

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN

THE SWAMPSCOTT EDUCATION ASSOCIATION

AND

THE SWAMPSCOTT SCHOOL COMMITTEE

Effective July 1, 2026, the undersigned parties agree to modify Appendix B & C (Stipends) of the SEA Agreement with the following:

## APPENDIX B

| <b>ANNUAL STIPENDS</b>                          |            |                |                |
|---|------------|----------------|----------------|
| <b>CURRICULUM &amp; TEAM LEADERS</b>            | <b>LOC</b> | <b>2026-27</b> | <b>2027-28</b> |
| <b>Department Chairs</b>                        |            |                |                |
| English (1)                                     | HS         | \$5,960        | \$5,960        |
| Mathematics (1)                                 | HS         | \$5,960        | \$5,960        |
| Science (1)                                     | HS         | \$5,960        | \$5,960        |
| Social Studies (1)                              | HS         | \$5,960        | \$5,960        |
| World Language (1)                              | HS/MS      | \$5,960        | \$5,960        |
| Fine & Practical Arts (1)                       | 5-12       | \$5,960        | \$5,960        |
| Health/Wellness (1)                             | 5-12       | \$5,960        | \$5,960        |
| Guidance/Dept. Chair (1)                        | HS         | \$5,960        | \$5,960        |
| Innovation Pathways (form. Career Tech)         | HS         | \$5,960        | \$5,960        |
| <b>Curriculum Specialists</b>                   |            |                |                |
| English (1)                                     | MS         | \$5,960        | \$5,960        |
| Mathematics (1)                                 | MS         | \$5,960        | \$5,960        |
| Science (1)                                     | MS         | \$5,960        | \$5,960        |
| Social Studies (1)                              | MS         | \$5,960        | \$5,960        |
| World Language (1)                              | MS         | \$5,960        | \$5,960        |
| Elementary (6)                                  | Elem.      | \$4,628        | \$4,628        |
| Tech Support Coordinator/Digital Learn Spec (3) | District   | \$4,628        | \$4,628        |
| <b>SPEC ED Leaders</b>                          |            |                |                |
| Elementary (1) (grades 1-4)                     | Elem.      | \$7,000        | \$7,000        |
| Secondary (1)                                   | MS         | \$7,000        | \$7,000        |
| Secondary (1)                                   | HS         | \$7,000        | \$7,000        |
| Pre-School (preschool & kindergarten)           | PS/K       | \$7,000        | \$7,000        |
| <b>MS Team Leaders</b>                          |            |                |                |
| Specials (1)                                    | MS         | \$3,122        | \$3,122        |
| 5 <sup>th</sup> Grade (2)                       | MS         | \$3,122        | \$3,122        |

|                           |          |         |         |
|---------------------------|----------|---------|---------|
| 6 <sup>th</sup> Grade (2) | MS       | \$3,122 | \$3,122 |
| 7 <sup>th</sup> Grade (2) | MS       | \$3,122 | \$3,122 |
| 8 <sup>th</sup> Grade (2) | MS       | \$3,122 | \$3,122 |
| <b>Mentors</b>            |          |         |         |
| Mentor Coordinator (1)    | District | \$5,000 | \$5,000 |
| Mentor (of one person)    | District | \$1,100 | \$1,100 |
| Mentor (of two people)    | District | \$2,200 | \$2,200 |
| Mentor Liaison            | District | \$550   | \$550   |

