

**Minutes of the Executive Session
of the Salem School Committee
Monday, September 16, 2024
Rm. 227, 29 Highland Ave.
Hybrid Meeting**

Members Present: Mayor Dominick Pangallo, Vice Chair Cruz, Beth Anne Cornell, AJ Hoffman, Mary Manning, and Veronica Miranda

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Carbone, Assistant Superintendent Elizabeth Pauley, and Director of Human Resources Jill Conrad

Members Absent: Amanda Campbell

Call to Order

Mayor Pangallo called the meeting to order at 5:40 pm.

Executive Session

Vice Chair Cruz made a motion to enter into Executive Session at 5:41 pm. Member Miranda seconded. A roll call vote was taken.

Member Campbell ABSENT

Member Cornell ABSENT

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

M.G.L. c. 30A, § 21(a)(7) “to comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”); Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) review and approval of executive session minutes from August 19, 2024.

Member Manning made a motion to approve the executive session minutes from August 19, 2024. Vice Chair Cruz seconded. A roll call vote was taken.

Member Campbell ABSENT

Member Cornell ABSENT

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

Purpose 3 – Move to enter executive session to conduct strategy sessions in preparation for negotiations with the Salem Teachers Union because an open meeting will have a detrimental effect on the bargaining position and the chair so declares.
NOT to return to open session.

Mayor Pangallo said that an agreement on the contract has been reached with the Salem Teachers Union (STU) and now it is in the process of ironing out the details.

Vice Chair Cruz said that progress was made in some major areas. One of the areas was parental leave. The response provided to a question about the average number of employees who are out on maternity leave every year was 20 but it was expected that this number could rise in the future due to the new benefits. The matter about sick time to take care of family members was also raised.

Superintendent Zrike mentioned that prep time was increased as the previous time provided was on the lower end compared to some other districts. Superintendent Zrike said that another positive outcome was the standardization of the length of the school day except for the Early Childhood Center. The first day for teachers, bilingual stipend changes and vocational certifications were highlighted.

Member Cornell joined the meeting at 6:25 pm.

Assistant Superintendent Pauley provided a summary of the wage and salary tables as well as differentials. Comments were made that with the substantial increases in compensation, financial considerations would be needed in order to balance the budget.

It was also mentioned that the contract helps in terms of recruitment and retention. A question was raised about the number of employees in each group and the response was that there were 504 teachers, and 217 paraprofessionals.

Vice Chair Cruz said that the next step would be to finalize the contracts so that the STU can ratify them. After the STU ratifies, the School Committee can vote on it.

A Committee of the Whole meeting would be scheduled for Monday, September 30th.

Adjournment

Member Miranda made a motion to adjourn at 6:41 pm. Vice Chair Cruz seconded. A roll call vote was taken.

Member Campbell ABSENT

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee & Superintendent



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Salem School Committee ("Employer") and the Teacher Chapter of the Salem Teachers Union, Local 1258 American Federation of Teachers, AFL-CIO ("Union").

RECITALS

1. The Employer and the Union are parties to a Collective Bargaining Agreement for the period of September 1, 2021 through and including August 31, 2024.
2. The duly-authorized representatives of the Employer and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement.
3. Said representatives of the Employer and the Union have, subject to ratification by the membership of the Employer and the Union, a successor Collective Bargaining Agreement for the periods of September 1, 2024 through August 31, 2027.
4. The Parties agree to integrate the changes set forth herein into a single merged Collective Bargaining Agreement.

AGREEMENT

In consideration of mutual promises and covenants set forth herein, the Parties, subject to ratification, hereto agree as follows:

1. **PRIOR AGREEMENT AND DURATION:**
 - a. The Collective Bargaining Agreement in effect for the period September 1, 2021 through and including August 31, 2024, shall be in full force and effect for the period September 1, 2024 through and including August 31, 2027, except as modified by this MEMORANDUM OF AGREEMENT.
 - b. The changes set forth herein are effective September 1, 2024 unless otherwise specified.
2. **HOUSEKEEPING UPDATE:** Fix any typographical errors discovered during the proofreading of the new collective agreement by mutual consent. Fix any formatting inconsistencies by mutual consent. Remove any anachronistic language by mutual consent. Incorporate, or include as appendices, any relevant agreements by mutual consent.



3. **SIDE LETTER RE: STATEMENTS OF SHARED INTEREST.** Appendix A
The parties have developed the joint statements of interest found in the side letter of agreement in Appendix A. These provisions are not incorporated into the collective bargaining agreements. The parties will meet regularly to discuss progress being made to achieve the provisions.

4. **WAGES (Teachers).** Appendix B.

Employees shall receive a 4.25% General Wage Increase for the 2024-2025 school year. Effective the 2025-2026 school year, the pay scale shall be restructured and adjusted for the standardized work day. Wages for the 2025-2026 school year and the 2026-2027 school year are outlined in the tables found in Appendix B.

5. **EXTENDED SCHOOL DAY COMPENSATION.** New Provision.

The differentials for extended time at BAIS, CMS, and Saltonstall will end in FY26 upon the implementation of a standard work day. For teachers at BAIS, CMS, and Saltonstall whose salary will increase by \$1,000 or less in FY26 because of the loss of the ELT differential, their FY26 salary will be created by the following formula: adding 1% onto their FY25 total compensation (base salary for FY 25 plus ELT differential). For FY 27: If this new FY26 compensation (FY25 salary + ELT differential+1%) results in the FY27 salary increase being \$1,000 or less than the FY26 revised salary, the same formula: FY26 salary + 1% will be used for those staff. This provision is only available for FY 26 and FY27. In Both FY26 and FY27, no employee will receive a salary increase of less than \$1,000 in either year.

6. **CTE CREDENTIALS.** New Provision.

Column 1 = C

Column 2 = C+15: "C15" vocational or technical teachers may achieve this level by submitting proof of 15 credits beyond certification and towards a proposed Baccalaureate Degree, or they may take technical courses approved by the Superintendent or designee.

Column 3 = C+30: "C30" vocational or technical teachers may achieve this level by submitting proof of 30 credits beyond certification and towards a proposed Baccalaureate Degree, or they may take technical courses approved by the Superintendent or designee



Column 4 = C+45: "C45" vocational or technical teachers may achieve this level by submitting proof of 45 credits beyond certification and toward a proposed Baccalaureate Degree, or they may take technical courses approved by the Superintendent or designee.

Column 5 = C+60: "C60" vocational and technical teachers may achieve this level by submitting proof of 60 credits beyond certification and towards a proposed Baccalaureate Degree, or they may take technical courses approved by the Superintendent or designee.

Column 6 = C+75: "C75" vocational and technical teachers may achieve this level by submitting proof of 75 credits beyond certification and towards a proposed Baccalaureate Degree, or they may take technical courses approved by the Superintendent or designee.

Column 7 = C+90: "C90" vocational and technical teachers may achieve this level by submitting proof of 90 credits beyond certification and towards a proposed Baccalaureate Degree, or they may take technical courses approved by the Superintendent or designee.

Column 8 = VM/CAGS: "VM/CAGS" vocational and technical teachers may achieve this level by submitting proof of 30 credits beyond an accredited Baccalaureate Degree and certification. "CAGS" may be achieved with a Certificate of Advanced Graduate Studies.

This scale shall apply to CTE educators for whom a bachelor's degree is not required for vocational certification.

CTE educators for whom a bachelor's degree is required for vocational certification may also move along the pay scale columns based on technical courses if such courses are approved by the Superintendent, or designee.

7. SPECIAL EDUCATION CLASS SIZES & STAFFING. New Provision.

Special Education class sizes, caseloads, and staffing ratios shall be maintained within applicable state regulations found at 603 CMR 28.06(6-7).

8. EQUITABLE CLASS SIZES. New Provision.

The Committee will make best efforts to have equitable class sizes within grade level, section and/or courses across the district.



9. CTE CLASS SIZES. New Provision

Class sizes within Career and Technical Education classes shall be limited to the number of student work stations available in the respective class.

10. SERVICE PROVIDER & SPECIAL EDUCATION VERTICAL TEAM. New Provision.

Related Service Provider Vertical Team: Special Education and Program Administrators will schedule quarterly meetings that the following members may attend: Psychologists, Speech and Language Pathologists, Occupational Therapists, Physical Therapists, BCBA's, school adjustment counselors and special educators. The purpose of these meetings is to review related service caseloads, evaluation numbers, and any program or related service issues that arise, including, but not limited to determining when a member requires assistance with evaluations or assistance with an inequitable workload.

11. SERVICE PROVIDER PREPARATION TIME. New Provision.

Service Providers (OT, PT, SLP, etc.) shall be provided with at least two hundred (200) minutes of preparation time per week, with at least thirty (30) minutes per day.

12. EARLY CHILDHOOD CENTER DISCRETIONARY TIME. New Provision.

Effective the 2025-2026 School Year, Employees at the Early Childhood Center who perform both general education and special education roles shall receive at least an additional one hundred fifty (150) minutes of educator-directed discretionary time each week in order to complete required administrative tasks.

13. CLASSROOM SETUP TIME. New Provision.

All employees shall be provided with three (3) consecutive hours, during the professional development work days prior to the start of the school year, to set up their classrooms, shops and workspaces prior to the start of the student year. Principals shall arrange for the scheduling of these hours.

