

Memorandum of Agreement Between
Ayer Shirley Regional Education Association, Inc., (ASREA)
and Ayer Shirley Regional School Committee (RSC)

This side letter of agreement pertains to three teachers (two in the B Column and one in the B+15 Column) who, by agreement of ASREA and RSC, were given multi-step adjustments (either 2 or 3 additional steps) on the new salary schedule in the 2013-2016 Collective Bargaining Agreement (CBA) to ensure that these teachers received an adequate salary increase in the first year of the contract.

The parties recognize that these adjustments have the potential to create certain unusual and unintended consequences in the event that any of these three teachers moves to the M column prior to moving "above top step." Specifically, the adjustments could cause any of these teachers to advance to a step in the M Column above the step of other teachers with comparable experience and years of service.

To rectify this situation, the parties agree to the following terms:

1. The step-and-column status of these three teachers will be carefully tracked by the District and ASREA. The District will inform each affected teacher of his/her specific step adjustment.
2. In the event that a teacher to whom this side letter applies becomes eligible to move to the M Column prior to advancing to the status of "above top step," then the teacher's proper step in the M Column will be determined by subtracting the additional multi-step adjustment, resulting in the teacher being placed on the step to which he/she would have otherwise been entitled if the multi-step adjustment had not occurred.
3. Once on the proper step in the M Column, the teacher will move up and across the salary schedule in the same manner as other teachers at that same step/column.
4. This agreement shall be in effect for the duration of the 2013-2016 CBA and may be reviewed at its conclusion to determine the need for extending its applicability.
5. In the event that the teacher becomes eligible to move to the M Column after having reached "above top step," then he/she will be entitled to the same increment as all other teachers "above top step" who subsequently advance from one column to the next.
6. These terms will not affect the teachers' movement from the B Column to the B+15 Column, but only at such time as they move to one of the M columns.

Example: A teacher who otherwise would have been placed on Step Eight of the B+15 Column is placed on Step Eleven of the salary schedule in the first year of the new CBA (an adjustment of three additional steps). After one year, the teacher has earned sufficient credits to become eligible to move to the M Column. However, rather than moving to Step Twelve in the M Column, the three-step adjustment is subtracted and the teacher is placed on Step Nine in the M column. From that point, the teacher will move up the M Column or across to a higher column in the same manner as all other teachers.

Steve Tulli, President, ASREA, Inc.

Pat Kelly, Chair, Regional School Committee

Date

Date