

**AGREEMENT
BETWEEN
THE MALDEN SCHOOL COMMITTEE
AND
MALDEN EDUCATION ASSOCIATION
FOR
PARAPROFESSIONALS**

September 1, 2005 – August 31, 2008

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FOR
PARAPROFESSIONALS**

September 1, 2005 – August 31, 2008

PARAPROFESSIONAL CONTRACT

The Malden Education Association and the Malden School Committee agree that the Agreement between the parties covering the Malden Paraprofessionals shall continue in full force and effect through August 31, 2008. The original Agreement is verbatim except as modified by the Agreement.

ARTICLE 1: RECOGNITION

1.01 The Malden School Committee (Committee) recognizes the Malden Education Association (Association) as the exclusive bargaining agent of a unit consisting of educational support personnel referred to as paraprofessionals. Any reference to male employees shall include female employees.

ARTICLE 2: NEGOTIATION PROCEDURE

2.01 Not later than September 15 of the calendar year preceding the calendar year in which this Agreement expires, the Committee and the Association agree to enter into negotiations concerning a successor Agreement in accordance with the procedure set forth herein in a good faith effort to reach agreement concerning paraprofessionals' wages, hours, and other conditions of their employment. Such negotiations will include, but not be limited to the items listed in the table of contents of this Agreement.

2.02 As to those matters, if any, not covered by this Agreement, the preexisting rules, regulations or policy of the Committee, if any, shall control. Before the Committee adopts a change in rules, regulations or policy which affects wages, hours or any other condition of employment and which is not covered by the terms of this Agreement, the Committee will notify the Association, in writing, that it is considering such a change. The Association will have the right to negotiate with the Committee provided that it files such a request with the Committee within five (5) days after receipt of said notice. Any agreement reached with the Committee will be reduced to writing, will be signed by the Committee and the Association, and will become an addendum to this Agreement.

ARTICLE 3: GRIEVANCE PROCEDURE

3.01 DEFINITIONS

3.01.01 A “grievance” is a claim that a party hereto has violated or failed to observe a specific term or provision of this Agreement; or a dispute as to the meaning, interpretation, or application of any specific provision of this Agreement.

3.01.02 A “claimant” is the person(s) making the claim, the Association, or the Committee.

3.01.03 A “party of interest” is the Committee, the Association, a person(s) making the claim, any person(s) who might be required to take action or against whom action might be taken in order to resolve the claim.

3.01.04 The “immediate supervisor” is the lowest level administrative official with the power to resolve the grievance.

3.01.05 Day shall mean school day unless otherwise stated.

3.02 PURPOSE

3.02.01 The grievance procedure herein set forth is not intended by the parties to establish a procedure to alter the responsibilities, rights, or duties of either the Association or the Committee or any individual paraprofessional or the procedures to assert such rights and responsibilities as established by the laws of the Commonwealth.

3.02.02 The purpose of this procedure is to secure at the lowest possible administrative level, equitable solutions which may from time to time constitute grievances. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

3.03 PROCEDURE

3.03.01 Since it is as important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process.

3.03.02 If, in the judgment of the Association, a grievance(s) affects a group of class or class of paraprofessionals the Association may submit such grievance(s) in writing to the Superintendent directly and the processing of such grievance(s) will commence at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the claimant does not wish to do so.

3.03.03 Either party to a grievance at Level Three or Level Four may elect to have a stenographic record kept provided written notice that a stenographer will be

present is sent by registered mail at least three days prior to the date of the hearing. These records shall be official records of the hearing and shall be made available to both parties. The cost of such records shall be paid by the party requesting same unless both parties agree to share the cost equally.

3.03.04 Records of grievances and/or the results will not be placed in the personal file of the aggrieved party, the claimant of any other party of interest unless so requested by the party to be placed in his/her file.

3.03.05 Level One

- a. Claimant may initiate this procedure by discussing it with his/her principal or immediate supervisor, either directly or through the Association representative, at the paraprofessional's option, with the object of resolving the matter informally.
- b. In the event that an informal conference under (a) does not resolve the matter, or one of the parties to the grievance does not wish to use that procedure, the claimant may file a formal grievance in writing with the principal or immediate supervisor below the Superintendent.
- c. Within five (5) days of the filing of a formal grievance under Paragraph 3.03.05b hereinabove, a meeting shall take place between the principal/immediate supervisor, the claimant, and the Association representative and an answer to the grievance shall be given in writing no later than five (5) days after said meeting.