14. PARENTAL LEAVE. New Provision.

Employees, regardless of status as a birth parent or non-birth parent, shall be eligible for a parental leave of absence of up to one (1) year following the birth or adoption of a child, or the placement of a child up to the age of eighteen (18) in the home of the employee.

a. Paid Leave

- i. The first four weeks of leave shall be paid at 100% of base wages based on regular hours worked.
- ii. The following four weeks of leave shall be paid at 50% of base wages based on regular hours worked.
- iii. The following four weeks, an employee may utilize accrued sick and/or personal leave in order to receive 100% of pay.
- iv. Employees may use accrued sick and/or personal leave to supplement the above compensation up to 100% of pay.
- v. This paid leave does not need to be split between parents if both are employed by SPS.
- vi. Paid leave must be taken within one (1) year of the arrival of the child.

b. Unpaid Leave

- i. Remaining leave shall be unpaid. The employee shall provide the employer with their anticipated date of return prior to the start of their leave, if practicable.

c. Paid Family Medical Leave

- i. The City of Salem does not currently participate in the Paid Family and Medical Leave (PFML) coverage offered by the state. Should the City of Salem vote to approve M.G.L. c. 175M (Paid Family Leave); the parties agree to negotiate over the replacement of this provision with provisions consistent with PFML.

15. CHAPERONING COMPENSATION. New Provision.

Employees accompanying students on School Committee approved overnight curricular field trips shall receive additional compensation in the amount of \$100 dollars for each overnight spent for domestic trips only and for a maximum of five (5) nights per teacher per trip upon the submission of a signed overnight trip form. This provision does not apply to club and extracurricular overnight field trips.

16. PROFESSIONAL DEVELOPMENT PLAN. New Provision.



The Employer shall create a Professional development plan and distribute to employees prior to the start of the school year.

17. TEACHER-THERAPIST PLANNING TIME. New Provision.

Teachers, related service providers, and paraprofessionals shall be provided with up to two (2) hours, during the professional development work days prior to the start of the school year, to meet to discuss students on their respective caseloads for the upcoming year. Principals shall arrange for the scheduling of these hours.

18. JOB DESCRIPTIONS. New Provision.

The Employer shall maintain updated job and role descriptions for all bargaining unit positions. Such descriptions will be provided to the Union on request, when new positions are created, or amended. The Employer shall provide the Union with copies of new or amended job descriptions prior to implementation.

19. ONBOARDING. New Provision.

The Committee will provide the opportunity for the Union to meet with newly-hired employees, without charge to the pay or leave time of such an employee, for not less than 30 minutes either during the new member orientation prior to the start of the school year, or on a faculty meeting day within one (1) month of hire if the member is hired after the start of school. On the teacher orientation days just prior to the opening of the student year, the Union shall be provided one thirty-minute period before or after general faculty orientation meeting(s) in order to meet with all teachers to discuss Union activities.

20. TESTING/MEETING SPACE. New Provision.

Each school shall provide confidential space for student testing, evaluation of students, and for virtual meetings.

21. SAFETY TEAM. New Provision.

One Union designee shall be included on the district-wide Safety Team.



22. RECESS STAFFING. New Provision.

At the elementary level, there shall be a 1:35 ratio of employees: students during recess at all times.

23. CONFERENCES. New Provision.

During the 2024-2025 school year, each building shall form a joint labor-management committee in collaboration with the school site council to discuss and issue guidance related to student-led parent conferences.

Each school may be expected, during contractual time, to conduct student-led parent conferences during the 2025-2026 school year. The parties shall meet to negotiate over the continuation of these conferences prior to the conclusion of the 2025-2026 school year.

24. SICK LEAVE INCENTIVE. New Provision.

Should all STU members achieve an STU-wide overall attendance rating of 95% in a given year, the work year for all STU members shall be reduced from 185 to 184 for the following year, without loss of pay. If the STU membership achieves the same attendance rating of 95% in subsequent school years, the work year shall remain at 184. If the STU membership does not maintain the same attendance rating of 95% in a subsequent year, the work year shall return to 185 days.

The 95% overall rating shall be calculated as follows:

STU bargaining unit members will achieve an attendance rating by reviewing their attendance from their date of hire (i.e., first day of work) in a given year through the last day in the teacher work year (i.e., total number of days in attendance divided by total number of possible days worked). All individual employee attendance ratings, for employees who are employed as of the last day in the educator work year, shall be averaged to arrive at the unit-wide overall attendance rating. The incentive must be earned as an entire group.



An absence shall be defined as a day that is a scheduled workday where an employee does not report to work or perform working duties from another approved working location.

The following types of absences will not count in the total tallied absences:

- Religious Holiday Observances
- Jury or Military Duty
- Bereavement
- Parental leave
- FMLA leave
- Approved extended contractual leave
- Sick days as a result of a personal injury caused by an accident or an assault occurring within the scope of the educator's employment

An employee will be considered absent when using paid sick leave, personal leave, and/or unpaid leave

25. HIGH SCHOOL LOADS. New Provision.

The Parties shall form a Joint Labor-Management Committee to begin in the fall of 2024 for the 2024-2025 school year regarding the High School schedule, to address inequities that exist within the current schedule, and to discuss the maximum number of preparations to be assigned to various groups of High School Teachers. The Parties agree to bring the recommendations of the JLMC back to the negotiating teams for further negotiations.

26. BEREAVEMENT LEAVE. New Provision.

Bereavement Leave shall be amended to include five (5) days following a miscarriage.

27. ATHLETIC COACHES. New Provision.

Effective the 2024-2025 school year, the stipends for all athletic coaches shall be incorporated into the Collective Bargaining Agreement. The parties shall form a Joint Labor-Management Committee during the 2024-2025 school year to review such stipends, and submit recommendations to the parties for negotiations.

28. ACADEMIC CREDENTIALS. New Provision.



Employees with an Educational Specialist Degree shall be placed on Column 7 of the pay scale.

Credits earned for the initial Masters degree beyond the initial thirty (30) credits may be used for further advancement along the pay scale.

The National Board of Certification for School Nurses certification, or the Pediatric Certification shall be counted as a Masters' degree for School Nurses, or thirty (30) graduate credits if the nurse already possesses a Masters degree. If a nurse has both certifications and a Masters degree, the nurse will be limited to a total of 30 additional credits.

29. ILT STIPENDS. Amended Provision.

Article III(I)

I. Differential for department heads shall be \$3361 per year.

I. Differential for Instructional Leadership Team Members

The differential for Instructional Leadership Team Members shall be as follows: Members will be paid a differential of no less than \$150 annually and no more than \$2000 annually based on the needs of the individual schools. This provision does not apply to High School Head Teachers who may be expected to serve on the Instructional Leadership Team.

30. COORDINATOR DIFFERENTIAL. Amended Provision.

Article III(J)

1. Compensation

The differential for the following counselors, coordinators and nurses shall be **three thousand five hundred dollars (\$3500)** **three thousand dollars (\$3,000.00)** per year.

- School Adjustment Counselor
- Guidance Counselor
- Music Coordinator



- School Nurse
- Instructional Coach
- Digital Learning Coach
- Coaches of Multilingual Learning
- City Connects Coordinator
- Coordinator of Multilingual Learning
- Library Coordinator
- STEAM/Standards-based coordinator
- Early Learning Coordinator
- **School Psychologist**

2. **Schedule:** The hours of these positions include working seven (7) additional work days that will be mutually scheduled between the Coordinators and their District Supervisor. Such mutual scheduling and may occur during school vacation weeks, in two hour increments after school, and/or during the summer. The work day for these days is 6 hours.

By May 1, each District supervisor, in collaboration with the Coordinators, will determine when the 7 additional days will be completed and which projects the Coordinators will work over the course of the upcoming fiscal year.

31. BILINGUAL STIPEND. Amended Provision.

Article III(N)(3)

All Active employees and new employees who are certified or deemed to be bilingual/biliterate via employer approved certification process and/or test shall receive an annual stipend of one thousand five hundred dollars **(\$1,500.00)** **(\$1,000.00)**. The expectation is that employees that receive this stipend will support building-based and district wide multilingual communication needs. The stipend will be prorated if the member earns their certification after the 91st school day to \$750.

32. SICK BANK. Amended Provision.

Article V(A)(4)

Sick-Leave Bank: There is hereby established a Sick Leave Bank for the employees covered by the Collective Bargaining Agreement under the following rules and regulations.



- a. The Sick Leave Bank is a benefit available to support teachers who, due to a prolonged serious illness have exhausted their accumulated sick, personal, or other leave time and may require additional time to recover from their illness. The purpose of Sick Leave Bank is to provide support bargaining unit members who are experiencing the devastating effects of a serious, long-term illness or injury. It is not designed to replace or extend accrued sick time for individual employees and it should not be used for purposes for which it was not intended.
- b. The Sick Leave Bank shall be administered by the Office of Human Resources under the direction of the **Sick Leave Bank Committee. Sick Leave Bank Committee that shall be comprised of two (2) voting members from the STU and three (3) voting members from administration.** Superintendent. When new members of the Bargaining Unit are initially employed, the Administration shall provide such members with an enrollment form. Any employee, who so desires, may assign one sick leave day to the general Sick Leave Bank within thirty (30) days from the date of employment **or within the first two (2) weeks of any school year.**
- c. At any such time that the total number of days in the Sick Leave Bank is reduced to one hundred (100), any employee wishing to continue membership shall contribute one additional day. In the event that an employee has no sick leave credit from which to contribute and said absence of sick leave credit is the sole result of earlier participation within the bank during that school year or current participation within the bank, then that employee shall continue to be a member, but must contribute a sick day as soon as they receive creditable sick leave.
- d. When the sick leave bank is reduced to 100 days, the District will provide members of the Bargaining Unit with the following notice:

“The Sick Bank has been reduced to one hundred (100) Days. If you wish to remain a member, one (1) additional day will be deducted from your sick time and automatically deposited to the Sick Bank and your membership will continue. If you wish to be removed from the Sick Bank, please notify the payroll office, in writing, at least fifteen (15) days from the date of notification. Failure to notify, in writing, will automatically continue your membership in the Sick Bank.”

