

PORTSMOUTH BOARD OF EDUCATION

AND

THE PORTSMOUTH ASSOCIATION OF CLERICAL EMPLOYEES (PACE)

MEMORANDUM OF AGREEMENT

1. The Portsmouth Board of Education (“the Board”) and the Portsmouth Association of Clerical Employees (“the Union”) are parties to a collective bargaining agreement (“CBA”).
2. The Board and the Union are scheduled to begin negotiations for a successor CBA this school year.
3. The Board and the Union have agreed that it is in the best interests of both parties to do a one (1) year extension of the existing 2022-2024 CBA, which is scheduled to expire June 30, 2024.
4. The mutual extension will result in the current CBA extending through June 30, 2025.
5. The agreement to extend the existing CBA includes the agreement to increase wages for the one (1) year extension as follows:
 - a. All employees covered by the CBA will receive a COLA based on the 10-year rolling COLA average of the Boston-Cambridge-Newton, MA-NH Consumer price index, with a floor of 3% and a ceiling of 5%.
 - b. The COLA outlined in 5(a) above will be applied to the base wage for each employee beginning on July 1, 2024.
 - c. The COLA outlined in 5(a) above will be applied to all longevity amounts in the CBA.

- d. All reference to the Title "*Administrative Assistant to the Assistant Superintendent*" in the CBA, will be changed to "*Executive Assistant to the Assistant Superintendent.*"
 - e. Dates in the sections "Applicability After Contract Expires"; "Duration"; and any other section of the CBA, which are directly impacted by this MOA and are identified as needing adjustment to adjust to align with the intent of this MOA will be adjusted.
 - f. All other language contained in the existing 2022-2024 CBA between the parties will remain current contract language through the one (1) year extension.
6. This MOA is to address only the agreed upon changes outlined in 5(a-e) above and is not intended to create any precedent or binding practice between the Board and the Union.

Dated: 11/14/23

Nancy Clayburgh
Nancy Clayburgh
Chair, Portsmouth School Board Chair

Dated: 11/8/2023

Karen Conway
Karen Conway
President, PACE

Ratified by the Portsmouth City Council on December 14, 2023

Dated: 12/8/23

Kelli Barnaby
Kelli Barnaby
City Clerk, City of Portsmouth