

November 24, 2024

**School Committee's Package Proposal in Mediation for a 3-Year Successor Contract with the MEA**  
**Unit – A**

Memorandum of Agreement

Between the Marblehead School Committee And

The Marblehead – Unit A

November 24, 2024

The Marblehead School Committee (“Committee”) and the Marblehead Education Association – Unit A (“Union”) agree that provisions in their 2024-2025 collective bargaining agreement shall be amended as follows for a successor collective bargaining agreement:

1. Article XXXV: Duration and Negotiation of Successor Agreement  
 Amend Article XXXV as follows:
  - A. Replace “September 1, 2024 to August 31, 2025” with “September 1, 2025 to August 31, 2028” in Sections A and D.
  - B. Replace “no later than December 2024” with “no later than December 2027” in Section B.
2. Appendix A: Salary Schedule (p. 30)
  - A. Remove the obsolete salary tables.
  - B. Create new salary tables as follows:

Year	School Year	Increase
Year 1 *	2025-2026	2.0% increase to all Steps except Step 12 3% increase to Step 12
Year 2 *	2026-2027	Add 3% to all Steps except Step 12 Add 4% to Step 12
Year 3 *	2027-2028	Eliminate Step 1 Add 3.5% to all Steps 2 – 12 Add a new Step 13 that is 2% above Step 12.

\*All new salary tables will continue to include the current language below the table which follows:  
*“School nurses are not eligible above M column and are limited to steps 1 through 9 .No movement is allowed into B9, B21, and B30. Only grandfathered employees are allowed to be at those rates.”*

3. Article XXVIII - Tuition Reimbursement Program  
 Amend Section C.4 as follows (new language underlined; deleted language struck):

The total reimbursement by the Committee in any fiscal year (July 1- June 30) shall not exceed ~~\$37,000, effective September 1, 2012; \$38,000 effective September 1, 2013; \$39,000 effective September 1, 2014; \$39,000 effective September 1, 2015 through the length of this contract,~~ through June 30, 2025. Effective July 1, 2025, the total reimbursement by the Committee in any fiscal year (July 1- June 30) shall not exceed \$50,000. In the event ~~said \$37,000 (\$38,000 effective September 1, 2013; \$39,000 effective September 1, 2014)~~ that the maximum amount of reimbursement is not expended in any fiscal year, the amount not so expended shall not be carried over to subsequent years.

4. Article XIII: Summer and Optional Employment

Remove the Hourly Rates in the final bullet and add the following new hourly rates:

Hourly Rate effective September 1, 2025	\$42.00
Hourly Rate effective September 1, 2026	\$45.00
Hourly Rate effective September 1, 2027	\$50.00

5. Article XII- Compensation

Add the following new Section H

H. MISSED PREP PERIODS

When, at the direction of the principal, an educator misses the educator's prep period to serve as the substitute for a class period for a class whose teacher is absent, the principal shall provide the educator with a make-up prep period during that same day or by the end of the week or if the make-up prep period is not or cannot be provided, the educator shall receive compensation at the Hourly Rate in Article XIII.

6. Article XX: Temporary Leaves of Absence with Pay

Effective September 1, 2025, amend section 5 of Article XX as follows (new language underlined, deleted language struck):

Up to ~~five (5)~~ ten (10) days per work year for full-time employees, subtracted from the employee's sick leave accrual from that same work year and not from any sick leave carried over from prior years, if the absence is caused by the serious illness of the ~~teacher~~employee's parent or the serious illness of a member of the ~~teacher~~employee's immediate household, if the ~~teacher~~employee's presence is necessary. (This benefit shall be prorated for employees who are scheduled to work less than full time.) For purposes of this section ~~A.5.~~, an employee ~~teacher~~ may substantiate serious illness of ~~his/her~~ the employee's parent or member of ~~his/her~~ the employee's immediate household and that ~~his/her~~ the employee's presence is necessary by:

- (i) providing the superintendent with a doctor's note stating that the ~~teacher~~employee's presence was/is necessary to care for the ~~teacher~~employee's parent/immediate household member on the day(s) the ~~teacher~~ employee is/will be absent; or
- (ii) providing the Superintendent with documentation that the ~~teacher~~ employee transported ~~his/her~~ the employee's parent/immediate household member to a hospital emergency room on the day(s) of the ~~teacher~~employee's absence.

The Superintendent may in ~~his/her~~ the Superintendent's discretion, waive the provisions of (i) and (ii) above.

7. Article VIII

Amend Article VIII Sections A.1 and 2 as follows (new language underlined; deleted language struck):

**ARTICLE VIII: TEACHING HOURS AND TEACHING LOAD**

## A. Hours:

1. The arrival and dismissal times for students are as follows:

Elementary Schools - 8:00/8:05/8:15 a.m. - 2:15/2:20/2:30 p.m.

Middle Schools - 8:00 a.m. - 2:30 p.m.

High Schools - 7:55 a.m. - 2:37 p.m.

Effective with the start of the 2025-2026 academic year, the above times are replaced with the following:

The arrival and dismissal times for students are as follows:

Elementary Schools – 7:55/8:00/8:10 a.m. - 2:15/2:20/2:30 p.m.

Middle Schools – 7:55 a.m. - 2:30 p.m.

High Schools - 7:50 a.m. - 2:37 p.m.

The Committee/Administration shall have the right to shift at any time the aforementioned starting and dismissal times for students up to thirty (30) minutes in either direction (earlier or later). Prior to implementing any such change, representative(s) of the Committee/Administration shall meet with the Association to advise the Association as to the reasons for the change and to give the Association the opportunity to express their opinions concerning the change.

2. In addition to being present during the regular student day as defined above, teachers at the elementary level shall arrive ~~15~~ 10 minutes before the student arrival time and, Monday through Thursday, shall stay 30 minutes after the student dismissal time and on Friday, 5 minutes after the student dismissal time. Teachers at the middle school shall arrive ~~15~~ 10 minutes before the student arrival time and, Monday through Thursday, shall stay 40 minutes after the student dismissal time and on Friday, 10 minutes after the student dismissal time. Teachers at the high school shall arrive ~~15~~ 10 minutes before the student arrival time and, Monday through Wednesday, shall stay 25 minutes after the student dismissal time and on Thursday, shall stay 20 minutes after the student dismissal time, and on Friday, may leave immediately following the student dismissal time. If the last day of the school week falls on a day other than a Friday, the aforementioned rules for Friday shall apply to that day.

The aforementioned time after school provides teacher availability for extra help with students, conferences with parents, teacher meetings, planning, and preparation of materials. Middle school and High school teachers will schedule regular make-up time one afternoon per week after the close of school. It is expected that teachers will spend additional time to expedite these ends.

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