- e. Any employee, who is a member of the Sick Leave Bank, has exhausted his or her leave time, and who requires additional time to recover from a serious illness or injury may, after five (5) consecutive no-pay absences, starting on the sixth (6th) working day, draw upon the bank for no more than thirty (30) working days,



provided that adequate medical certification has been submitted along with a Sick Bank Withdrawal Application. Documentation from a medical professional must be submitted verifying the nature of the serious illness or injury requiring the employee to remain absent for a prolonged period of time. Medical documentation must also provide an indication of an expected return date and/or date upon which the employee is to be re-evaluated.

- f. The School Committee retains the right to require employees seeking withdrawals from the Sick Bank to obtain a second opinion by visiting a physician selected by the School Committee and paid for by the School Committee.
- g. Upon the expiration of the thirty (30) working days of Sick Bank time, the employee shall either return to work or submit a Sick Bank Extension Application to Human Resources not less than five (5) calendar days prior to the expiration of the initial thirty (30) working days. The Sick Bank Extension Application shall include additional medical certification stating the nature of the illness, the reason the illness is preventing the employee from returning to work and the expected duration of leave. Unless the employee is hospitalized or otherwise incapacitated, employees who wish to extend their time on the sick bank must complete a medical evaluation by a physician selected by the School Committee prior to withdrawing additional time (beyond the initial thirty (30) working days) from the sick bank.
- h. Sick Bank Extension Applications shall be reviewed and approved or denied by the **Sick Leave Bank Committee** Superintendent. An approved extension shall be granted for not more than sixty (60) working days, which amounts to ninety (90) working days of accrued time on the sick bank.
- i. Upon the expiration of the ninety (90) working day interval, the employee shall either return to work or submit a second Sick Bank Continuing Extension Application to Human Resources not less than five (5) calendar days prior to the expiration of the initial ninety (90) working days. The Sick Bank Continuing Extension Application shall include additional medical certification stating the nature of the illness, the reason the illness is preventing the employee from returning to work and the expected duration of leave. Unless the employee is hospitalized or otherwise incapacitated, employees who wish to extend their time on the sick bank must complete a medical evaluation by a physician selected by the School Committee prior to withdrawing additional time (beyond the initial ninety (90) working days) from the sick bank.
- j. Sick Bank Continuing Extension Application shall be reviewed and approved or denied by the **Sick Leave Bank Committee** Superintendent. An approved continuing extension shall be granted for not more than ninety (90) working days,



which amounts to a total of one hundred eighty (180) working days of accrued time on the sick bank.

- k. In no event shall any employee be entitled to draw more than one hundred eighty (180) consecutive working days from the sick bank.
- l. ~~The Superintendent shall authorize her/his staff in Human Resources to approve or deny all sick leave bank applications on the basis of the information submitted and in alignment with the purpose of the sick leave bank should any application for sick leave withdrawal raise any issues of concern, the Superintendent or his/her designee shall consult with the Union prior to taking any action.~~
- m. **Employees may apply for the withdrawal of up to twenty (20) sick days from the sick leave bank for the care of eligible family members, as defined by the FMLA**
- n. **The decisions of the Sick Leave Bank Committee regarding twenty (20) day withdrawals to care for family members are final and not subject to the grievance and arbitrations procedures under the Contract.**
- o. **Retiring employees may donate up to twenty (20) sick days from their unused accrual to the sick bank.**

33. PERSONAL DAYS. Amended Provision.

Article V(B)(1)

- a. Teachers will be allowed to utilize three (3) days per year for unrestricted personal business not taken before or after a holiday or vacation period. Three (3) school days written notice shall be given to the School Principal, or in the case of teachers assigned to multiple schools, to the ~~building principal(s)~~ Superintendent of Schools (or designee). The three-day notice may be waived in extraordinary circumstances. **Administration reserves the right to deny personal leave requests if the amount of personal day notifications requests on one day is in excess of 10% of the teaching staff in schools with greater than 30 Teachers; 15% in schools with 15-30 Teachers and 20% in schools with less than 15 teachers. This provision shall not apply to staff who work in multiple buildings and those staff members shall not be used in computing the building percentages. In those instances, personal days will be granted on order of receipt. Should a staff member require request a personal day and be denied due to this provision, the day may be allowed for that Teacher by the building principal if the need for the personal day cannot be changed or rescheduled.**



- b. Unused personal days shall be converted to sick days and added to the employee's sick leave accrual at the beginning of the subsequent school year.
- c. Personal leave shall not be granted for successive days nor on the school day before or after a holiday or vacation period except with the prior approval of the building principal. Superintendent
- d. The Employer shall notify employees in a building, copying the STU president, whenever a building reaches their maximum number of personal day notifications for a given day.

34. PAID FAMILY ILLNESS. Amended Provision.

Article V(B)(11)

Paid Family Illness Leave: Any member of the STU's bargaining unit who is required to provide care for an immediate family member with a serious health condition as defined by FMLA qualifies under the FMLA for leave in order to care for a spouse, child, or parent who has a serious health condition, or to care for a covered service member of the Armed Forces of the United States, as defined and described in the FMLA, and who has sufficient accumulated paid sick leave available to them for the purpose, and who satisfies the procedures required by the FMLA for taking such leave, may use not more than twenty (20) days of their accumulated paid sick leave in a 12-month period for what shall hereafter be called "family illness leave."

35. PREPARATION TIME. Amended Provision.

Article VI(4)(f)

Preparation Periods and Administrative Periods for Middle School Teachers shall be provided with ~~two hundred fifty (250)~~ two hundred sixty (260) minutes preparation time per week and shall be assigned one hundred fifty (150) minutes of administrative time per week

Article VI(5)

Elementary: Pre K-5: Every elementary teacher (Pre K-5) shall be provided with at least two hundred (200) ~~160~~ minutes preparation time per week, with at least thirty (30) minutes per day. Teachers shall be present during demonstration lessons given by Supervisors. To the end of enriching curriculum, improving teaching service and



providing preparation periods, the School Committee shall add needed teaching specialists as it deems necessary.

36. PART-TIME TEACHERS. Amended Provision.

Article VI(B)(2)(c)

All part-time teaching positions require that the teacher attend, without additional compensation, a prorated amount of ~~all~~ faculty meetings, District sponsored Professional Development and parent- teacher nights, ~~and be scheduled for a “day back” per week for students.~~

37. LICENSURE LANGUAGE. Removed Provision.

Article VI(B)(4)

- a. ~~applicants for the teaching position of Mathematics and for the teaching position of Sciencee within the seventh (7th) and eighth (8th) grades must be certified in the subject matter of the position and must have earned twelve (12) units of credit in any second, specific area of certification. Alternatively, applicants must possess an elementary or general certification.~~
- b. ~~Applicants for the teaching position of Social Studies within the seventh (7th) and eighth (8th) grade must be certified in the said subject matter and have earned twelve (12) units of credit in English or Reading. Alternatively, applicants must possess an elementary or general certification.~~
- c. ~~Applicants for the teaching position of English within the seventh (7th) and eighth (8th) grade must be certified in the said subject matter and have earned twelve (12) units of credit in Reading or Social Studies. Alternatively, applicants must possess an elementary or general certification.~~
- d. ~~Applicants for the teaching position of Reading within the seventh (7th) and eighth (8th) grade must be certified in the said subject matter and have earned twelve (12) units of credit in English or Social Studies. Alternatively, applicants must possess an elementary or general certification.~~
- e. ~~Applicants for teaching positions within the sixth grade must possess an elementary or general certification.~~

38. START OF SCHOOL YEAR & HOLIDAYS. Amended Provision.

Article VI(E)(1-2)



1. The regular term of all day schools shall constitute 180 school days. **The work year for employees may begin no earlier than the Monday prior to Labor Day.** In any year when Labor Day occurs after September 4th, in all schools unless otherwise negotiated prior to or after the execution of this agreement, the school year for students shall begin the Tuesday before Labor Day. In those years, the work year for all teachers would begin with Professional Development Days two Tuesdays before Labor Day. Schools shall be closed the Friday of both weeks and on Labor Day.
2. The school district is responsible for timely communication in regards to the start of the year. The Salem Teachers Union president must receive written confirmation of upcoming start date by May 1st of the previous school year if possible, and no later than May 15th, unless otherwise negotiated. However, 185 school days shall be scheduled in the School Calendar; such 5 additional days may be utilized by the Committee to insure the attainment of the required 180 days aforementioned. School sessions shall be suspended on Saturdays, Sundays and the following holidays and vacations: Columbus Indigenous Peoples' Day; Veteran's Day; Thanksgiving Recess (from an early release on the Wednesday prior to Thanksgiving following the district's posted early release schedule until the following Monday); Christmas December Recess (beginning no later than the close of school on December 23 and ending no sooner than January 2); Martin Luther King Day; Winter Recess (the week of Washington's Birthday); Good Friday; Spring Recess (the week of Patriots' Day); Memorial Day, and Juneteenth (when school is in session). Whenever any of the aforesaid holidays falls on a Sunday, schools shall not be in session on the following Monday.

39. START & END TIMES. Amended Provision.

Article VI(F)(1-3)

The standard student day and work day shall be amended to the following, effective the 2025-2026 school year.

Early Childhood Center

Student Day: 6 hours, 5 minutes

Work Day: 6 hours, 55 minutes

Elementary Schools



Student Day: 6 hours, 35 minutes

Work Day: 6 hours, 55 minutes

Middle Schools

Student Day: 6 hours, 45 minutes

Work Day: 6 hours, 55 minutes

High Schools

Student Day: 6 hours, 50 minutes

Work Day: 6 hours, 55 minutes

Middle School & High School teachers may be required to work beyond the 6 hour, 55 minute work day in order to assist with dismissal for a period of 90 school days. The average length of an employee's work day, throughout the year shall not exceed 6 hours, 55 minutes.

