

MEMORANDUM OF AGREEMENT  
BETWEEN  
MASSACHUSETTS ASSOCIATION OF PROFESSIONAL SCHOOL ADMINISTRATORS AND  
THE  
GREATER LAWRENCE TECHNICAL HIGH SCHOOL DISTRICT COMMITTEE

This MEMORANDUM OF AGREEMENT is entered into between the Massachusetts Association of Professional School Administrators (hereinafter the "M.A.P.S. A") and the Greater Lawrence Regional Technical High School District Committee (hereinafter the "Employer"). The parties hereby enter a new Collective Bargaining Agreement for the period July 1, 2025 – June 30, 2028. All terms and provisions of the predecessor collective bargaining agreement that were effective July 1, 2022 to June 30, 2025 shall remain in effect, except to the extent modified by this agreement

**AGREEMENT**

The parties hereby agree as follows:

1. **Workday/Week and Work Year:** Create a new Article 12.E as follows: In the final pay period of each fiscal year, an administrator who has been unable to use all vacation days in the fiscal year may elect to be compensated for up to five (5) days such unused days by giving prior written to the payroll clerk by June 15<sup>th</sup>.
2. **Evaluation of Administrators:** Amend Article 23.E as follows:

Administrators may be permitted to work from home for the purpose of writing evaluations; a schedule may be coordinated at the discretion of the Superintendent.

1. Up to 2 days for fewer than 9 evaluations
2. Up to 3 days for 9-15 evaluations
3. Up to 4 days for 16-21 evaluations
4. Up to 5 days for 22 or more evaluations

3.

Article XXVI  
PARENTAL LEAVE

40.1 Every bargaining unit employee shall be entitled to a twelve (12) week parental leave if the employee complies with the following conditions:

- a. The employee provides a doctor's statement attesting to the pregnancy and expected delivery date or comparable adoption documentation; and
- b. The employee has been employed for three (3) consecutive months; and
- c. The employee gives at least two (2) weeks' notice of the expected departure date and intended date of return.

40.2 The EMPLOYER shall provide all bargaining unit employees six (6) weeks of paid leave during a parental leave of absence. The six (6) weeks of paid leave shall be taken consecutively and should not be divided into separate periods. An employee has the option of using current or accumulated sick leave to the extent available for a period of up to six (6) months after the initial six (6) week paid period.

**40.3 Extended absence in excess of available sick leave time will be treated as leave without pay.**

**40.4 If an employee fails to return from parental leave by the expiration of the one (1) year period, their employment shall be terminated.**

**40.5 An employee returning from parental leave will be reinstated to her their previous position or to another comparable position.**

**40.6 An employee returning from a parental leave will retain all her previous rights. Salary placement will be at the next step of the salary schedule if the employee served one-half (1/2) or more of the work year in which the leave was granted.**

4. **SALARY: Amend Article 28 a,b,c – Please refer to Appendix C: Implement a salary increase of 4% in year one, followed by 3.5% increase in both year two and year three. However, if the school receives a minimum 4% increase in Chapter 70 funding- exclusive of any increases due to student enrollment – then the salary adjustment for each year in which that threshold is met will be 4%.**

Create a new Article 28 A:

Administrators may apply for payment of stipends of certain “additional duties” in the form of special projects performed by any bargaining unit employee with the prior approval of the Superintendent-Director or his designee if such “additional duties” require performance of hours of work outside the typical administrator 8-hour work day will be paid as follows:

	A	B	C	D
Up to 10 hours	\$700			
Up to 20 hours		\$1400		
Up to 30 hours			\$2100	
Up to 40 hours				\$2800

5. **Longevity Payment:** Amend Article 30 as follows: For purposes of this Article service will be defined as total uninterrupted service at the school which commenced form the date that Administrator assumed full-time duties at the School. An Administrator must have commenced his or her duties prior to February1st in order to get a full year’s credit for purposes of this Article. Professional Service Awards shall be made on the following schedule in the following amounts:

Administrator with 9-13 years of service -	<b><u>\$1,500</u></b>
Administrators with 14-18 years of service -	<b><u>\$1,900</u></b>
Administrators with 19-23 years of service-	<b><u>\$2,150</u></b>
Administrators with 24 years of service & over-	<b><u>\$2,800</u></b>

The foregoing of payment shall be made on the first supplemental pay period following the anniversary date of the service of the district.

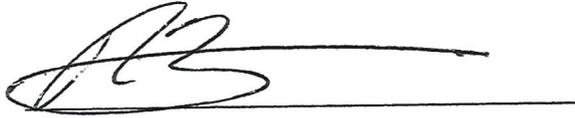
Professional Service Award amounts shall be added to the annual salaries of Administrators for purpose of calculating retirement benefits but for no other purpose whatsoever and, an any event, shall not be added to the salary base.

6. **Meal Allowances:** Add a new article as follows: The District shall reimburse administrators for meals and incidentals expenses incurred while attending a District-approved, work-related conference lasting two or more days. The total for all meals cannot exceed \$100.00 per day. Reimbursement shall not be provided for any meals included in the conference registration fee or otherwise offered at no additional cost. Reimbursement will require receipts.

7. Parties should review contract language related to the Administrator evaluations.

8. **Duration:** Amend this clause as follows: This agreement shall become effective as of July 1, 2025 and shall continue in force and effect until 11:59 p.m. on June 30, 2028.

This Memorandum of Understanding was signed electronically on 9/18/25.



Ryan Brown  
for the M.A.P.S.A  
Greater Lawrence Technical School



Thomas Hatem  
for the Employer  
Greater Lawrence Technical School