

MEMORANDUM OF AGREEMENT

The Malden School Committee and the Malden Education Association for
Paraprofessionals

This Memorandum of Agreement is entered into by and between the Malden School Committee and the Malden Education Association for Paraprofessionals for the purposes of establishing the terms of the successor Collective Bargaining Agreement between the parties for the period of July 1, 2008 through June 30, 2009. Unless modified by this Memorandum of Agreement, the terms of the September 1, 2005 through August 31, 2008 Agreement shall continue in full force and effect. Terms of the Memorandum of Agreement are subject to ratification by the Union and ratification by the Malden School Committee.

1. Appendix A – Salaries

Modify Appendix A, to include the following wage increases:

July 1, 2008 - 2%

January 1, 2009 - 1%

Retroactive to July 1, 2008 the premium contribution rate for the employer and employee will change to:

Employer contribution: 82.5%

Employee contribution: 17.5%

Co-pays effective January 1, 2009

Co-pays will be as follows:

Office visit \$15

Emergency Room \$75

Prescription medication 10/20/40

Mail order prescription (90 day supply) 20/40/120

Draft

Paraprofessionals shall be paid the following upon attainment of additional qualifications. Half payment will be made in December and half the payment will be made on the last pay period of the year.

Highly Qualified: \$800.00;
Associates degree: \$1,000.00;
Bachelors degree: \$2,000.00;
Teacher Licensure: \$1,000.00 over the Bachelors stipend.

2. Article 9.03

Delete and replace with as follows:

Each bargaining unit member shall have two personal days available each year to conduct business which cannot be effectively conducted outside the normal workday.

3. Article 9.12 – Maternity Leave

An employee shall be entitled to maternity leave in compliance with the terms of Section 10D of Chapter 149 of the Massachusetts General Laws and the regulations of the Massachusetts Commission Against Discrimination. Employees will be allowed to access accrued sick time for up to eight (8) weeks.

4. New Article – Professional Development

Paraprofessionals shall be allowed with no loss of pay to attend workshops, seminars, conferences or other professional development sessions authorized or required in writing to attend by the Superintendent or his/her designee.

5. Article 4.02

Delete and replace with as follows:

Unit members shall be paid on each Friday in 42 equal installments beginning the second Friday after the start of the school year.

Draft

6. New Article

Under no circumstances shall a paraprofessional be required to cover for a school nurse.

Malden School Committee

Malden Education Association
For Paraprofessionals

Dated: _____

Draft