40. SCHOOL SUPPLIES STOCK. Amended Provision.

Article VII(B)(6)

The Employer shall provide bargaining unit employees with supplies to educate the students of Salem. **Basic supplies (paper, pencils, pens, etc.) shall be kept on hand, at each worksite, at all times.**

41. CURRICULUM CONSULTATION. Amended Provision.

Article VII(C)(3-4)

Teachers and department heads shall receive notice when a curriculum committee is to be established. Teachers will be solicited to submit recommendations in their area of education. Proposed major revisions in curriculum shall be sent to **all impacted** teachers for comment before they are adopted.

The parties agree to continue consultation with a view to **choose materials to reflect the demographics of the district, the district's priorities, and the district's strategic plan** initiating a more intensive and effective program for the academically talented in the elementary schools.



42. SCHEDULE NOTIFICATION. Amended Provision.

Article VII(F)(3)

Teachers' schedules shall be sent to the Union President and the individual teacher by August 1st preceding August 15 of each school year. Employees who will be expected to teach a new course and/or grade level shall be sent their schedule no later than June 30th to the extent possible and subject to change based on unforeseen circumstances, enrollment changes and budgetary needs.

43. SENIORITY. Amended Provision.

Article VII(H)

The School Department shall annually prepare and supply the union with a seniority list which indicates the member's start date in the Salem School Department and current assignment, the date on which all members of the Bargaining Unit were hired, the areas of certification assigned and the certificates held. The Union shall be supplied with this list that shall be kept current.

Seniority shall be defined as the length of service in the Salem School Department. Time on an unpaid leave of absence (except for union business and military leave under Article V (C)(2) and (3)) shall not count toward seniority. Employees who move into an administrative position for a period of less than one (1) year, and then return to the bargaining unit, shall maintain their seniority as of when they left the bargaining unit. Except a Teacher who is certified as an administrator, and who accepts a temporary administrative position in a building other than his/her own for a period of not more than one (1) year, and except for former Chapter I/Title I and present Chapter I/Title I Teachers, periods of service divided by a break due to resignation, termination or employment outside of the Bargaining Unit shall not be added together to determine seniority. As concerning Chapter I/Title I Teachers, in determining seniority, service in Chapter I, which is continuous to subsequent service in the Bargaining Unit, is to be added to present service in the Teachers Unit. However, such Chapter I/Title I service shall not be allowed to bridge previous teacher service which has been breached by Chapter I/Title I service.

Effective September 1, 1985 Any unpaid leaves of absence will not accrue toward seniority except as provided in Article V, C 2 and 3. However, employees who left the Bargaining Unit before September 1, 1978, but continued to be employed by the Salem School Committee, may return to the unit with the seniority accrued prior to leaving the unit.



All Summer School teaching assignments will be rotated annually according to seniority, certification and current assignment in the Salem School System.

44. SUBSTITUTES. Amended Provision.

Article VII (M)(2)

In situations where substitutes are not provided, teachers assigned to perform the duties of the absent teacher shall be compensated at the contract hourly rate as set forth in Article III, Paragraph D. At the beginning of each school year, principals and employees shall collaborate on a method for the equitable assignment of substitute teaching assignments.

Regularly-assigned Teachers are expected to maintain lesson plans and to have alternate lesson plans available for any substitute to implement when providing coverage for their class(es).

45. GRADE REPORTING. Amended Provision.

Article VII(P)(3)

3. The parties acknowledge the educational benefit to regular and timely feedback. Teachers shall be responsible for entering grades into the online grading system within seven (7) ten (10) school days of submission. Sufficient additional time shall be allowed for the grading of written assignments such as reports and papers.

46. TUITION REIMBURSEMENT. Amended Provision.

Article VII(U)

All teachers are eligible for course reimbursement for courses taken at an accredited college or university. Total reimbursement allowed for tuition and fees per course shall be the equivalent of in-state tuition and fees for a three credit course at Salem State University six hundred dollars (\$600).

~~Effective September 1, 2016, the maximum amount to be expended shall be eighty thousand dollars (\$80,000) sixty thousand dollars (\$60,000). This amount shall cover regular tuition reimbursement as well as incentive payments~~

47. INFORMATION TO THE UNION. Amended Provision.

Article X(D)



The Committee shall make available to the Federation, upon its reasonable and specific request in writing, available information, statistics, and records relevant to negotiations, or necessary for the proper enforcement of the terms of this Agreement. The Committee agrees to provide the Union President or his/her designee with the following information, in writing, on all members of the bargaining unit no later than October 1st of each school year, and for newly hired employees within ten (10) work days of their date of hire: name, job title, department, current work location/building assignment, home telephone number, cell phone number, home address, and personal (non-work) e-mail, if on file. **The Committee shall also inform the Union of any resignations within the bargaining unit within ten (10) days of receiving the resignation.**

48. EVALUATION RUBRIC. Amended Provision.

Update Appendix F Section E to include the new DESE Educator Evaluation Rubric.



Signatures

For the Union

Ann Berman, STU President

Date

For the Employer

Dominick Pangallo, Mayor of Salem

Date



APPENDIX A: STATEMENTS OF SHARED INTEREST

The parties have developed the joint statements of interest found in this side letter of agreement. These provisions are not incorporated into the collective bargaining agreements. The parties will meet regularly to discuss progress being made to achieve the provisions.

- 1. Substitutes:** In order to increase the availability of high quality, experienced substitute educators, the parties will work together to make known the district's policy to pay retired Salem Public School educators no less than their per-diem rate at time of retirement for serving as a substitute educator.
- 2. Bilingual Service Providers:** The parties recognize the importance of bilingual service providers in bilingual education settings, and will prioritize the placement of these valuable employees in the programs where they will provide students the highest benefit.
- 3. Paraprofessional Coach:** The parties will work together to develop a job description for a Paraprofessional Coach position which would provide mentorship to early career paraprofessionals.
- 4. Parking:** The parties will work together to advocate to the Salem City Council regarding the need for increased parking for Salem Teachers Union members in the vicinity of select worksites.
- 5. Recess & Lunch:** The parties will work together to determine the appropriate durations of recess and lunch for each grade level, and will discuss opportunities within the schedule to implement necessary changes.



APPENDIX B: WAGE SALES

2024-2025								
	B	B+15	M	M+15	M+30	M45	M+60 /Cags/EdS	DR
1	\$53,826.99	\$55,269.64	\$56,927.95	\$58,379.54	\$59,831.11	\$61,281.58	\$62,936.54	\$64,652.97
2	\$56,127.84	\$57,574.96	\$59,229.92	\$60,677.03	\$62,736.51	\$63,574.61	\$65,232.93	\$66,951.57
3	\$58,417.53	\$59,866.88	\$61,531.89	\$62,980.13	\$64,311.01	\$65,870.99	\$67,533.78	\$69,254.67
4	\$60,723.97	\$62,168.84	\$63,823.81	\$65,282.10	\$66,726.97	\$68,175.20	\$69,839.10	\$71,554.41
5	\$63,022.59	\$64,469.70	\$66,119.07	\$67,577.36	\$69,028.94	\$70,480.52	\$72,138.83	\$73,854.13
6	\$65,321.21	\$66,770.55	\$68,434.45	\$69,877.09	\$71,329.80	\$72,780.26	\$74,438.57	\$76,153.87
7	\$67,619.83	\$69,072.52	\$70,729.72	\$72,176.83	\$73,627.29	\$75,082.23	\$76,739.42	\$78,455.84
8	\$70,493.93	\$72,013.68	\$73,749.10	\$75,263.26	\$76,781.88	\$78,302.75	\$80,038.17	\$81,753.47
9	\$73,365.81	\$74,953.72	\$76,767.36	\$78,350.80	\$79,935.36	\$81,524.40	\$83,335.80	\$85,051.10
10	\$76,238.80	\$77,894.88	\$79,785.62	\$81,436.12	\$83,088.84	\$84,746.04	\$86,634.54	\$88,348.72
11	\$79,111.80	\$80,834.92	\$82,803.88	\$84,523.66	\$86,242.32	\$87,966.56	\$89,932.17	\$91,646.36
12	\$81,983.67	\$83,777.20	\$85,821.03	\$87,608.96	\$89,396.91	\$91,188.20	\$93,230.92	\$94,945.10
13	\$85,041.48	\$86,899.95	\$89,023.58	\$90,876.30	\$92,729.01	\$94,588.63	\$96,706.51	\$98,486.91

