

**PORTSMOUTH BOARD OF EDUCATION**  
**AND**  
**THE ASSOCIATION OF PORTSMOUTH TEACHERS (APT)**

**MEMORANDUM OF AGREEMENT**

1. The Portsmouth Board of Education (“the Board”) and the Association of Portsmouth Teachers (“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 on 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 shall be applied to the base wage for each employee beginning on July 1, 2024.
  - c. The COLA outlined in 5(a) above shall be applied to all tracks in the salary schedule.

- d. 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 align with the intent of this MOA will be adjusted.
  - e. 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 the agreed upon one (1) year extension and salary/track increases as outlined in 5(a-d) 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: 11/7/23

Erin Bakkom  
Erin Bakkom  
President, APT

Ratified by the Portsmouth City Council on December 4, 2023

Dated: 12/8/23

Kelli Barnaby  
Kelli Barnaby  
City Clerk, City of Portsmouth