3.03.06 Level Two

- a. If the claimant is not satisfied with the disposition of the grievance at Level One, or no written decision is received within five (5) days after the Level One meeting, the claimant may within five (5) days submit the grievance in writing to the Superintendent.
- b. Within ten (10) days after receipt of the written grievance by the Superintendent, the Superintendent will meet with the claimant and the Association representative in an effort to resolve it. The Superintendent shall render his resolution in writing within five (5) days of the meeting.

3.03.07 Level Three

- a. If the Association is not satisfied with the resolution at Level 2, or no decision has been rendered within five days of the Level 2 meeting, then the claimant may, within ten (10) days submit the claim to binding arbitration to the American Arbitration Association. The School Committee shall be notified of any grievance submitted to arbitration by

the Association. The parties will be bound to rules and procedures of the American Arbitration Association, subject only to the provision of Section b hereof.

3.04 RIGHTS OF THE PARTIES

3.04.01 No reprisals of any kind will be taken by the Committee, the Association or any party of interest against any participant in this process by reason of such participation.

3.04.02 All negotiation or grievance meetings shall be held after regular school hours, whenever possible. When it is necessary, pursuant to Article III (Grievance Procedure) for a School Representative, a member of the PR&R Committee or other representative designated by the Association to investigate a grievance or attend a grievance meeting or hearing during a school day, he/she will, upon notice to his/her principal or immediate supervisor and to the Superintendent of Schools by the Chair of the PR&R Committee, be released without loss of pay as necessary in order to permit participation in the foregoing activities. Any paraprofessional whose appearance in such investigations, meetings, or hearings as a witness is necessary will be accorded the same right. The Association agrees that these rights will not be abused.

3.04.03 The Committee and the Association will, upon request, provide each other with any documents which will assist them in developing intelligent, accurate, informed and constructive programs on behalf of the paraprofessionals, and their students, together with any other available information, which may be necessary to process or to avoid the institution of grievances under this Agreement.

3.04.04 Should a grievance not be filed within thirty (30) school days following an alleged grievance, or 30 days from the date the claimant reasonably should have known of the incident relating to the alleged grievance, the rights of any party to process the grievance shall be deemed waived. This provision shall not apply to grievance where the alleged grievance is of a recurrent nature.

ARTICLE 4: SALARIES

4.01 The salaries of all persons covered by this Agreement are set fourth in the Appendix and are a part of this Article. The starting level for all new employees shall be Step 1.

4.02 Unit members shall be paid each Friday in 42 equal installments beginning the second Friday after Labor Day.

4.03 A unit member who is absent from work and is to be docked a day's pay shall lose 1/181 of the yearly salary for each day not worked.

4.04 Bargaining unit members who have served in the Malden Public School System shall be eligible for salary increments after years of service in accordance with the following criteria:

- a. The 10th, 15th and 20th year must be completed before the respective increments are granted.
- b. A unit member must work 91 days during the applicable year to receive credit for that year for the purposes of longevity. Time spent on paid leaves of absence counts toward the 91 days. Time spent on unpaid leaves of absence does not count except as explained in c.
- c. A unit member shall receive service credit for up to one year only for time spent on unpaid leave(s) of absence(s).
- d. Increments shall be granted only at the beginning of a school year and shall be based on the following schedule for the 2001-2002 school year.

10 th year completed	\$350
15 th year completed	\$500
20 th year completed	\$700

ARTICLE 5: HOURS AND WORK YEAR

5.01 The workday for unit members is as follows:

High School	7:30 – 2:45
Middle School	7:45 – 2:45
Elementary	8:15 – 2:45

5.02 Members will be compensated pro rata for work required beyond these times.

5.03 The work year for unit members shall be 181 days.

5.04 Unit members shall be allowed to leave at the end of the student day on Friday or on the day immediately preceding a vacation period.

5.05 Each unit member shall receipt duty-free lunch period equal in length to the teacher lunch.

5.06 Each unit member shall have a 15-minute break each day.

5.07 Paraprofessional serving as substitutes at the Middle and High Schools shall have a student ratio of one paraprofessional for each 75 students. If only one paraprofessional is initially assigned the ratio shall be 50 to one.

ARTICLE 6: EMPLOYMENT

6.01 Should the Committee decide to reduce the number of people in the bargaining unit, the following definitions and procedures shall apply.