2025-2026								
	B	B+15	M	M+15	M+30	M45	M+60 /Cags/EdS	DR
1	\$56,773.44	\$58,153.68	\$60,665.34	\$61,735.15	\$64,013.78	\$65,152.80	\$68,569.29	\$68,879.96
2	\$59,266.77	\$60,654.77	\$63,351.18	\$64,412.41	\$66,970.89	\$67,878.11	\$71,223.77	\$71,833.74
3	\$61,754.52	\$63,149.16	\$66,037.01	\$67,092.48	\$69,262.55	\$70,605.10	\$73,880.48	\$74,789.76
4	\$64,250.65	\$65,648.57	\$68,717.82	\$69,771.99	\$71,974.93	\$73,336.00	\$76,539.43	\$77,744.11
5	\$66,742.87	\$68,147.44	\$71,400.30	\$72,448.14	\$74,630.32	\$76,067.45	\$79,195.58	\$80,698.46
6	\$69,235.09	\$70,646.29	\$74,092.84	\$75,126.52	\$77,285.15	\$78,796.12	\$81,851.74	\$83,652.80
7	\$71,727.31	\$73,145.71	\$76,775.33	\$77,804.91	\$79,938.30	\$81,525.90	\$84,508.44	\$86,608.27
8	\$74,507.27	\$75,964.72	\$79,819.87	\$80,876.64	\$83,020.01	\$84,714.96	\$87,664.11	\$90,061.56
9	\$77,286.12	\$78,783.17	\$82,863.84	\$83,948.94	\$86,101.15	\$87,904.57	\$90,819.21	\$93,514.86
10	\$80,065.52	\$81,602.18	\$85,907.82	\$87,020.11	\$89,182.29	\$91,094.19	\$93,974.87	\$96,968.14
11	\$82,844.93	\$84,420.63	\$88,951.80	\$90,092.40	\$92,263.44	\$94,283.25	\$97,129.97	\$100,421.44
12	\$85,623.77	\$87,240.20	\$91,995.23	\$93,163.58	\$95,345.13	\$97,472.86	\$100,285.62	\$103,875.29
13	\$88,495.59	\$90,150.00	\$95,131.35	\$96,325.77	\$98,515.59	\$100,751.87	\$103,529.71	\$107,450.68



2026-2027								
	B	B+15	M	M+15	M+30	M45	M+60 /Cags/EdS	DR
1	\$59,719.88	\$61,037.73	\$64,402.73	\$65,090.76	\$68,196.46	\$69,024.02	\$74,202.04	\$73,106.95
2	\$62,405.70	\$63,734.59	\$67,472.43	\$68,147.79	\$71,205.26	\$72,181.61	\$77,214.61	\$76,715.90
3	\$65,091.52	\$66,431.45	\$70,542.13	\$71,204.83	\$74,214.08	\$75,339.20	\$80,227.18	\$80,324.86
4	\$67,777.34	\$69,128.31	\$73,611.83	\$74,261.88	\$77,222.89	\$78,496.80	\$83,239.76	\$83,933.82
5	\$70,463.15	\$71,825.17	\$76,681.53	\$77,318.92	\$80,231.70	\$81,654.38	\$86,252.33	\$87,542.78
6	\$73,148.97	\$74,522.03	\$79,751.23	\$80,375.95	\$83,240.51	\$84,811.97	\$89,264.90	\$91,151.73
7	\$75,834.79	\$77,218.90	\$82,820.93	\$83,432.99	\$86,249.31	\$87,969.57	\$92,277.47	\$94,760.70
8	\$78,520.61	\$79,915.75	\$85,890.63	\$86,490.03	\$89,258.13	\$91,127.16	\$95,290.05	\$98,369.65
9	\$81,206.42	\$82,612.62	\$88,960.32	\$89,547.08	\$92,266.93	\$94,284.75	\$98,302.61	\$101,978.61
10	\$83,892.24	\$85,309.48	\$92,030.02	\$92,604.11	\$95,275.75	\$97,442.34	\$101,315.19	\$105,587.57
11	\$86,578.06	\$88,006.34	\$95,099.73	\$95,661.15	\$98,284.55	\$100,599.94	\$104,327.76	\$109,196.53
12	\$89,263.88	\$90,703.20	\$98,169.43	\$98,718.19	\$101,293.36	\$103,757.52	\$107,340.33	\$112,805.48
13	\$91,949.69	\$93,400.06	\$101,239.13	\$101,775.23	\$104,302.18	\$106,915.12	\$110,352.90	\$116,414.45

Wage Scales for BAIS & SALTONSTALL teachers

2025-2026								
	B	B+15	M	M+15	M+30	M45	M+60 /Cags/EdS	DR
1	\$56,773.44	\$58,153.68	\$60,665.34	\$61,735.14	\$64,013.79	\$65,152.80	\$68,569.29	\$68,879.95
2	\$59,266.77	\$62,802.77	\$63,351.17	\$64,412.41	\$66,970.89	\$67,878.11	\$71,223.77	\$71,833.74
3	\$61,754.52	\$65,302.79	\$66,037.01	\$67,092.48	\$69,262.55	\$70,605.10	\$73,880.48	\$74,789.76
4	\$64,250.65	\$67,813.77	\$68,717.81	\$69,771.98	\$71,974.92	\$73,335.99	\$76,539.43	\$77,744.11
5	\$66,742.87	\$68,147.44	\$71,400.30	\$72,448.13	\$74,630.32	\$76,067.45	\$79,195.58	\$80,698.46
6	\$69,235.09	\$70,646.29	\$74,092.84	\$75,126.53	\$77,285.15	\$78,796.12	\$81,851.73	\$83,652.81
7	\$71,727.31	\$73,145.71	\$76,775.32	\$77,804.91	\$79,938.30	\$81,525.90	\$84,508.45	\$86,608.27
8	\$74,507.27	\$75,964.72	\$79,819.86	\$80,876.64	\$83,020.01	\$84,714.95	\$87,664.10	\$90,061.56
9	\$77,286.11	\$78,783.17	\$82,863.84	\$83,948.93	\$86,101.15	\$87,904.57	\$90,819.20	\$93,514.86
10	\$83,161.28	\$84,967.74	\$85,907.82	\$87,020.11	\$89,182.29	\$91,094.19	\$93,974.87	\$96,968.15
11	\$86,295.14	\$88,174.73	\$88,951.81	\$90,092.40	\$92,263.43	\$94,283.24	\$97,129.96	\$100,421.44
12	\$89,427.79	\$91,384.17	\$91,995.23	\$93,163.58	\$95,345.14	\$97,472.86	\$100,285.63	\$103,875.30
13	\$92,844.80	\$94,851.95	\$97,145.47	\$99,146.40	\$101,148.81	\$103,177.27	\$105,487.46	\$107,450.68



2026-2027								
	B	B+15	M	M+15	M+30	M45	M+60 /Cags/EdS	DR
1	\$59,719.88	\$61,037.73	\$64,402.73	\$65,090.76	\$68,196.46	\$69,024.02	\$74,202.04	\$73,106.95
2	\$62,405.70	\$63,734.59	\$67,472.43	\$68,147.80	\$71,205.27	\$72,181.61	\$77,214.61	\$76,715.90
3	\$65,091.52	\$66,431.45	\$70,542.13	\$71,204.84	\$74,214.08	\$75,339.20	\$80,227.18	\$80,324.86
4	\$67,777.34	\$69,128.31	\$73,611.83	\$74,261.87	\$77,222.89	\$78,496.79	\$83,239.75	\$83,933.82
5	\$70,463.15	\$71,825.17	\$76,681.53	\$77,318.91	\$80,231.70	\$81,654.38	\$86,252.33	\$87,542.78
6	\$73,148.97	\$74,522.03	\$79,751.23	\$80,375.95	\$83,240.51	\$84,811.98	\$89,264.90	\$91,151.74
7	\$75,834.79	\$77,218.89	\$82,820.93	\$83,432.99	\$86,249.31	\$87,969.57	\$92,277.47	\$94,760.70
8	\$78,520.61	\$79,915.76	\$85,890.63	\$86,490.03	\$89,258.12	\$91,127.16	\$95,290.04	\$98,369.65
9	\$81,206.42	\$82,612.62	\$88,960.33	\$89,547.07	\$92,266.93	\$94,284.75	\$98,302.62	\$101,978.61
10	\$83,892.24	\$85,309.48	\$92,030.03	\$92,604.11	\$95,275.74	\$97,442.34	\$101,315.19	\$105,587.57
11	\$86,578.06	\$88,006.34	\$95,099.73	\$95,661.15	\$98,284.55	\$100,599.93	\$104,327.76	\$109,196.53
12	\$89,263.88	\$90,703.20	\$98,169.43	\$98,718.19	\$101,293.36	\$103,757.52	\$107,340.33	\$112,805.49
13	\$93,844.80	\$95,851.95	\$101,239.13	\$101,775.23	\$104,302.17	\$106,915.12	\$110,352.90	\$116,414.45



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Salem School Committee ("Employer") and the PSRP Chapter of the Salem Teachers Union, Local 1258 American Federation of Teachers, AFL-CIO ("Union").

RECITALS

1. The Employer and the Union are parties to a Collective Bargaining Agreement for the period of September 1, 2021 through and including August 31, 2024.
2. The duly-authorized representatives of the Employer and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement.
3. Said representatives of the Employer and the Union have, subject to ratification by the membership of the Employer and the Union, a successor Collective Bargaining Agreement for the periods of September 1, 2024 through August 31, 2027.
4. The Parties agree to integrate the changes set forth herein into a single merged Collective Bargaining Agreement.

AGREEMENT

In consideration of mutual promises and covenants set forth herein, the Parties, subject to ratification, hereto agree as follows:

1. **PRIOR AGREEMENT AND DURATION:**
 - a. The Collective Bargaining Agreement in effect for the period September 1, 2021 through and including August 31, 2024, shall be in full force and effect for the period September 1, 2024 through and including August 31, 2027, except as modified by this MEMORANDUM OF AGREEMENT.
 - b. The changes set forth herein are effective September 1, 2024 unless otherwise specified.
2. **HOUSEKEEPING UPDATE:** Fix any typographical errors discovered during the proofreading of the new collective agreement by mutual consent. Fix any formatting inconsistencies by mutual consent. Remove any anachronistic language by mutual consent. Incorporate, or include as appendices, any relevant agreements by mutual consent.



3. **SIDE LETTER RE: STATEMENTS OF SHARED INTEREST.** Appendix A
The parties have developed the joint statements of interest found in the side letter of agreement in Appendix A. These provisions are not incorporated into the collective bargaining agreements. The parties will meet regularly to discuss progress being made to achieve the provisions.
4. **WAGES** . Appendix B.

