Outdoor Track (1st As)	\$4,148.79	\$4,664.90	\$ 5,181.00
Girls Outdoor Track (2nd As)	\$4,122.20	\$4,260.60	\$ 4,399.00
Baseball (Head)	\$6,018.01	\$6,510.01	\$ 7,002.00
Baseball (1st As)	\$4,214.54	\$4,697.77	\$ 5,181.00
Baseball (2nd As)	\$4,019.27	\$4,209.14	\$ 4,399.00
Softball (Head)	\$5,909.51	\$6,455.76	\$ 7,002.00
Boys Lacrosse (Head)	\$5,909.87	\$6,455.94	\$ 7,002.00
Boys Lacrosse (As)	\$4,400.22	\$4,790.61	\$ 5,181.00
Girls Lacrosse (Head)	\$5,909.87	\$6,455.94	\$ 7,002.00
Girls Lacrosse (As)	\$4,400.22	\$4,790.61	\$ 5,181.00
Boys Tennis	\$5,191.14	\$5,326.57	\$ 5,462.00
Girls Tennis	\$5,082.01	\$5,272.01	\$ 5,462.00
Unified Basketball (3 seasons)	\$3,000.00	\$4,000.00	\$5,051.00

B. Effective July 1, 2023, Appendix A, Subsection B, Extracurricular Assignments, is hereby amended by striking out the existing language under the subsection heading and replacing it with the following:

1. Vacancies in extracurricular positions shall be posted and filled in accordance with Article 10(B)(5).
2. SHS Department Head, ELL Coordinator, Visual and Performing Arts, Guidance, World Language and District Lead Nurse Extracurricular appointments are for three-year terms. However, the Superintendent or designee is authorized to dismiss a

stipend-holder within the three-year term, provided such dismissal is not arbitrary or capricious. All other extracurricular appointments are for one-year terms. Each extracurricular appointment shall terminate at the end of its term, unless the Superintendent or designee in their sole discretion renews such appointment. Any anticipated vacancies will be posted after confirmation is received from appointees of their intent to continue in the position.

3. The Employer shall have the sole discretion to determine whether or not to operate an extracurricular or athletic program in any given year and therefore whether or not to fill a stipended position in any given year.
4. As of 2023-2024, all employees appointed to new athletic stipend positions shall begin at step 1 unless deemed otherwise by Superintendent or his designee. Employees receiving a coaching promotion within their current sport will not receive a decrease in pay.
5. Athletic stipend appointees who are reappointed for a second year in 2023-2024 to the same position that they held in 2022-2023 shall be placed on Step 2 for 2023-2024.
6. Athletic stipend appointees who are reappointed for a third or higher year in 2023-2024 to the same position they held in 2022-2023 shall be placed on max step for 2023-2024.
7. Proposals for new clubs or re-categorizing existing clubs:
  - a. Appointments to stipend positions will be prioritized to SEA members without existing stipend positions. However, the ultimate appointment decision rests with the Superintendent or designee in their sole discretion.
  - b. The Committee and the SEA agree to review, on an annual basis the existing clubs, activities, extra-curricular and associated stipends prior to posting. The form below will be used for this review and should be completed by all Advisors.

<b>Club Name</b>	
<b>Advisor(s)</b>	
<b>Pilot or 3+ Years</b>	
<b>Current Tier</b>	
<b>Current Stipend</b>	
<b>Club Description</b>	
<b>Meeting Dates &amp; Times (Durations)</b>	
<b>Membership</b>	
<b>Additional Comments</b>	



