

**Memorandum of Agreement
between the
Springfield Public Schools
and
Springfield Public Schools**

This Memorandum of Agreement is entered into between the Springfield Public Schools and the Springfield Education Association Collectively "the Parties".

The parties agree that Employees at Level 4 or 5 schools (or schools under an assurance agreement) may receive an annual stipend* (not added to base salary) based on 165 hours of additional time for hours actually worked (not to exceed 165 hours of additional time). Schools that choose to fund any part of this compensation package would use a pro-rata formula of n/165 in accordance with the following schedule, where n = the number of hours worked:

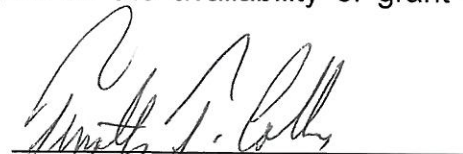
Turnaround Plan (School Year)	Year 1 2014-2015	Year 2 2015-2016	Year 3** 2016-2017
Steps 1-5	\$3491	\$3561	\$3632
Steps 6-11	\$4083	\$4165	\$4248
Steps 12 and above	\$4722	\$4816	\$4912

*This stipend is only available to employees at Level 4 or 5 schools or schools under an assurance agreement that elect to extend their schedule by additional time.

**For year 3 (2016-2017), if the negotiated Collective Bargaining Agreement percentage increase is more than 2%, the stipend increase for year 3 will be consistent with the CBA increase contingent on the availability of grant or initial funding for that fiscal year.



For the School Committee



For the Association

1/24/14
Date

1-22-14
Date