Effective the 2024-2025 school year, employees in Tiers 1-3 shall receive a 7.00% General Wage Increase, and employees in Tiers 4-7 shall receive a 4.25% General Wage Increase.

Effective the 2025-2026 school year, employees shall move to a new pay structure outlined in appendix B, which includes a 3 step pay scale for Tier 2 and Tier 3 employees, on which employees would remain on step 1 for 2 years and then advance annually thereafter.

Wages are further outlined in the tables found in Appendix B.

5. **Longevity.** Amended Provision.

Article 3(3.3)

Effective the 2025-2026 school year, eligible employees shall receive longevity payments of the following amounts.

Years	Amounts
5	<u>\$600</u> \$100
10	<u>\$1,000</u> \$500
15	<u>\$1,100</u> \$600
20	<u>\$1,750</u> \$1,250
25	<u>\$1,850</u> \$1,350

6. **SPECIAL EDUCATION CLASS SIZES & STAFFING.** New Provision.



Special Education class sizes, caseloads, and staffing ratios shall be maintained within applicable state regulations found at 603 CMR 28.06(6-7).

7. THERAPY ASSISTANT PREPARATION TIME. New Provision.

Each SLPA, COTA, PTA, and Behavior Specialist/Student Support Advisor will be entitled to at least 90 minutes over the course of a week for preparation time.

8. CHAPERONING COMPENSATION. New Provision.

Employees accompanying students on School Committee approved overnight curricular field trips shall receive additional compensation in the amount of \$100 dollars for each overnight spent for domestic trips only and for a maximum of five (5) nights per employee per trip upon the submission of a signed overnight trip form. This provision does not apply to club and extracurricular overnight field trips.

PSRPs chaperoning field trips which extend past the end of the contractual work day shall receive their hourly rate of pay.

9. PROFESSIONAL DEVELOPMENT PLAN. New Provision.

The Employer shall create a Professional development plan and distribute to employees prior to the start of the school year.

10. TEACHER-THERAPIST PLANNING TIME. New Provision.

Teachers, related service providers, and paraprofessionals shall be provided with up to two (2) hours, during the professional development work days prior to the start of the school year, to meet to discuss students on their respective caseloads for the upcoming year. Principals shall arrange for the scheduling of these hours.

11. JOB DESCRIPTIONS. New Provision.

The Employer shall maintain updated job and role descriptions for all bargaining unit positions. Such descriptions will be provided to the Union on request, when new positions are created, or amended. The Employer shall



provide the Union with copies of new or amended job descriptions prior to implementation.

12. ONBOARDING. New Provision.

The Committee will provide the opportunity for the Union to meet with newly-hired employees, without charge to the pay or leave time of such an employee, for not less than 30 minutes either during the new member orientation prior to the start of the school year, or on a faculty meeting day within one (1) month of hire if the member is hired after the start of school. On the teacher orientation days just prior to the opening of the student year, the Union shall be provided one thirty-minute period before or after general faculty orientation meeting(s) in order to meet with all teachers to discuss Union activities.

13. TESTING/MEETING SPACE. New Provision.

Each school shall provide confidential space for student testing, evaluation of students, and for virtual meetings.

14. SAFETY TEAM. New Provision.

One Union designee shall be included on the district-wide Safety Team.

15. RECESS STAFFING. New Provision.

At the elementary level, there shall be a 1:35 ratio of employees: students during recess at all times.

16. INFORMATION TO THE UNION. New Provision.

The Committee shall make available to the Federation, upon its reasonable and specific request in writing, available information, statistics, and records relevant to negotiations, or necessary for the proper enforcement of the terms of this Agreement. The Committee agrees to provide the Union President or his/her designee with the following information, in writing, on all members of the bargaining unit no later than October 1st of each school year, and for newly hired employees within ten (10) work days of their date of hire: name, job title, department, current work location/building assignment, home telephone number, cell phone number, home address, and personal (non-work) e-mail, if on



file. The Committee shall also inform the Union of any resignations within the bargaining unit within ten (10) days of receiving the resignation.

17. ATTENDANCE INCENTIVE. New Provision.

Should all STU members achieve an STU-wide overall attendance rating of 95% in a given year, the work year for all STU members shall be reduced from 185 to 184 for the following year, without loss of pay. If the STU membership achieves the same attendance rating of 95% in subsequent school years, the work year shall remain at 184. If the STU membership does not maintain the same attendance rating of 95% in a subsequent year, the work year shall return to 185 days. All PSRP employees shall be paid for 185 work days.

The 95% overall rating shall be calculated as follows:

STU bargaining unit members will achieve an attendance rating by reviewing their attendance from their date of hire (i.e., first day of work) in a given year through the last day in the teacher work year (i.e., total number of days in attendance divided by total number of possible days worked). All individual employee attendance ratings, for employees who are employed as of the last day in the educator work year, shall be averaged to arrive at the unit-wide overall attendance rating. The incentive must be earned as an entire group.

An absence shall be defined as a day that is a scheduled workday where an employee does not report to work or perform working duties from another approved working location.

The following types of absences will not count in the total tallied absences:

- Religious Holiday Observances
- Jury or Military Duty
- Bereavement
- Parental leave
- FMLA leave
- Approve extended contractual leave
- Sick days as a result of a personal injury caused by an accident or an assault occurring within the scope of the educator's employment

An employee will be considered absent when using paid sick leave, personal leave, and/or unpaid leave



18. ANNUALIZED WAGES. New Provision.

At the beginning of each school year, members shall be given the option of receiving either twenty-one (21) or twenty-six (26) equal paychecks over the subsequent twelve months starting in September. Their selection shall remain binding for that period of time. They shall be given the option of changing their number of paychecks each year. Additional hours worked beyond regularly scheduled hours shall be paid in accordance with Massachusetts wage and hour laws.

19. BEREAVEMENT LEAVE. New Provision.

Bereavement Leave shall be amended to include five (5) days following a miscarriage.

20. ATHLETIC COACHES. New Provision.

Effective the 2024-2025 school year, the stipends for all athletic coaches shall be incorporated into the Collective Bargaining Agreement. The parties shall form a Joint Labor-Management Committee during the 2024-2025 school year to review such stipends, and submit recommendations to the parties for negotiations.

21. VOLUNTARY RECOGNITION. New Provision.

The parties shall form a Joint Labor-Management Committee during the 2024-2025 school year to discuss the voluntary recognition of additional job titles to be effective retroactively to the beginning of the 2024-2025 school year.

22. BILINGUAL STIPEND. Amended Provision.

Article 3(3.1)

All active employees and new employees who are certified or deemed to be bilingual/biliterate via employer approved certification process and/or test shall receive an annual stipend of one thousand five hundred dollars (\$1,500.00) (\$1,000.00). The expectation is that employees that receive this stipend will support building-based and district wide multilingual communication needs. The stipend will be prorated if the member earns their certification after the 91st school day to \$750.



23. SUBSTITUTE DIFFERENTIAL. Amended Provision.

Article 3(3.4)

Paraprofessionals who work as a substitute teacher for an absent classroom teacher shall be compensated at their regular hourly rate pursuant to Article III of this Agreement. Notwithstanding the foregoing, paraprofessionals who work as a substitute for an absent classroom teacher for more than three hours per day shall be compensated an additional \$45.00 ~~\$35.00~~ per day over and above the regular hourly rate of pay. Paraprofessionals who work ~~more than one hour and~~ up to three hours as a substitute for an absent classroom teacher shall be paid an additional \$30.00 ~~\$20.00~~ per day over and above the individual's regular hourly rate. **This provision shall not apply to building-based substitutes.**

Paraprofessionals in tiers 1-3 who substitute for an absent school-based clerk, shall be compensated at the clerk's hourly rate if that is higher than the Employee's current hourly rate of pay.

Principals will make best efforts to equitably schedule coverage of clerks among staff.

24. TUITION REIMBURSEMENT. Amended Provision.

Article 5(5.2)

For undergraduate or graduate work **which are applicable to an paraprofessional's role, or another role in the district which they are seeking to pursue in the field of education,** paraprofessionals attending university/college classes will receive **tuition reimbursement equivalent to the cost of in-state tuition and fees for a a three (3) credit course at Salem State University** \$100 in tuition reimbursement. Requests for reimbursement shall be submitted to the Office of Human Capital for approval, prior to taking the course. Such requests shall be submitted upon a form provided by the District. Paraprofessionals are responsible for submitting all of the information on the tuition reimbursement form before the course is approved.

~~Effective September 1, 2016, the maximum amount to be expended shall be twenty thousand dollars (\$20,000) five thousand dollars (\$5,000) per fiscal year. This amount shall cover regular tuition reimbursement. The district shall develop procedures aligned to this agreement to govern the tuition reimbursement process.~~



The procedures will align to those followed by the teacher bargaining unit Salem Teachers Union, to the extent possible.

25. LENGTH OF DAY & PAID LUNCH. Amended Provision.

Article 5(5.1)(A)

The length of the workday for employees ~~Paraprofessionals~~ shall follow the daily schedule for the students they serve in the school to which the employee is assigned in a given year, including schools that have extended learning time hours. Employees at the Early Childhood Center shall work an additional fifteen (15) minutes before and after the student day. The workday may be up to 8 hours. The length of the workday for School Aides may vary, depending on their specific job assignment.

In all cases, the workday for employees ~~Paraprofessionals~~ shall be no less than two (2) hours and no more than eight (8) consecutive hours in length. On occasion, employees ~~Paraprofessionals~~ may be asked by their supervisor to work additional hours with notice, compensation, and right to refuse.

Employees ~~Paraprofessionals~~ shall receive a duty free, unpaid 30-minute lunch break each day, to be taken at a time other than the start of the school day or at the end of the school day. Effective the 2025-2026 school year, employees shall receive a duty-free, paid 30 minute lunch break.