| <b>ANNUAL STIPENDS (continued)</b>               |            |                |                |
|--|------------|----------------|----------------|
| <b>ADVISORS</b>                                  | <b>LOC</b> | <b>2026-27</b> | <b>2027-28</b> |
| <b>Class Advisors</b>                            |            |                |                |
| 12 <sup>th</sup> Grade (Senior Class) (1)        | HS         | \$3,575        | \$3,575        |
| 11 <sup>th</sup> Grade (Junior Class) (1)        | HS         | \$1,907        | \$1,907        |
| 10 <sup>th</sup> Grade (1)                       | HS         | \$1,192        | \$1,192        |
| 9 <sup>th</sup> Grade (1)                        | HS         | \$1,192        | \$1,192        |
| <b>Student Advisors</b>                          |            |                |                |
| Band Director (1)                                | HS         | \$2,557        | \$2,557        |
| Drill Master (1)                                 | HS         | \$2,831        | \$2,831        |
| Jazz Band Director                               | HS         | \$1,000        | \$1,000        |
| Musical Music Director                           | HS         | \$1,500        | \$1,500        |
| North Shore Voices Director                      | HS         | \$2,000        | \$2,000        |
| Driver Education Director (1)                    | HS         | \$5,700        | \$5,700        |
| Gay-Straight Alliance (1)                        | HS         | \$1,192        | \$1,192        |
| National Honor Society (1)                       | HS         | \$2,217        | \$2,217        |
| Jr. National Honor Society/Community Service (1) | MS         | \$2,217        | \$2,217        |
| Student Council Advisor (1)                      | HS         | \$2,961        | \$2,961        |
| Yearbook Advisor (1)                             | HS         | \$3,137        | \$3,137        |
| PSAT/SAT/SSD                                     | HS         | \$2,000        | \$2,000        |
| DECA   | HS         | \$3,489        | \$3,489        |
| French Club                                      | HS         | \$2,217        | \$2,217        |
| Quiz Bowl  | HS         | \$948          | \$948          |
| Esports  | HS         | \$2,000        | \$2,000        |
| SOCA Advisor                                     | HS         | \$1,200        | \$1,200        |
| ROC Advisor                                      | HS         | \$1,200        | \$1,200        |
| SOCA Jr.   | MS         | \$1,000        | \$1,000        |
| Peer Modeling Stipends(5)                        | ELE        | \$2,400        | \$2,400        |
| <b>STUDENT ACTIVITIES</b>                        |            |                |                |
| <b>High School Activities</b>                    |            |                |                |
| Blue Print (1)                                   | HS         | \$898          | \$898          |
| Cable Club / Film & TV Club (1)                  | HS         | \$2,961        | \$2,961        |
| Chess (1)  | HS         | \$951          | \$951          |
| Dramatics - High School (1)                      | HS         | \$3,575        | \$3,575        |

|  |    |         |         |
|--|----|---------|---------|
| Interact Club & Community Service (combined) (1)   | HS | \$2,081 | \$2,081 |
| International Relations Club (1)                   | HS | \$2,217 | \$2,217 |
| Math Team Coach (1)                                | HS | \$1,852 | \$1,852 |
| Peer Mentors, Peer Leader, & ADL (combined) (1)    | HS | \$4,943 | \$4,943 |
| Model UN (Political Action Club) (1)               | HS | \$2,217 | \$2,217 |
| Reflections (1)                                    | HS | \$849   | \$849   |
| Robotics Club (1)                                  | HS | \$3,489 | \$3,489 |
| Step Coach   | HS | \$900   | \$900   |
| Discovery Innovators Club                          | HS | \$1,796 | \$1,796 |
| Flag Football                                      | HS | \$1,016 | \$1,016 |
| Flag Football Assistant Coach                      | HS | \$400   | \$400   |
| <b>Middle School Activities</b>                    |    |         |         |
| Chorale (1)  | MS | \$1,264 | \$1,264 |
| Dramatics - Middle School (1 per show; 2 per year) | MS | \$1,304 | \$1,304 |
| Math Team Coach (1)                                | MS | \$1,852 | \$1,852 |
| Geography Bee (1)                                  | MS | \$1,000 | \$1,000 |
| Toys for Local Children (1)                        | MS | \$1,796 | \$1,796 |
| Yearbook Advisor (1)                               | MS | \$1,511 | \$1,511 |
| GSA (Gay-Straight Alliance) (1)                    | MS | \$800   | \$800   |

