

**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN THE  
AGAWAM PUBLIC SCHOOLS  
AND  
THE AGAWAM EDUCATION ASSOCIATION UNIT B**

*The Agawam Public Schools (hereinafter referred to as "Agawam"), the Agawam Education Association, Unit B, (hereinafter referred to as "Association"), and Ellen Carra (hereinafter referred to as "Carra") hereby agree to the following terms, conditions, and understandings:*

**Background:** Agawam employs Enrichment Paraprofessionals to provide enrichment lessons for elementary students during the Response to Intervention block during the school day. The Association represents the interests of these paraprofessionals.

Agawam has decided to change the way student enrichment is taught and therefore has decided to eliminate the Enrichment Paraprofessional positions at the end of the 2025/2026 school year.

**Purpose:**

*Now therefore*, the parties agree as follows:

1. Agawam and the Association are parties to a collective bargaining agreement.
2. Carra is a bargaining unit member.
3. Due to the elimination of her position and in keeping with the terms of the Unit B contract, Article 27 - Reduction in Force clause, Carra, the current Enrichment Paraprofessional at James Clark School, will continue to work at James Clark School as a classroom support paraprofessional for the third and fourth grades.
4. Agawam agrees that Carra will not be transferred to another school during the time that this MOU is in effect without her consent.
5. Carra will retain her salary level, workday/week schedule and all benefits granted to her under the terms of the Unit B contract.
6. Carra will train with the current Library/Media paraprofessional in order to learn all the procedures required to run the library and ensure a smooth transition, with the intent that she take over the position upon the retirement of the current Library/Media paraprofessional.
7. Carra will attend professional development as planned by the district, with participation with the

Library/Media paraprofessionals when appropriate and when it does not conflict with district/school level professional development priorities.

8. Duration: This agreement shall remain in effect until June 30, 2028, unless terminated, extended, or amended by mutual written agreement of Agawam and the Association.

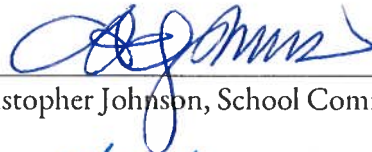
9. Governing Law: This MOU shall be governed by the laws of Massachusetts and any dispute arising from it shall be resolved in accordance with applicable laws and regulations.

10. Signature: This MOU shall become effective upon signature by authorized representatives of Agawam, the Association and Carra.

11. This MOU is not precedent setting for any same or similar circumstance in the future.

IN WITNESS WHEREOF, the Parties hereto have executed this Memorandum of Understanding as of the date written below.

On behalf of the Agawam Public Schools



Christopher Johnson, School Committee Chair

Date: 4/14/2026

On behalf of the Agawam Education Assn.



Curtis Miarecki, AEA President

Date: 4/28/2026



Carla Chase, AEA Unit B Coordinator

Date: 4/27/26



Ellen Carra, Paraprofessional

Date: 4/27/26