

Memorandum of Agreement
between the
WILMINGTON SCHOOL COMMITTEE
and
WILMINGTON TEACHERS' ASSOCIATION
May 15, 2026

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Wilmington School Committee (hereinafter the "Committee") and the Wilmington Teachers' Association (hereinafter the "Association") and collectively referred to as "the Parties".

WHEREAS, the Committee and the Association have entered into collective bargaining agreements for the period September 1, 2025 through and including August 31, 2028 with the Teacher unit; and

WHEREAS, the Parties agreed that "by November 30th of 2025, the district and the Association will meet to create a chart to determine extracurricular placement that will be used to evaluate all clubs and determine their placement for the 2026–2027 school year";

NOW, THEREFORE, the Parties agree as follows:

Article XX. The Parties agree to revise the provisions of Article XX, Extracurricular Activities, to read as follows:

ARTICLE XX
EXTRACURRICULAR ACTIVITIES

Compensation for such activities is set forth in Appendix C and the principles establishing such ratios and the methods of review thereof are set forth under separate cover as agreed to by the parties. The enumeration of certain classes or types of extracurricular services or duties set forth in this schedule neither means that the Committee must continue these in existence nor is it intended to preclude the payment for any other extracurricular duties not specifically included therein.

Extracurricular activities involving additional income should, at the discretion of the Superintendent, be limited to no more than two types of activity per individual.

For the 2025–2026 School Year, the extracurricular tables will remain the same with Tier A, Tier B, and Tier C clubs staying as they are. A pilot year will be added for new 2025–2026 school year clubs at \$500 dollars for one year only. Each tier will receive COLA adjustment based upon the agreed upon percentages.

The district will add up to four (4) new elementary clubs at the pilot level for the 2025–2026 school year to be determined by the district administration.
By November 30th of 2025, the district and the Association will meet to create a chart to determine extracurricular placement that will be used to evaluate all clubs and determine their placement for the 2026–2027 school year.

All existing extracurricular activities will be evaluated against the chart determined by the parties in 2025 to determine tier placement. This decision will be made by a committee of two (2) union representatives and two (2) district representatives based on the activity of the committee during the 2025–2026 school year.

Tier placement will be determined for any new proposals according to the chart below and will take into account the number of students involved and/or the specialized staffing needs. A minimum of ten (10) students is expected to run an extracurricular activity.

Activities under fifteen (15) hours may be considered for the special project stipend rate.

Category	Hours (Prep and Meetings)
Tier A	These extracurricular clubs comprise more than 60 hours of preparation and meeting time total during the school year; all of these hours take place outside of teacher contract hours and include significant evening/weekend/overnight/travel commitments
Tier B	These extracurricular clubs comprise 31-59 hours of preparation and meeting time total during the school year; all of these hours take place outside of teacher contract hours and may include evening/weekend/overnight commitments
Tier C	These extracurricular clubs comprise 15-30 hours of preparation and meeting time total during the school year; all of these hours take place outside of teacher contract hours. May include weekend events but no overnight commitment
Pilot Year	Pilot extracurricular clubs in their first year: \$500

Beginning with the 2025–2026 school year, all extracurricular advisors must submit an end-of-school-year report by May 1st to their building principal. The report should include the following information:

- Dates and times of meetings/activities
- Number of students who participated
- Estimated number of hours planning for the activity
- Links to agendas or a summary of the agenda or focus of each meeting

Annually by May 15th, two (2) union representatives and two (2) district representatives will meet to review any new proposals or tier adjustments based on end of year extracurricular activity

reports. The digital spreadsheet will be updated by the group to reflect any changes made. The spreadsheet will remain current throughout the duration of the agreement.

[LINK to Extra-Curricular Stipend Spreadsheet](#)

Starting with the 2026–2027 school year, reports will be reviewed prior to stipends being awarded. In a rare occasion, a stipend payment may be adjusted based upon activity level in consultation with the WTA union president, if there is a significant discrepancy between the tier expectation and the actual activity that took place.

