

9-1-08 to 8-31-09

(Unit B)

**Unit B Memorandum of Understanding
between
the Malden Education Association
and the
Malden School Committee**

Except as indicated herein, the agreement between the parties effective September 1, 2008, through August 31, 2009 will continue in full force and effect.

1. Personal Leave: Modify 17.02 to read: Two days of personal leave...last sentence change to read: these personal days....all else in 20.02 remains the same.
Delete 17.02.01
2. Maternity leave: Add to 18.02 Section 1: A unit member may access their accrued sick time for up to 8 weeks.
3. A Sub-Committee will meet monthly on the Evaluation instrument. The Sub-Committee will report out and make recommendations for the next CBA.
4. Add Unit A 5.06 language to become Article 22.04. Add language to include “one Assistant or House Principal and one Director or Program Manager” to the PDC.

22.04 The programs for professional development will be determined by the Professional Development Committee (PDC). The PDC shall be comprised of four representatives chosen by the Committee and four members chosen by the Association. The PDC will include either one House Principal or Assistant Principal and one Director or Program Manager. The PDC shall be co-chaired by one person chosen by the Superintendent and one person chosen by the Association. The PDC shall approve all programs for in-service credit, and shall approve the programs for professional development days. It will determine the credit given for in-service courses and professional development days; it will approve the selection criteria for participation and verify that the programs meet the stated goals and that the person taking the course or program fulfilled the requirements to receive credits. It will determine and approve the hours, credits and the instructors. The PDC will, consistent with budget parameters set down by the Superintendent, determine the stipend a course or program provider receives, or, in the alternative, the in-service credit the provider shall receive for presenting the course or program. The PDC will be responsible to see that all offerings are posted stating the requirements of the offering, the time of the offering, the credits received, and a description of the offering. All postings will be sent out at least two weeks before the commencement of the offering.

5. Appendix A: Salary:
All Unit members will receive 2% on the salary schedule retroactive to September 1, 2008, and 1% on the salary schedule on the 91st day.
6. Appendix B: Service Increments for 2008-09
3%
10th \$1,174
15th \$1,826
20th \$3,000
25th \$3,652
30th \$4,956
7. Appendix E: Health Insurance:
Premium change retroactive to July 1, 2008 to the employer contributing 82.5% and the employee contributing 17.5%
- Co-pay changes effective January 1, 2009:
Office Visit from \$5 to \$15
Emergency Room from \$30 to \$75
Prescription Drugs from \$5/\$10/\$25 to \$10/\$20/\$40
Mail Order Prescription (90 day supply) from \$10/\$20/\$75 to \$20/\$40/\$120
8. A side letter from the Superintendent recommending to the Budget Subcommittee that Program Managers be paid at the same level as House Principals.

For the Malden Education Association

Date:

For the Malden School Committee

Date:

Tentative Salary Schedule:

Titles	Work Day	2007-2008		2008-2009	
		1st	91st	1st	91st
Assistant Principals (K-8)	206	\$92,476	\$94,325	\$96,212	\$97,174
House Principals (9-12)	206	\$92,476	\$94,325	\$96,212	\$97,174
Directors					
Athletics & Physical Education	220	\$95,883	\$97,801	\$99,757	\$100,754
Career Planning, Business, and Entrepreneurship	220	\$95,883	\$97,801	\$99,757	\$100,754
Early Learning Center	220	\$95,883	\$97,801	\$99,757	\$100,754
Parent Information Center & English Learner Education	220	\$95,883	\$97,801	\$99,757	\$100,754
Foreign Languages, International Relations, & World Cultures	220	\$95,883	\$97,801	\$99,757	\$100,754
Guidance	220	\$95,883	\$97,801	\$99,757	\$100,754
Humanities	220	\$95,883	\$97,801	\$99,757	\$100,754
Mathematics & Data Analysis	220	\$95,883	\$97,801	\$99,757	\$100,754
Reading & Title 1	220	\$95,883	\$97,801	\$99,757	\$100,754
Science & Health	220	\$95,883	\$97,801	\$99,757	\$100,754
Technology & Information Services	220	\$107,146	\$109,289	\$111,474	\$112,589
Program Managers	194	\$81,782	\$83,418	\$85,086	\$85,937
	204	\$85,998	\$87,718	\$89,472	\$90,367

Tentative ELT Salary Schedule:

Titles	Work Day	2007-2008		2008-2009	
		1st	91st	1st	91st
Assistant Principals (K-8)	206	\$109,121.68	\$111,303.50	\$113,530.16	\$114,665.32