

MEMORANDUM OF AGREEMENT

The Malden School Committee and the Malden Education Association for Paraprofessionals enter into this agreement for the purpose of establishing the terms of the successor collective bargaining between the parties for the period of July 1, 2010 through June 30, 2013 unless modified by this agreement.

1. **Article 9.02**

Delete second sentence and replace with as follows:

Sick leave is for personal illness, however, up to fifteen (15) days of sick leave may be used for the illness of a family member of a paraprofessional's household or an immediate family member.

2. **Article 9.02**

Add the following:

If in the actual performance of teaching a battery occurs, paraprofessionals shall be credited with sick leave in addition to that credited to him/her at the time of his/her battery. The additional sick leave shall be equal in duration to the period of his/her absence as a result of such battery. A paraprofessional must immediately report the battery to his/her building principal in order to qualify for this additional sick leave benefit. This clause shall expire automatically on June 30, 2012.

3. **Article 6.01.02**

Add the following sentence:

If a paraprofessional bumps into a position in which a certification is required (i.e., pre-kindergarten and kindergarten aide) the paraprofessional has to make significant progress within one year at their own expense to acquire the appropriate certification. If significant progress is not made the paraprofessional will be laid off at the end of that school year.

4. **Health Insurance**

Paraprofessionals will enroll in the health insurance plan attached as Exhibit A effective September 1, 2011.

5. Salary

Effective ~~July 1~~, 2011 incorporate educational stipends into the base.

Sept, 1, 2011
July 1, 2011 2%
July 1, 2012 3%
July 1, 2013 2%

Malden School Committee

Malden Education Association
For Paraprofessionals

Dated: _____