Principal review of an activity may result in an evaluation to determine if a tier adjustment needs to be made for future years.

Compensation for such activities is set forth in Appendix C and the principles establishing such ratios and the methods of review thereof are set forth under separate cover as agreed to by the parties. The enumeration of certain classes or types of extracurricular services or duties set forth in this schedule neither means that the Committee must continue these in existence nor is it intended to preclude the payment for any other extracurricular duties not specifically included therein.

Extracurricular activities involving additional income should, at the discretion of the Superintendent, be limited to no more than two types of activity per individual.

Extra-Curricular Activity Proposal Procedure For New Activities or to Change Tiers

[Extra-Curricular Proposal/Change Form](#) (See appendix E)

- The advisor will present the proposal form for the new or continuing club/activity to the building principal before May 1 of the school year preceding the school year of the pilot for the club/activity. The form should be completed in its entirety and include a thorough description of the club, its purpose, and all planned activities.
- Either the advisor or the principal may also recommend moving up or down between the categories.
- The Principal will review the proposal and decide whether the club/activity will be presented to the Superintendent for approval. If the principal initially rejects the proposal, it can be revised.
- If approved, the club/activity will be given pilot status and the stipend will be \$500 for the year.
- Clubs not running for three consecutive years will be deemed “inactive.”
- 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.
- Existing clubs seeking a new tier 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.
- The Advisor will present accurate records of attendance, participation, meeting times and durations, planning time for the advisor, and other relevant information to help determine whether the club/activity should continue as an active club/activity at an assigned tier.
- If the club/activity meets all requirements in the pilot year and the club and the data presented correspond with the proposed tier, it will be added to the permanent extracurricular activities in the tier agreed upon during the pilot process.

- The form below should be used to apply for a change in a club/activity category or to propose a new extracurricular activity.

The district will fund up to two (2) new proposals per level (elementary PK-5, and secondary, 6–12). and up to one (1) increased tier adjustment in a school year. New Elementary proposals will begin during the 26–27 school year after the pilot of the agreed upon elementary activities during the 25–26 school year.

Additional tier adjustments may take place in a school year if movement doesn't change the total number of clubs in a tier. The Superintendent may approve additional requests as he/she sees fit if funding is available.

Appendices B and C. The Parties agree to make the following changes to Appendices B and C:

The list of extracurricular activities will be removed from Appendix C and will be replaced with the live link that is managed jointly by both Parties: [LINK to Extra-Curricular Stipend Spreadsheet](#)

The following items will be removed from Appendix C and added to Appendix B at the FY27 rate listed below.

Band Leader Jr. Jazz Band (WMS)	\$2,091
Chorus Advisor (WMS)	\$2,091
Chorus Advisor (WHS)	\$4,414
Concert Band (MS & HS/Jazz Band (HS)	\$4,414
Elementary Band Leader	\$2,091
Marching Band Master- Assistant (WHS)	\$2,091
Marching Bandmaster (WHS)	\$4,414
Strings /Orchestra Leader (WHS)	\$4,414
Strings Orchestra Leader (WMS)	\$2,091

The District Safety Committee positions will be added to Appendix B pursuant to a memorandum of agreement dated, 10/22/2015. The memorandum of agreement identified the rate of \$500 annually for this position. These positions will not be eligible for the annual cost-of-living adjustments throughout the duration of this Agreement.

District Safety Committee Representative Boutwell	\$500
District Safety Committee Representative North	\$500
District Safety Committee Representative Shawsheen	\$500
District Safety Committee Representative West	\$500
District Safety Committee Representative WHS	\$500
District Safety Committee Representative Wildwood	\$500
District Safety Committee Representative WMS	\$500
District Safety Committee Representative Woburn St.	\$500

The Parties have executed this Agreement as of the last date set forth below:

For the Wilmington School Committee:

Date

For the Wilmington Teachers Association:

Date