6.01.01 Definitions:

Seniority: Length of continuous service in the bargaining unit measured from the first day worked. Unpaid leaves shall not count toward seniority but shall not be considered a break in continuous service. Ties will be broken in a one-time lottery to establish a list.

Recall: The period of time during which a bargaining unit member laid off pursuant to this article has first refusal of available vacancies in the unit.

6.01.02 Procedure:

1. First, volunteers for layoff shall be sought.
2. If a further need for layoffs continues, then the least senior member of the unit shall be laid off first and layoffs shall continue in the reverse order of seniority.
3. A person laid off shall have recall rights for a period of two (2) years from the effective date of the lay-off. A paraprofessional who refuses a recall assignment shall have the right to have one other job offer pursuant to this recall provision.

A laid-off employee will have one week from the post marked date of written notice to contact the Superintendent and/or his/her designee to verbally accept the offered position. Said employee must then follow-up in writing with his/her intention to accept the position. Such letter shall be received within two (2) weeks of the post marked date of the original notice.

4. During the recall period, the laid off employee shall be eligible to continue in the group health and life insurance plans provided the unit member pays the full premium.

5. The order of recall shall be the reverse order of lay-off. The last person laid off shall be the first recalled.

6.02 The daily assignment for a paraprofessional cannot be changed except in cases of emergency. When an emergency situation exists that necessitates a reassignment, the principal shall issue a written statement for the change filed at the Superintendent's

Office with a copy to the Association. Paraprofessionals assigned to classrooms are not to be reassigned to do clerical work.

6.03 A unit member shall be eligible for a one-year leave of absence, without pay, and the School Committee will make every effort to return the paraprofessional to the same position he/she held prior to the leave. Leave shall include leave of absence for up to one year for the purpose of childbearing. This shall apply to both natural and adopted parents.

ARTICLE 7: VACANCIES AND TRANSFERS

7.01 All vacancies shall be posted at least ten (10) ten days before they are to be filled. The posting shall include the duties, job location and the deadline for application. Bargaining unit members shall receive preference for openings and seniority shall govern if ability is substantially equal among applicants with the most senior qualified applicant receiving first preference subject to Article 7.02 and 7.05.

7.02 In making voluntary transfers the best interest of the school system shall be the criteria used.

7.03 Annual Selection Process To facilitate the filling of available vacancies to become effective the following school year an annual selection process shall be held. The process shall occur no earlier than the last five (5) workdays of the year and no later than one (1) week prior to the start of the next work year. Any unit member or designee of the member, may be present and apply for available vacancies. A designee must present written authorization from the unit member to participate. The date of the selection process shall be posted at least two (2) weeks prior to the selection process and in any event, no later than the last day of school. Vacancies which are available as of the date of the selection process, but which were unavailable for posting for the ten (10) period in Article 7.01, will nevertheless be subject to selection process. Subject to the provisions of Article 7.02 and 7.05, preference by seniority if ability is substantially equal in filling vacancies shall be as follows:

7.03.01 First preference will go to unit members immediately displaced due to position elimination, school closing or re-organization departments.

7.03.02 Second preference will go to unit members who have been involuntarily transferred in the past three (3) school years who have requested a transfer pursuant to 7.02 of this Agreement.

7.03.03 Third preference will go to: (i) Unit members who have requested a transfer to another job location by submitting a request in writing to the Superintendent no later than May 1 preceding the year in which the transfer is to become effective, or (ii) Unit members who are returning from an extended leave pursuant to Article 6.03.

7.03.04 Fourth preference will go to individuals on the recall list. A paraprofessional who refuses an assignment pursuant to the annual pool shall have the right to re-enter the pool but any further refusal of an assignment shall result in a forfeiture of any further offers.

7.03.05 Fifth preference will go to unit members who applied for a posted vacancy in accordance with 7.01.

7.04 Nothing contained herein shall limit the right of a principal to reassign bargaining unit members within the principal's jurisdiction nor limit the authority of the principal to hire or dismiss personnel assigned to the building as provided in the Massachusetts General Laws.

7.05 Nothing contained herein shall be interpreted to require the Committee to fill any particular position. The Committee may, at its discretion choose to fill a vacancy or to delete a position as it deems appropriate.

ARTICLE 8: EVALUATION

8.01 An evaluation instrument which has been developed by representatives of the Association and the committee will be formed.

