

Memorandum of Agreement

Everett Teachers Association, Unit D Paraprofessionals
and the
Everett School Committee

June 2021

This Memorandum of Agreement (MOA) is entered into by the Everett Teachers Association (Association), Unit D Paraprofessionals and the Everett School Committee (Committee), parties to a collective bargaining agreement dated August 15, 2019 – August 14, 2021, as an addendum to said agreement on June xx, 2021.

1. Effective July 1, 2021, employees in the bargaining unit shall be placed on the paraprofessional salary scales listed below in accordance with Attachment A. The remaining paychecks for the 2020-21 school year shall be adjusted to reflect the initial salary schedule placement of employees.
2. Effective the first day of work of the 2021-22 school year and subject to continued employment as a paraprofessional, employees shall advance to the next step on the salary scale, except those hired after January 1, 2021 and those on step 10.
3. Any employee whose initial placement on the salary scale results in their receiving lower pay shall be held harmless for the 2021-22 school year only. After the 2021-22 school year, employees shall be paid in accordance with the paraprofessional salary scale as that salary scale may be amended from time to time by mutual agreement of the parties.
4. The Everett Public Schools shall notify employees of their initial placement and step advancement, if applicable, on the salary scale one week after the ratification by the Association and the acceptance by the Committee of the MOA.

Everett Teachers Association

Date

Everett School Committee

Date

Attachment A Salary Schedules

High School Diploma	
HS Step 1	\$20,422
HS Step 2	\$21,492
HS Step 3	\$22,562
HS Step 4	\$23,626
HS Step 5	\$24,334
HS Step 6	\$25,064
HS Step 7	\$25,816
HS Step 8	\$26,591
HS Step 9	\$27,389
HS Step 10	\$28,210
Associates Degree	
AD Step 1	\$22,521
AD Step 2	\$23,585
AD Step 3	\$24,754
AD Step 4	\$25,497
AD Step 5	\$26,261
AD Step 6	\$27,049
AD Step 7	\$27,861
AD Step 8	\$28,697
AD Step 9	\$29,557
AD Step 10	\$30,444
Bachelors Degree	
BA Step 1	\$24,508
BA Step 2	\$25,579
BA Step 3	\$26,735
BA Step 4	\$27,537
BA Step 5	\$28,363
BA Step 6	\$29,214
BA Step 7	\$30,091
BA Step 8	\$30,993
BA Step 9	\$31,923
BA Step 10	\$32,881

Paraprofessionals working in the position of Applied Behavioral Analysts shall be paid an annual stipend of \$3000.