26. SICK DAYS. Amended Provision.

Article 7(7.1)

Each employee shall be granted one and one half (1.5) ~~one and one quarter (1 1/4)~~ days of sick leave for each month worked. There shall be a maximum of fifteen (15) ~~twelve and one-half (12 1/2)~~ days per school year for 10- month employees ~~(Paraprofessionals)~~ and sixteen and one half (16.5) ~~thirteen and three quarter (13.75)~~ days per school year for 11-month employees (Family Engagement Facilitators). Sick leave may be accumulated from one school year to another up to a maximum of one hundred (100) days.

27. SICK BANK. Amended Provision.

Article 7(7.3)



- a. There is hereby established a Sick Leave Bank for the employees covered by the Collective Bargaining Agreement under the following rules and regulations:
 - i. The Sick Leave Bank is a benefit available to support paraprofessionals who, due to a prolonged serious illness, have exhausted their accumulated sick, personal, or other leave time and may require additional time to recover from their illness. The purpose of Sick Leave Bank is to provide support for STU members who are experiencing the devastating effects of a serious, long- term illness or injury. It is not designed to replace or extend accrued sick time for individual employees and it should not be used for purposes for which it was not intended.
 - ii. The Sick Leave Bank shall be administered by the Office of Human Capital, under the direction of the **Sick Leave Bank Committee. Sick Leave Bank Committee that shall be comprised of two (2) voting members from the STU and three (3) voting members from administration** Superintendent. When new members of the Bargaining Unit are initially employed, the Administration shall provide such members with an enrollment form. Any employee, who so desires, may assign one sick leave day to the general Sick Leave Bank within thirty (30) days from the date of employment, **or within the first two (2) weeks of any school year.**
 - iii. At any such time that the total number of days in the Sick Leave Bank is reduced to one hundred (100), any employee wishing to continue membership shall contribute one additional day. In the event that an employee has no sick leave credit from which to contribute and said absence of sick leave credit is the sole result of earlier participation within the bank during that school year or current participation within the bank, then that employee shall continue to be a member, but must contribute a sick day as soon as he or she receives creditable sick leave.
 - iv. When the sick leave bank is reduced to 100 days, the District will provide members of the Bargaining Unit with the following notice: The Sick Bank has been reduced to one hundred (100) Days. If you wish to remain a member, one (1) additional day will be deducted from your sick time and automatically deposited to the Sick Bank and your membership will continue. If you wish to be removed from the Sick Bank, please notify the payroll office, in writing, at least fifteen (15) days from the date of notification. Failure to notify, in writing, will automatically continue your membership in the Sick Bank.



- v. Any employee, who is a member of the Sick Leave Bank, has exhausted his or her leave time, and who requires additional time to recover from a serious illness or injury may, after five (5) consecutive no-pay absences, starting on the sixth (6th) working day, draw upon the bank for no more than thirty (30) working days, provided that adequate medical certification has been submitted along with a Sick Bank Withdrawal Application. Documentation from a medical professional must be submitted verifying the nature of the serious illness or injury requiring the employee to remain absent for a prolonged period of time. Medical documentation must also provide an indication of an expected return date and/or date upon which the employee is to be re-evaluated.
- vi. The School Committee retains the right to require employees seeking withdrawals from the Sick Bank to obtain a second opinion by visiting a physician selected by the School Committee and paid for by the School Committee.
- vii. Upon the expiration of the thirty (30) working days of Sick Bank time, the employee shall either return to work or submit a Sick Bank Extension Application to Human Resources not less than five (5) calendar days prior to the expiration of the initial thirty (30) working days. The Sick Bank Extension Application shall include additional medical certification stating the nature of the illness, the reason the illness is preventing the employee from returning to work and the expected duration of leave. Unless the employee is hospitalized or otherwise incapacitated, employees who wish to extend their time on the sick bank must complete a medical evaluation by a physician selected by the School Committee prior to withdrawing additional time (beyond the initial thirty (30) working days) from the sick bank.
- viii. Sick Bank Extension Applications shall be reviewed and approved or denied by the **Sick Leave Bank Committee** Superintendent. An approved extension shall be granted for not more than sixty (60) working days, which amounts to ninety (90) working days of accrued time on the sick bank.
- ix. Upon the expiration of the ninety (90) working day interval, the employee shall either return to work or submit a second Sick Bank Continuing Extension Application to Human Resources not less than five (5) calendar days prior to the expiration of the initial ninety (90) working days. The Sick Bank Continuing Extension Application shall include additional medical certification stating the nature of the illness, the reason the illness is preventing the employee from returning to work and the expected



duration of leave. Unless the employee is hospitalized or otherwise incapacitated, employees who wish to extend their time on the sick bank must complete a medical evaluation by a physician selected by the School Committee prior to withdrawing additional time (beyond the initial ninety (90) working days) from the sick bank.

- x. Sick Bank Continuing Extension Application shall be reviewed and approved or denied by the **Sick Leave Bank Committee** Superintendent. An approved continuing extension shall be granted for not more than ninety (90) working days, which amounts to a total of one hundred eighty (180) working days of accrued time on the sick bank.
- xi. In no event shall any employee be entitled to draw more than one hundred eighty (180) consecutive working days from the sick bank.
- xii. The **Sick Leave Bank Committee** Superintendent shall authorize her/his staff in Human Resources to approve or deny all sick leave bank applications on the basis of the information submitted and in alignment with the purpose of the sick leave bank should any application for sick leave withdrawal raise any issues of concern, the **Sick Leave Bank Committee** Superintendent or his/her designee shall consult with the Union prior to taking any action.
- xiii. **Employees may apply for the withdrawal of up to twenty (20) sick days from the sick leave bank for the care of eligible family members, as defined by the FMLA**
- xiv. **The decisions of the Sick Leave Bank Committee regarding twenty (20) day withdrawals to care for family members are final and not subject to the grievance and arbitrations procedures under the Contract.**
- xv. **Retiring employees may donate up to twenty (20) sick days from their unused accrual to the sick bank.**

28. PERSONAL DAYS. Amended Provision.

Article 7(7.4)

- A. **Three (3) Two (2) personal days per school year may be used by each employee, without being charged to sick leave.**
- B. Whenever possible, three school days written notice shall be given to the School Principal.
- C. **Unused personal days shall be converted to sick days and added to the employee's sick day accrual at the beginning of the subsequent school year.**



29. PAID FAMILY ILLNESS. Amended Provision.

Article 7(7.7)

Paid Family Illness Leave: Any member of the STU's bargaining unit who is required to provide care for an immediate family member with a serious health condition as defined by FMLA qualifies under the FMLA for leave in order to care for a spouse, child, or parent who has a serious health condition, or to care for a covered service member of the Armed Forces of the United States, as defined and described in the FMLA, and who has sufficient accumulated paid sick leave available to them for the purpose, and who satisfies the procedures required by the FMLA for taking such leave, may use not more than twenty (20) days of their accumulated paid sick leave in a 12-month period for what shall hereafter be called "family illness leave."

30. PARENTAL LEAVE. Amended Provision.

Replace Article 7(7.9) with the following:

Employees, regardless of status as a birth parent or non-birth parent, shall be eligible for a parental leave of absence of up to one (1) year following the birth or adoption of a child, or the placement of a child up to the age of eighteen (18) in the home of the employee.

a. Paid Leave

- i. The first four weeks of leave shall be paid at 100% of base wages based on regular hours worked.
- ii. The following four weeks of leave shall be paid at 50% of base wages based on regular hours worked.
- iii. The following four weeks, an employee may utilize accrued sick and/or personal leave in order to receive 100% of pay.
- iv. Employees may use accrued sick and/or personal leave to supplement the above compensation up to 100% of pay.
- v. This paid leave does not need to be split between parents if both are employed by SPS.
- vi. Paid leave must be taken within one (1) year of the arrival of the child.

b. Unpaid Leave



- i. Remaining leave shall be unpaid. The employee shall provide the employer with their anticipated date of return prior to the start of their leave, if practicable.
- c. **Paid Family Medical Leave**
 - i. The City of Salem does not currently participate in the Paid Family and Medical Leave (PFML) coverage offered by the state. Should the City of Salem vote to approve M.G.L. c. 175M (Paid Family Leave); the parties agree to negotiate over the replacement of this provision with provisions consistent with PFML.

31. RELIGIOUS HOLIDAYS. Amended Provision.

Article 8(8.2)

Time off, without loss of pay, will be granted for the observance of a required holiday of any religious sect or belief, but not to exceed three (3) ~~one (1)~~ days in any school year.

32. SCHOOL SUPPLIES STOCK. Amended Provision.

Article 21(21.1)

The Employer shall provide bargaining unit employees with supplies to educate the students of Salem. Basic supplies (paper, pencils, pens, etc.) shall be kept on hand, at each worksite, at all times.



Signatures

For the Union

Ann Berman, STU President

Date

For the Employer

Dominick Pangallo, Mayor of Salem

Date



APPENDIX A: STATEMENTS OF SHARED INTEREST

The parties have developed the joint statements of interest found in this side letter of agreement. These provisions are not incorporated into the collective bargaining agreements. The parties will meet regularly to discuss progress being made to achieve the provisions.