## APPENDIX C

| <b>COACHES SALARIES SCHEDULE (B)</b> |  |           |           |           |          |
|--------------------------------------|--|-----------|-----------|-----------|----------|
| <b>FY27 - FY28</b>                   |  |           |           |           |          |
| Time in Swampscott                   |  | STEP 1    | STEP 2    | STEP 3    | STEP 4   |
|                                      |  | Years 1-3 | Years 4-6 | Years 7-9 | Year 10+ |
| <b>Baseball</b>                      |  |           |           |           |          |
| Head                                 |  | \$4,776   | \$5,028   | \$5,479   | \$5,971  |
| JV                                   |  | \$2,687   | \$2,829   | \$3,082   | \$3,536  |
| Fresh                                |  | \$2,312   | \$2,433   | \$2,555   | \$2,685  |
| <b>Basketball (B)</b>                |  |           |           |           |          |
| Head                                 |  | \$4,776   | \$5,028   | \$5,479   | \$5,971  |
| JV                                   |  | \$2,687   | \$2,829   | \$3,082   | \$3,536  |
| Fresh                                |  | \$2,312   | \$2,433   | \$2,555   | \$2,685  |
| <b>Basketball (G)</b>                |  |           |           |           |          |
| Head                                 |  | \$4,776   | \$5,028   | \$5,479   | \$5,971  |
| JV                                   |  | \$2,687   | \$2,829   | \$3,082   | \$3,536  |
| Fresh                                |  | \$2,312   | \$2,433   | \$2,555   | \$2,685  |
| <b>Swimming</b>                      |  |           |           |           |          |
| Head                                 |  | \$4,477   | \$4,713   | \$5,138   | \$5,598  |
| Assistant                            |  | \$2,387   | \$2,472   | \$2,638   | \$2,770  |
| <b>Lacrosse (B)</b>                  |  |           |           |           |          |
| Head                                 |  | \$4,776   | \$5,028   | \$5,479   | \$5,971  |
| Assistant                            |  | \$2,387   | \$2,472   | \$2,638   | \$2,770  |
| Assistant                            |  | \$2,387   | \$2,472   | \$2,638   | \$2,770  |
| <b>Lacrosse (G)</b>                  |  |           |           |           |          |
| Head                                 |  | \$4,776   | \$5,028   | \$5,479   | \$5,971  |
| Assistant                            |  | \$2,387   | \$2,472   | \$2,638   | \$2,770  |

|                                  |               |         |         |         |         |
|----------------------------------|---------------|---------|---------|---------|---------|
| <b>Cheerleaders (Football)</b>   |               |         |         |         |         |
|                                  | Head          | \$3,409 | \$3,535 | \$3,762 | \$5,598 |
|                                  | Assistant     | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Cheerleaders (Hockey)</b>     |               |         |         |         |         |
|                                  | Head          | \$3,409 | \$3,535 | \$3,762 | \$5,598 |
|                                  | Assistant     | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Cheerleaders (Basketball)</b> |               |         |         |         |         |
|                                  | Head          | \$3,409 | \$3,535 | \$3,762 | \$5,598 |
|                                  | Assistant     | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Tennis</b>                    |               |         |         |         |         |
|                                  | Head (B)      | \$3,409 | \$3,535 | \$3,762 | \$5,598 |
|                                  | Head (G)      | \$3,409 | \$3,535 | \$3,762 | \$5,598 |
| <b>Cross Country</b>             |               |         |         |         |         |
|                                  | Head          | \$3,409 | \$3,535 | \$3,762 | \$5,598 |
|                                  | Assistant     | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
|                                  | Assistant     | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Track Spring (B)</b>          |               |         |         |         |         |
|                                  | Head          | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                                  | Assistant (2) | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Track Spring (G)</b>          |               |         |         |         |         |
|                                  | Head          | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                                  | Assistant (2) | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Track Winter (B)</b>          |               |         |         |         |         |
|                                  | Head          | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                                  | Assistant (2) | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Track Winter (G)</b>          |               |         |         |         |         |
|                                  | Head          | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                                  | Assistant (2) | \$2,387 | \$2,472 | \$2,638 | \$2,770 |
| <b>Unified Basketball</b>        |               |         |         |         |         |
|                                  | Head          | \$2,000 | \$2,000 | \$2,000 | \$2,000 |
| <b>Unified Outdoor Track</b>     |               |         |         |         |         |
|                                  | Head          | \$2,000 | \$2,000 | \$2,000 | \$2,000 |