8.02 Evaluations of employees will be conducted in accordance with the following procedures:

1. All monitoring or observation of the work performance of an employee conducted openly and with the full knowledge of the employee.
2. The employee shall have the right to identify any constraints which the employee believes may inhibit his/her ability to meet the evaluation criteria.
3. The employee will be observed and a written report prepared at least once every two (2) years. No employee will be observed prior to October 1st. The written evaluation shall be completed by June 1.
4. Before an observation, the evaluator will inform the employee about the evaluation procedure, including the criteria contained in the evaluation form.
5. The written evaluation report shall be provided to the employee within five (5) school days of the observation. The evaluation report shall be signed by the supervisor and the employee with the express understanding that the employee's signature in no way indicates agreement with the contents thereof.

6. The evaluator shall meet with the employee to explain and discuss the evaluation within five (5) school days of the date the evaluation report is provided to the employee.
7. The employee may respond to the evaluation report and such response will be attached to the evaluation report and placed in the employee's personnel file.
8. The evaluator shall be trained in general principles of supervision, observation and evaluation.

8.03 Any complaints about a unit member will be promptly called to the unit member's attention unless deemed to be without merit or foundation by the member of the school department receiving the complaint.

8.04 During the first year of employment with the School Department, a member of this unit shall be considered a probationary employee and employment may be terminated at the discretion of the employer at any time during such period. There after, no unit member will be disciplined, reprimanded or reduced in rank or compensation without just cause.

8.05 No material dealing with a paraprofessional's conduct, service, character or personality will be placed in her/his personnel file unless the paraprofessional has had an opportunity to review such material.

ARTICLE 9: BENEFITS

9.01 Each bargaining unit member shall be eligible to participate in all insurance programs offered to the employees of the City of Malden.

9.02 Each bargaining unit member shall have twelve (12) paid sick days available each year with accumulation without limit. Sick leave is for personal illness, however, up to ten(10) days of sick leave may be used for the illness of a family member of a paraprofessional's household or immediate family member. With the approval of the Superintendent, up to five days of sick leave may be used for the illness of a significant friend residing outside of a paraprofessional household.

9.03 Each bargaining unit member shall have one paid personal day available each year to conduct business which cannot be effectively conducted outside the normal workday.

9.04 Each bargaining unit member shall be entitled to three paid bereavement days each year for the death of a spouse, other, father, sister, brother, grandmother, grandfather, child, mother-in-law or father-in-law. In addition, each bargaining unit member shall be entitled to one paid bereavement day each year for the death of a grandmother or grandfather of a spouse, an aunt, uncle, sister-in-law or brother-in-law.

9.05 A bargaining unit member serving on jury duty shall receive the difference between the member's daily salary and the amount received while on the jury, excluding meals and travel expenses.

9.06 A unit member who has served for more than ten (10) years in the Malden School System shall be eligible to sell back unused sick days at the time of retirement. Should an employee die while a member of the bargaining unit, the employee's estate will receive compensation under this section as if the employee had retired. All unused sick leave shall be surrendered at the rate of \$10 per day.

9.07 A committee composed of the Superintendent or his designee and three paraprofessionals chosen by the Association shall meet to discuss training programs for professional development days.

9.08 The committee will print agreement in booklet form.

9.09 A seniority list stating the unit members' date of hire shall be published and updated no later than January 31 of any work year.

9.10 Paraprofessionals shall be covered by Workers Compensation pursuant to Massachusetts General Laws, chapter 152.

9.11 Paraprofessionals shall be entitled to one professional day to attend a seminar or workshop with the approval of the principal.

ARTICLE 10: SICK LEAVE BANK

There shall be a Sick leave Bank available to all members of the bargaining unit. The "bank" and membership in it shall be established in the following manner:

Each member of the bargaining unit will have one sick day deducted from the yearly allotment to initially implement the bank.

All bargaining unit members shall participate in and be eligible for bank benefits.

Should the bank fall below 100 days, each unit member will be assessed to contribute a sick day. If a member has no sick days that member will be assessed the day owed at the end of September the following year. Should the member leave the school system before repaying the day that member shall lose one day's pay.

A newly hired paraprofessional will be assessed the sick day and be eligible for benefits after 30 days employment.

The Sick leave Bank Committee shall administer the bank consistent with the policies found in 18.02 of the Teachers' Agreement.

