



MEMORANDUM OF UNDERSTANDING
Between the North Middlesex Regional School Committee (“District”)
and the North Middlesex Regional School District Teachers Association (“Union”)

**Re: Amendments to Articles 6 and 7 of the Collective Bargaining Agreement and Clarification
of Summer Compensation**

This Memorandum of Understanding (MOU) is entered into by and between the District and the Union for the purpose of amending specific provisions of the current Collective Bargaining Agreement (CBA) and clarifying inconsistencies regarding summer work compensation.

The parties agree to the following modifications effective July 1, 2025:

1. Article 6.E.3.d.5 – Department Heads and Facilitators

- Paragraph 5 shall be amended to reflect an increase in the stipend for Department Heads and Facilitators from **\$200 to \$250**. (page 18)

2. Article 6.E – Compensation for Designated Roles

The following adjustments shall be made to specified subsections:

- **6.E.3.h.1 – Summer School Coordinator:** Increase hourly rate from **\$40 to \$50**. (page 20)
- **6.E.5.a – Librarians/Media Specialists:** Increase daily rate from **\$200 to \$250**. (page 20)
- **6.E.6.a – Integration Technology Specialists/Technology Teachers:** Increase daily rate from **\$200 to \$250**.(page 20)
- **6.E.9 – Work Beyond the Scheduled School Year:**
Compensation shall be increased from **\$200 to \$250 per day**, and from **\$40 to \$50 per hour** (page 21)

3. Article 7.B.5 – Guidance Counselors

- The daily rate for guidance counselors working outside the school year shall be increased from **\$200 to \$250** (page 31)

4. Clarification of Summer Work Compensation

It is mutually acknowledged that the contract language on page 21 is contradictory, stating that summer work is compensated at both **\$40 per hour (E.8.b)** and **\$50 per hour (E.9)**.

- The correct hourly rate for summer work shall be **\$50 per hour**

This Memorandum of Understanding is intended to supplement and amend the existing Collective Bargaining Agreement collective bargaining agreement for July 1, 2024-June 30, 2027. All other provisions of the agreement shall remain in full force and effect.

Agreed to July, 2025.



Lisa Martin, North Middlesex Regional School Committee Chair

Catherine Stepinski

Cate Stepinski, North Middlesex Regional School District Teachers Association