- 1. Substitutes:** In order to increase the availability of high quality, experienced substitute educators, the parties will work together to make known the district's policy to pay retired Salem Public School educators no less than their per-diem rate at time of retirement for serving as a substitute educator.
- 2. Bilingual Service Providers:** The parties recognize the importance of bilingual service providers in bilingual education settings, and will prioritize the placement of these valuable employees in the programs where they will provide students the highest benefit.
- 3. Paraprofessional Coach:** The parties will work together to develop a job description for a Paraprofessional Coach position which would provide mentorship to early career paraprofessionals.
- 4. Parking:** The parties will work together to advocate to the Salem City Council regarding the need for increased parking for Salem Teachers Union members in the vicinity of select worksites.
- 5. Recess & Lunch:** The parties will work together to determine the appropriate durations of recess and lunch for each grade level, and will discuss opportunities within the schedule to implement necessary changes.



APPENDIX B: WAGE SALES

School Year 2024-2025

Tier 1 (Building Substitutes)

Step	Hourly Wage
1 (Years 1-5)	\$20.24
2 (Years 6+)	\$20.75

Tier 2 (Instructional Paraprofessionals)

Step	Hourly Wage
1 (Years 1-5)	\$22.84
2 (Years 6+)	\$23.41

Tier 3 (Intensive Paraprofessionals)

Step	Hourly Wage
1 (Years 1-5)	\$25.12
2 (Years 6+)	\$25.75

Tier 4 (Full-Time Tutors)

Step	No BA	BA
1	\$26.57	\$27.66
2	\$27.27	\$28.36
3	\$28.13	\$28.93



Tier 4.5 (Family Engagement Facilitators)

Step	Hourly Wage
1	\$28.75
2	\$30.59
3	\$31.17

Tier 5 (Behavior Specialists)

Step	No BA	BA
1	\$27.16	\$28.00
2	\$29.47	\$30.39
3	\$31.79	\$32.76
4	\$35.31	\$36.40
5	\$38.83	\$40.08

Tier 6 (Certified Occupational Therapy Assistants)

Step	No BA	BA
1	\$35.11	\$36.96
2	\$38.07	\$41.07
3	\$39.78	\$41.88

Grandfathered: \$43.00



Tier 7 (Speech Language Pathology Assistants)

Step	No BA	BA
1	\$41.17	\$43.34
2	\$42.41	\$44.64
3	\$44.10	\$46.41

Grandfathered: \$51.40

School Year 2025-2026

Tier 1 (Building Substitutes)

Step	Hourly Wage
1	\$22.47

Tier 2 (Instructional Paraprofessionals)

Step	Hourly Wage
1 (Years 1-2)	\$23.47
2 (Years 3)	\$24.47
3 (Year 4+)	\$25.47

Tier 3 (Intensive Paraprofessionals)

Step	Hourly Wage
1 (Years 1-2)	\$26.47
2 (Years 3)	\$27.47
3 (Year 4+)	\$28.47



Tier 4 (Full-Time Tutors)

Step	No BA	BA
1	\$29.58	\$30.67
2	\$30.28	\$31.37
3	\$31.14	\$31.94

Tier 4.5 (Family Engagement Facilitators)

Step	Hourly Wage
1	\$30.58
2	\$31.58
3	\$32.58

Tier 5 (Behavior Specialists)

Step	No BA	BA
1	\$28.11	\$28.98
2	\$30.50	\$31.45
3	\$32.90	\$33.90
4	\$36.55	\$37.68
5	\$40.19	\$41.48



Tier 6 (Certified Occupational Therapy Assistants)

Step	No BA	BA
1	\$36.11	\$37.40
2	\$38.49	\$41.44
3	\$40.20	\$42.23

Grandfathered: \$43.25

Tier 7 (Speech Language Pathology Assistants)

Step	No BA	BA
1	\$42.40	\$45.15
2	\$43.40	\$46.15
3	\$45.07	\$47.15

Grandfathered: **\$51.65**

School Year 2026-2027

Tier 1 (Building Substitutes)

Step	Hourly Wage
1	\$28.08

Tier 2 (Instructional Paraprofessionals)

Step	Hourly Wage
1 (Years 1-2)	\$29.08
2 (Years 3)	\$30.08
3 (Year 4+)	\$31.08



Tier 3 (Intensive Paraprofessionals)

Step	Hourly Wage
1 (Years 1-2)	\$32.08
2 (Years 3)	\$33.08
3 (Year 4+)	\$34.08

Tier 4 (Full-Time Tutors)

Step	No BA	BA
1	\$31.08	\$34.08
2	\$32.08	\$35.08
3	\$33.08	\$36.08

Tier 4.5 (Family Engagement Facilitators)

Step	Hourly Wage
1	\$34.58
2	\$35.58
3	\$36.58



Tier 5 (Behavior Specialists)

Step	No BA	BA
1	\$30.58	\$35.58
2	\$31.58	\$36.58
3	\$34.00	\$37.58
4	\$37.79	\$38.58
5	\$41.55	\$42.88

Tier 6 (Certified Occupational Therapy Assistants)

Step	No BA	BA
1	\$37.11	\$37.84
2	\$38.91	\$41.80
3	\$40.56	\$42.57

Grandfathered: \$43.50

Tier 7 (Speech Language Pathology Assistants)

Step	No BA	BA
1	\$43.27	\$45.31
2	\$44.44	\$46.54
3	\$46.03	\$48.20

Grandfathered: \$52.00

Teacher Contract
Bullet Points

Start of School Year:

- Agreement to begin school prior to Labor Day and agreement to strike language regarding schools being closed on the Friday before labor day.

Uniform Length of School Day:

Starting in 25-26:

- Uniform School Day for all elementary, MS and HS students
- All staff are now required to work 6 hours 55 minutes a day.

Elementary:

- Student Day: went from 6 hours 5 minutes to 6 hours 35 minutes (additional 30 minutes of student time a day)
- Teacher day: went from six hours and 30 minutes to 6 hours and 55 minutes (additional 25 minutes a day)
- Equalized the student day across all elementary schools (two were extended day with a 7 hour student day)
- No longer paying a 12% differential at the extended day schools

Middle School:

- Students: 6 hours 25 minutes to 6 hours 45 minutes (increase in 20 minutes a day)
- Teachers: were 6 hours 40 minutes to 6 hours 55 minutes (additional 15 minutes)
- No longer paying a 4% differential for the additional time with a 7-hour day at Collins MS.

High School:

- Students: 6 hours 42 minutes to 6 hours 50 minutes (increase in 8 minutes a day)
- Teachers: were 6 hours 53 minutes to 6 hours 55 minutes (additional 3 minutes day)

Prep Time:

- Increased preparation time at Elementary (160 to 200) and MS levels (250 to 260)

Start of School Year:

- Consistent start of the year- the work year for employees may begin no earlier than the Monday prior to Labor Day.

Before the Year Set-up and Preparation Time:

- All employees shall be provided with three 3 hours prior to the start of the school year, to set up their classrooms, shops, and workspaces.
- Teachers, related service providers, and paraprofessionals shall be provided with up to two (2) hours before the start of the school year to meet to discuss students on their respective caseloads for the upcoming year.

Attendance Incentive:

- 95% attendance over the course of the year and the Committee will drop one professional development day

Personal Day staff percentage cap:

- Capped the amount of teaching staff in each building can be absent on a given day for personal days.

Vocational Certification:

- Recognition of vocational certifications on the pay scale.

Grade Reporting:

- Requirement that grades must be updated within 7 days of submission (was 10)

Conferences:

- Commitment to discuss and issue guidance for student-led conferences.

Parental Leave:

- Four weeks not deducted from sick/personal time
- Four weeks at 50% not deducted from sick/personal and can be supplemented with sick/personal.

Bereavement leave:

- Includes miscarriages

Course Reimbursement

- The maximum amount to be expended for PSRP reimbursement is increasing from \$60,000 to \$80,000.

Chaperone pay:

- \$100 a night for curricular overnight field trips

Wage Increases:

- Average increase for teachers is 18.54% over 3 years.
 - For FY25, the COLA is 4.25%
 - For FY26, the average increase for teachers is 7%
 - For FY27, the average salary increase for teachers is 7%.
- In FY26 and FY27, we are increasing salaries the most in steps 5-10 across lanes. This is where you see the highest percentage increases. This is important because we are striving to retain teachers, especially at this stage of their teaching career since we know these teachers are skilled and most likely to be recruited away.

Bullet Points

Wage Increases:

- Lowest paid members of the PSRP unit will see the largest increases.
- For PSRPs on step one (the lowest step) their average increase over the life of the contract will be \$6.02 per hour.
- For PSRPs on step 2, the average increase over the life of the contract will be \$5.57 per hour.
- For PSRPs on step 3, the average increase over the life of the contract will be \$4.78 per hour.
- The largest percentage increase over the life of the contract will be a 48% increase-- building substitutes will see their hourly rate go from \$18.92 per hour to \$28.08 per hour by FY27.
- Instructional paraprofessionals current rate is \$21.35 per hour; by FY27, Instructional Paraprofessionals on step 1 will earn \$29.08 per hour. The highest paid Intensive Paraprofessionals at step 3 will earn \$34.08 per hour, an increase of \$10.60 over step 1 in FY24 (a 45% difference).

Longevity:

- Increase of \$500 per year at 5, 10, 15, 20 and 25 years

Prep Time:

- Each SLPA, COTA, PTA, and Behavior Specialist/Student Support Advisor will be entitled to at least 90 minutes over the course of a week for preparation time.

Chaperone Pay:

- \$100 a night for curricular overnight field trips.
- PSRPs chaperoning trips that extend past the contractual day will receive their hourly rate of pay.

Annualized Pay:

- PSRPs will be given the option of annualized pay

Course Reimbursement

- The maximum amount to be expended for PSRP reimbursement is increasing from \$5,000 to \$20,000.

Paid Lunch Break

- Effective the 2025-26 school year, PSRPs shall receive a duty-free, paid 30-minute lunch break.

Personal Days

- An increase from 2 to 3 personal days and 1 to 3 religious days.