ARTICLE 11: DUES DEDUCTION

11.01 The committee agreed to deduct from the salary of any employee who individually authorizes it, dues for the Malden Education Association, Massachusetts Teachers Association, and National Education Association. The deductions shall be made in accordance with Chapter 180 as amended by Chapter 113 of the Acts of 1973 as follows:

11.01.01 New members shall submit the following "Dues Authorization Card".

DUES AUTHORIZATION CARD

Name _____

Address _____

I hereby request and authorize the Malden Public School Committee to deduct from my earnings and transmit to the Malden Education Association _____ dollars starting with the second paycheck of each succeeding month through April. I understand that the Committee will discontinue such deductions if I notify the committee in writing to do so not less than sixty (60) days before such desired discontinuance. I hereby waive all rights and claim for said monies so deducted and transmitted in accordance with this authorization, and relieve the school committee and all its officers from any liability therefore.

Dated: _____

Paraprofessional's signature _____

11.01.02 Continuing members shall not fill out a dues card but shall have their deductions continued from year to year in accordance with Chapter 180, section 17C which says:

Section 17C of Chapter 180 of the General Laws: Deductions on payroll schedules may be made from the salaries of a school teacher for the current dues of teacher associations, local, state or national, as authorized by such teacher in writing to the city, town, or district school committee by which he is employed. Any such authorization may be withdrawn by such teacher by giving at least sixty days notice in writing of such withdrawal to said school committee. The specific amount of current dues of each of said associations shall be certified to the school committee by the local association treasurer on or before September fifteenth of the school year.

- 11.02 The Association will certify to the committee in writing the rate and changes in the membership dues.
- 11.03 Deductions referred to in 11.01 will be made in a manner agreeable to the parties.
- 11.04 No later than December 30 of each year, the Committee will provide the Association with a list of those employees who have voluntarily authorized the Committee to deduct dues for the Association. The Committee will notify the Association monthly of any changes in said list. Deductions shall continue to be made and authorizations therefore shall remain in effect until (a) the termination of the Agreement between the Committee and the Association providing for such deductions; (b) written revocation of the authorization; (c) transfer of a paraprofessional out of the bargaining unit; or (d) knowledge by the Committee that the paraprofessional is no longer a member of the Association.

ARTICLE 12: CONTINUITY OF EMPLOYMENT

12.01 In recognition of the provisions of Sections 178M and 178N of Chapter 763, Acts of 1965 of the General Court, the Association agrees that during the term of this Agreement, or any renewal or extension thereof, neither it nor any of its agents will engage in, incite, or participate, either directly or indirectly, in any strike, sit down, stay in, slow down, work stoppage, withholding of services, concerted unauthorized absences, or any other interference with assigned or expected work.

12.02 The Association further agrees that should any strike, sit down, stay in, slow down, work stoppage, withholding of services or any other interference occur, (regardless of the lack of Association connection with such activity) it shall put forward every effort, immediately to have such illegal activity terminated, including ordering the persons concerned to return to work.

12.03 Any individual who violates the provisions of this Article will be deemed by the parties to have resigned voluntarily.

12.04 It is agreed that in the event of an alleged breach of Sections 13.01 or 13.02 the Committee may seek its redress through the grievance procedure of this Agreement by filing an action in an appropriate court, or by exercise of any of its rights.

ARTICLE 13: AGENCY FEE

13.01 The committee will require as a condition of employment that each member of the bargaining unit pay an agency service fee. The fee shall be set pursuant to law and to the regulations of the State Labor Relations Commission. The fee shall be due no later than forty-five (45) calendar days following the first day of the work year or forty-five (45) calendar days following the first day worked in the bargaining unit. If, after the 45th calendar day that the fee was due, the fee has not been paid to the Association or the fee has not been placed in escrow pending a challenge of the fee before an appropriate

tribunal, the Association shall so notify the Superintendent. The Superintendent shall notify the unit member that unless the fee is paid within forty-five (45) calendar days the Committee will suspend the paraprofessional without pay and seniority until the fee is paid, up to a maximum of ten (10) workdays suspension.

ARTICLE 14: DURATION

14.01 If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be contrary to current or hereafter enacted laws or regulations, then such provision or application shall be invalid, except to the extent permitted by law but all other provisions of applications will continue in full force and effect.