- c. Prior to May 1st of the school year preceding the school year of the pilot for the club/activity the Advisor will present the proposal form for the new or continuing club/activity to the building Principal. The form should be completed in its entirety and include a thorough description of the club, its purpose, and all planned activities.
- d. Proposals may also be submitted throughout the school year if initiated by the Principal.
- e. Recommendations may also be made to move up or down between the categories by either the Advisor or the Principal.
- f. The Principal along with the JLMC or SEA President will review the proposal and decide if the club/activity will be presented to the Superintendent and School Committee for approval. The proposal can be revised if initially rejected by Principal.
- g. If approved, the club/activity will be given pilot status for two years and the stipend will be \$400 for year one and \$600 for year two of the pilot unless amended by the Superintendent or his designee.
- h. Clubs that do not run for three consecutive years will be deemed "inactive."
- i. Inactive clubs may resume after a one year pilot if approved by the Principal. Inactive clubs must be substantially the same club/activity when they resume as when piloted.
- j. Existing clubs seeking a new category will collect data for one year with no additional stipend until the Principal and Superintendent review the data at the end of that school year.
- k. The pilot club Advisor will present accurate records of attendance, participation, meeting times and durations, additional time for the advisor, and other relevant information to help determine whether the club/activity should continue in year two of the pilot
- l. All advisors will keep records of attendance and participation throughout the school year.
- m. The form below should be used to apply for a change in a club/activity category or to propose a new club/activity.

Club/Activity Name:		Advisor Name:	
Pilot Status: __ Year 1 __ Year 2 __ Existing Club Tier		Date Submitted:	
Proposed Tier:		Dates of Pilot:	
Proposed # of Meetings/Events:		Proposed Meeting Dates:	
Club Description: (Attach additional sheets if necessary.)			
Student Sponsor: (if applicable)		Are signatures attached (Y1 only)? ____ Y ____ N	Is attendance attached (Y2 only)? Y       N
Does this club/activity require/include:			
Overnight trips? ____ Y ____ N	Performance or competition? ____ Y ____ N	Weekend participation? ____ Y ____ N	
# of trips _____ weekends _____	# of competitions _____	# of _____	
Approved by (Principal) _____		Date: _____	
Approved by (Superintendent) _____		Date: _____	

At the conclusion of the pilot the advisor will provide all of the relevant data for this club/activity to the Principal for Tier placement. This includes but is not limited to the following:

- Attendance and Participation Data
- Meeting Times and Durations; Calendar(s)
- Documentation of performances, competitions, and/or travel/trips
- Student work products, performances, videos, photographs, reflections etc.

- n. If the club/activity meets all requirements in both of the two pilot years, the club and the data presented corresponds with the proposed Category, it will be added to the permanent extracurricular activities at the Category agreed upon during the pilot process. The following guidelines will be consulted in determining the Category and Stipend Amount:

Category	Hours (prep and meetings)	July 1, 2023	July 1, 2024
Category 1	CATEGORY 1: This club/activity comprises more than 60 hours of preparation and meeting time total during the school year; all or the majority of these hours take place outside of educator contract hours AND / OR these extracurricular clubs meet the criteria for Category 2 or 3 AND, in addition, include significant weekend/overnight/travel commitments.	\$2000.00	\$2000.00
Category 2	CATEGORY 2: This club/activity comprises more than 30 hours of preparation and meeting time total during the school year; all or the majority of these hours take place outside of educator contract hours AND / OR these extracurricular clubs meet the criteria for Level 3 AND, in addition, include EVENING/weekend/overnight/commitments.	\$1200.00	\$1200.00

Category 3	CATEGORY 3: This club/activity comprises UP TO 30 hours of preparation and meeting time total during the school year; all or the majority of these hours take place outside of educator contract hours.	\$900.00	\$900.00
Category 4	CATEGORY 4: This club/activity meets exclusively during educator contract hours (stipend to compensate prep time) OR clubs that meet for less than 30 hours of preparation and meeting time total during the school year.	\$650.00	\$650.00
Pilot Year 1	Pilot extracurricular clubs in their first year	\$400.00	\$400.00
Pilot Year 2	Pilot extracurricular clubs in their second year	\$600.00	\$600.00

C. All other provisions of the Collective Bargaining Agreement shall remain in full force and effect.

D. All other provisions of the Collective Bargaining Agreement shall remain in full force and effect.

  
 \_\_\_\_\_  
 Stoneham Educators Association

12/8/23  
 Date

  
 \_\_\_\_\_  
 Stoneham School Committee

12/30/23  
 Date