

**MEMORANDUM OF AGREEMENT BETWEEN**  
**MERRIMACK SCHOOL DISTRICT**  
**AND THE MERRIMACK TEACHERS ASSOCIATION**

This **Memorandum of Agreement (“MOA”)** is entered into by the Merrimack School District and the Merrimack Teachers Association, NEA-NH (“Association”). Hereinafter, the term “Employee” will refer to any employee represented by the Association and covered by the Collective Bargaining Agreement (“CBA”) in effect for the period July 1, 2023 through June 30, 2026.

**WHEREAS** the District has been unable to fill long term substitute positions with certified staff.

**WHEREAS** the Department of Education requires a certification in the subject area to fill vacancies lasting longer than 20 consecutive days.

**WHEREAS** Article 9.8 of the CBA provides additional compensation of \$40 per period/coverage for teachers who agree to cover an additional class during a short-term absence, or \$60 per day in the event of preschool- grade 6.

**WHEREAS** the parties recognize that covering an additional class during a longer-term absence will involve additional duties which include grading, assessment, meetings, and possible conferences and the parties mutually desire to provide additional compensation to encourage teachers to accept such assignments during the 2024-2025 and 2025-2026 school years.

**NOW, THEREFORE,** the Parties agree to the following provisions for the 2024-2025 and 2025-2026 school years:

1. Effective August 26, 2024, any certified teacher who agrees to teach an additional class, including grading and evaluating students, due to the absence of the assigned classroom teacher for a period which is anticipated to extend beyond ten (10) consecutive school days, will be paid additional compensation at a rate of one fifth (1/5) their daily rate of pay ((annual base salary/187)/5) in lieu of the \$40.00 or \$60.00 under Article 9.8. Such compensation will begin on the first day of coverage and continue for the duration of the assignment.
2. A separate Notice of Special Assignment will be issued for such coverage. Timecards will not be required for coverage under this section, and payment will be based upon the calculation

above and the number of school days the covering employee is scheduled to cover for the extended absence.

3. In the event an assignment begins as a short-term assignment under Article 9.8 and continues beyond ten (10) consecutive school days, the teacher will be issued a Notice of Special Assignment and will receive additional compensation calculated in accordance with paragraph 1 above, retroactive to the first day of the assignment, less any short-term sub pay already received in accordance with Article 9.8 of the CBA.
4. Any Notice of Special Assignments issued under this Memorandum of Agreement will have a termination date no later than June 30, 2026.
5. The parties agree that this Memorandum of Agreement is temporary and will only be in effect for the 2024-2025 and 2025-2026 school years and will automatically expire on June 30, 2026.

Merrimack School District

Merrimack Teachers Association

By: Everett Olsen Jr.

Date: 08 / 29 / 2024

By: Reginald Bates

Date: 08 / 26 / 2024

Merrimack School Board

By: Lori Peters

Date: 08 / 26 / 2024



# Signature Certificate

Reference number: 4TOSB-UZJAA-9BBRV-JXY9K

## Signer

## Timestamp

## Signature

### Reginald Bates

Email: reginald.bates@sau26.org

Sent: 23 Aug 2024 17:37:41 UTC  
Viewed: 23 Aug 2024 19:07:16 UTC  
Signed: 26 Aug 2024 11:12:16 UTC

*Reginald Bates*

### Recipient Verification:

✓ Email verified 23 Aug 2024 19:07:16 UTC

IP address: 216.107.200.226  
Location: Merrimack, United States

### Lori Peters

Email: lori.peters@sau26.org

Sent: 23 Aug 2024 17:37:41 UTC  
Viewed: 26 Aug 2024 18:09:22 UTC  
Signed: 26 Aug 2024 18:09:37 UTC

*Lori Peters*

### Recipient Verification:

✓ Email verified 26 Aug 2024 18:09:22 UTC

IP address: 104.28.39.93  
Location: Cromwell, United States

### Everett Olsen Jr.

Email: everett.olsen@sau26.org

Sent: 23 Aug 2024 17:37:41 UTC  
Viewed: 29 Aug 2024 13:25:28 UTC  
Signed: 29 Aug 2024 13:25:43 UTC

*Everett Olsen Jr.*

### Recipient Verification:

✓ Email verified 29 Aug 2024 13:25:28 UTC

IP address: 216.107.200.226  
Location: Merrimack, United States

Document completed by all parties on:  
29 Aug 2024 13:25:43 UTC

Page 1 of 1



### Signed with PandaDoc

PandaDoc is a document workflow and certified eSignature solution trusted by 50,000+ companies worldwide.

