



Allison LeClair, Ed.D., Superintendent

# EASTHAMPTON PUBLIC SCHOOLS

EASTHAMPTON MUNICIPAL BUILDING

50 Payson Avenue, 2<sup>nd</sup> Floor

Easthampton, MA 01027

(413) 529-1500 TEL

(413) 529-1567 FAX

e-mail: superintendent@epsd.us

website: www.epsd.us

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement between the Easthampton School Committee and the Easthampton Education Association is entered on the \_\_\_ day of July 2022 per Joint Labor Management meetings and agreements.

The parties agree to the attached, one-page Athletic Stipend salary chart beginning July 1, 2022.

The parties agree to the attached, two-page Co-Curricular Stipend salary chart beginning July 1, 2022.

FOR THE EASTHAMPTON  
SCHOOL COMMITTEE

FOR THE EASTHAMPTON  
EDUCATION ASSOCIATION

DocuSigned by:  
*Cynthia Kwiecinski* 7/22/2022  
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\_\_\_\_\_  
Chairperson Date

DocuSigned by:  
*Shawn E. Sheehan* 7/21/2022  
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\_\_\_\_\_  
President Date

**Co-Curricular Stipends****Stipend Rubric**

<b>Criteria</b>	<b>1 point</b>	<b>2 points</b>	<b>3 points</b>	<b>4 points</b>
<b>Number of Students served:</b> based on the average number of students participating in the club/activity over a three-year period.	5-20	20-25	Over 25	
<b>Number of meeting hours</b> per year done outside of school hours. This does not include travel time.	11-18	19-25	26-36	Over 36
<b>Number of Public Events:</b> organized by the club/activity. These are events that are put on by the club outside of school hours. Events may involve the student body (not involved with the club), or parents and the public.. Examples: Plays, Music Performances, Student Dances, NHS Inductions.	1	2	3	4
<b>Finance:</b> Raising and spending.	\$1,000-5,000	\$5,001-10,000	Over \$10,000	
<b>School Culture:</b> Serves the entire student body.	Yes, with no product	Yes, with product (ie. Yearbook)		
<b>Liability/Travel:</b> Extra liability assumed due to the nature of the activity. Out of state or country travel. Activities like skiing, World Language Trips	Yes			

<b>Tier</b>	<b>Total Points</b>	<b>Stipend</b>
<b>I</b>	2-5	\$500.00
<b>II</b>	6-8	\$1,000.00
<b>III</b>	9-12	\$1,750.00
<b>IV</b>	13-16	\$2,500.00

A Joint Labor Management Committee (JLMC) will be formed consisting of a mutually agreed upon number of association members and administrators during bargaining. The JLMC will review the rubric and stipend amounts, and will determine each activities tier status for the next contract cycle. New co-curricular clubs and activities will be added based on the recommendation of the building administration and superintendent during the review process.

**Co-Curricular Stipends****Proposed Stipend Amounts**

<b>Activity</b>	<b>Stipend</b>
As School Match Wits	\$1,000
Culinary Arts	\$1,750
Diversity	\$1,750
Drama	\$1,750
Gender/Sex Alliance	\$1,000
Grade 9 Advisor	\$500
H.S. Music Director	\$2,500
Jazz Band	\$2,500
Junior Class Advisor	\$1,750
Key Club	\$500
M.S. Music Director	\$2,500
Music Dir Musical	\$1,000
Musical Director	\$1,000
National Honor Society	\$1,000
Newspaper/Media	\$1,750
Renaissance	\$500
Senior Class	\$1,750
Ski Club Split between MS & HS advisors	\$1,750
Sophomore Class	\$500
Student Council	\$1,750
Technical Director, Drama Club	\$2,500
World Language	\$1,000
Yearbook	\$2,500

**Athletic Stipends**

Team	Level 1 1-5 Years	Level 2 6-10 Years	Level 3 11-15 Years	Level 4 >15 years
V Football	4479	4729	4979	5229
Asst Football	2702	2952	3202	3452
V Basketball G	4479	4729	4979	5229
JV Basketball G	2776	3026	3276	3526
V Basketball B	4479	4729	4979	5229
JV Basketball B	2776	3026	3276	3526
Ice Hockey	4479	4729	4979	5229
Hockey asst	1200	1200	1200	1200
JV Hockey	2,776	3,026	3,276	3,526
V Soccer G	3396	3646	3896	4146
JV Soccer G	2257	2507	2757	3007
V Soccer B	3396	3646	3896	4146
JV Soccer B	2,257	2,507	2,757	3,007
V Swimming	3396	3646	3896	4146
V Baseball	3396	3646	3896	4146
JV Baseball	2257	2507	2757	3007
V Softball	3396	3646	3896	4146
JV Softball	2257	2507	2757	3007
Track/Field	3396	3646	3896	4146
Asst Track/Field	1200	1200	1200	1200
Volleyball	3396	3646	3896	4146
JV Volleyball	2,257	2,507	2,757	3,007
Golf	2702	2952	3202	3452
X Country	2702	2952	3202	3452
Cheer	5423	5673	5923	6173
Cheer Assist	2883	3133	3383	3633

To progress between levels, a coach must provide continuous service at that same coaching level in the same sport. If a coach changes from junior varsity to varsity, then the coach would start at level 1 salary for the varsity coach.