**COACHES SALARIES SCHEDULE (B) (continued)  
FY27 - FY28**

| Time in Swampscott                 | STEP 1    | STEP 2    | STEP 3    | STEP 4   |          |
|------------------------------------|-----------|-----------|-----------|----------|----------|
|                                    | Years 1-3 | Years 4-6 | Years 7-9 | Year 10+ |          |
| <b>Field Hockey</b>                |           |           |           |          |          |
|                                    | Head      | \$4,776   | \$5,028   | \$5,479  | \$5,971  |
|                                    | JV        | \$2,687   | \$2,829   | \$3,082  | \$3,536  |
| <b>Strength &amp; Conditioning</b> |           |           |           |          |          |
|                                    | Fall      | \$2,525   | \$3,030   | \$3,535  | \$3,535  |
|                                    | Winter    | \$2,525   | \$3,030   | \$3,535  | \$3,535  |
|                                    | Spring    | \$2,525   | \$3,030   | \$3,535  | \$3,535  |
| <b>Football</b>                    |           |           |           |          |          |
|                                    | Head      | \$9,192   | \$9,677   | \$10,160 | \$10,667 |
|                                    | Assistant | \$4,030   | \$4,241   | \$4,623  | \$5,039  |
|                                    | Assistant | \$4,030   | \$4,241   | \$4,623  | \$5,039  |
|                                    | JV (1)    | \$3,044   | \$3,301   | \$3,597  | \$3,919  |
|                                    | JV (2)    | \$3,044   | \$3,301   | \$3,597  | \$3,919  |
|                                    | Fresh     | \$2,836   | \$2,985   | \$3,135  | \$3,291  |
| <b>Golf</b>                        |           |           |           |          |          |
|                                    | Head      | \$3,409   | \$3,535   | \$3,762  | \$5,598  |
|                                    | JV        | \$2,387   | \$2,513   | \$2,738  | \$2,985  |

|                   |           |         |         |         |         |
|-------------------|-----------|---------|---------|---------|---------|
| <b>Hockey</b>     |           |         |         |         |         |
|                   | Head      | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                   | JV        | \$2,687 | \$2,829 | \$3,082 | \$3,536 |
|                   | Fresh     | \$2,312 | \$2,433 | \$2,555 | \$2,685 |
| <b>Soccer (B)</b> |           |         |         |         |         |
|                   | Head      | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                   | JV        | \$2,687 | \$2,829 | \$3,082 | \$3,536 |
| <b>Soccer (G)</b> |           |         |         |         |         |
|                   | Head      | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                   | JV        | \$2,687 | \$2,829 | \$3,082 | \$3,536 |
| <b>Volleyball</b> |           |         |         |         |         |
|                   | Head      | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                   | JV        | \$2,687 | \$2,829 | \$3,082 | \$3,536 |
|                   | Fresh     | \$2,312 | \$2,433 | \$2,555 | \$2,685 |
| <b>Softball</b>   |           |         |         |         |         |
|                   | Head      | \$4,776 | \$5,028 | \$5,479 | \$5,971 |
|                   | JV        | \$2,687 | \$2,829 | \$3,082 | \$3,536 |
|                   | Fresh     | \$2,312 | \$2,433 | \$2,555 | \$2,685 |
| <b>Sailing</b>    |           |         |         |         |         |
|                   | Head      | \$3,409 | \$3,535 | \$3,762 | \$5,598 |
|                   | Assistant | \$2,387 | \$2,472 | \$2,638 | \$2,770 |

| Middle School                      | Years 1-3 | Years 4-6 | Years 7-9 | Year 10+ |
|------------------------------------|-----------|-----------|-----------|----------|
| <b>Basketball (B)</b>              | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| <b>Basketball (G)</b>              | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| <b>Field Hockey</b>                | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| <b>Ice Hockey</b>                  | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| <b>Cross Country Head</b>          | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| <b>Cross Country Assistant (2)</b> | \$821     | \$864     | \$907     | \$951    |
| <b>Softball</b>                    | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| <b>Track (B)</b>                   | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| Assistant (2)                      | \$821     | \$864     | \$907     | \$970    |
| <b>Track (G)</b>                   | \$1,493   | \$1,571   | \$1,648   | \$1,730  |
| Assistant (2)                      | \$821     | \$864     | \$907     | \$970    |

For the Swampscott Education Association

Date

For the Swampscott School Committee

5/14/2026

Date