14.02 This Agreement shall continue in force and effect until August 31, 2008, unless sooner terminated or extended by agreement of the parties hereto, or unless sooner terminated by operation of law or decree or judgment or any governmental authority having jurisdiction thereof. IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 07 day of April, 2006.

14.03 The parties agree to re-open the Contract in the second or third year if the City of Malden receives \$32,462,866 or less in Chapter 70 aid. The parties further agree that the Collective Bargaining Agreement will remain in full force and effect unless and until modified in these re-opened negotiations.

14.04 This contract may be opened for any impact that ESEA may have on paraprofessionals.

APPENDIX A: SALARIES

Each member of the unit shall work 181 days and shall receive an annual salary paid in 42 equal weekly checks. The pay rate by years of service is:

	Sept. 05	Jan-06	Sep-06	Jan-07	Sep-07	Jan-08
1	13635	13908	14047	14328	14614	14907
2	14140	14423	14567	14858	15156	15459
3	14645	14938	15087	15389	15697	16011
4	15150	15453	15608	15920	16238	16563
5	15655	15968	16128	16450	16779	17115
6	16160	16483	16648	16981	17321	17667
7	16665	16998	17168	17512	17862	18219
8	17170	17513	17689	18042	18403	18771
9	17675	18029	18209	18573	18944	19323
10	18180	18544	18729	19104	19486	19875

Paraprofessionals' contribution to health insurance will increase 1.5% for the year 2005-2006; 1.5% for the 2006-2007 and 1.5% for the year 2007-2008

Effective the first (1st) day of work year 2005, the following stipends shall apply:

Highly qualified paraprofessional status: \$400.00;
Associates degree: \$1000.00;
Bachelors degree: \$2000.00; and
Teacher Licensure: \$1000.00 over the Bachelors stipend.

September 1, 2006:

Highly Qualified will be \$600.00
Associates degree: \$1000.00;
Bachelors degree: \$2000.00; and
Teacher Licensure: \$1000.00 over the Bachelors stipend.

Effective September 1, 2007:

Highly Qualified will be \$800.00
Associates degree: \$1000.00;
Bachelors degree: \$2000.00; and
Teacher Licensure: \$1000.00 over the Bachelors stipend.

Bargaining unit members shall receive compensation for in-service credit as follows:

10 Credits	\$200
20 Credits	\$400
30 Credits	\$600

APPENDIX B

Equal Work Case

The Association agrees that this Agreement constitutes full and final settlement of the so-called equal work case. Neither the Association nor its agents nor its members will continue or reinstate this action upon ratification of this Agreement by both parties. The case filed in Middlesex Superior Court shall be dismissed with prejudice.

APPENDIX C: Side Letter Salemwood School

The Malden School Committee (Committee) and the Malden Education Association (Association) hereby enter into this agreement to amend the Paraprofessional Collective Bargaining Agreement as follows:

As a one year pilot program for the Salemwood School, academic year 2006-2007, the following modifications will be made *if there is funding* from the Extended Day Grant from the Legislature. If there is no funding for this initiative, this agreement is null and void.

1. **Work Hours**

Starting time for all Paraprofessionals at the Salemwood will be

7:35 AM report to school

7:40 AM school doors will open

7:45 AM school begins

3:40 PM paraprofessional dismissal/3:30 PM Friday dismissal

Paraprofessionals will receive an additional 15-minute break.

2. **Professional Development**

All courses will be at the Salemwood School. Release days and full day professional development will be focused on Salemwood issues.

3. **Faculty Meetings**

Faculty meetings will take place on release days and not after paraprofessional dismissal.

4. **Flex Positions**

4 positions will be created with a flex schedule. These positions will be filled by volunteers in the building by seniority. If any are left they will go to the pool.

5. **Transfers**

If any paraprofessional wishes to transfer to another school for academic year 2006-2007, they will notify the Superintendent by June 20, 2006. Their position at the Salemwood will become available for the job pool. The paraprofessional transferring from the Salemwood will be treated as a 'displaced' paraprofessional for the purpose of transferring to another position within the district.

6. **Compensation**

Extended Learning Time 1% +
2% +18%

Sept, 06 Jan, 07

1	16089	16411
2	16685	17019
3	17281	17627
4	17877	18235
5	18473	18842
6	19069	19450
7	19665	20058
8	20261	20666
9	20857	21274
10	21452	21881

Malden School Committee

Malden Education Association

Mayor Richard Howard

Gerard P. Ruane, President

Dated: April 7, 2006

