

MEMORANDUM OF AGREEMENT

The Malden School Committee and the Malden Education Association (Unit B) hereby agree to amend the current Collective Bargaining Agreement effective September 1, 2009 through August 31, 2011 as follows:

1. **Wages**

Effective July 1, 2010 – 1%

Effective January 1, 2011 – 1%

Effective June 30, 2011 – 1%

2. **Article 5 – Work Day and Year**

1. Special Education Program Managers – 206 days and delete the following:
However, the work year will revert to 194 days if grant funding is not sufficient to fund the 10 extra work days.

2. Effective July 1, 2011 Special Education Program Managers salary will be \$97,174.

3. **Health Insurance**

1. Premium change – July 1, 2010 to the employer contributing 80% and the employee contributing 20%

2. Plan design and co-pay changes as outlined effective April 1, 2011.

3. Health insurance and salary reopener only for the school year 2011-2012.

If the parties do not reach an agreement on health insurance the 2011-2012 school year the premium contributions will be as follows:

Employer 78.5%

Employee 21.5%

Plan design and co-pay will be the same as the plan design and co-pay effective July 1, 2010

4. **Article 1 – Recognition**

Add the following:

Any new or reorganization position will be discussed with the Association. Job descriptions will be reviewed with the Association and salaries will be negotiated.

5. A subcommittee with two members of the administration and two members of the union will meet to negotiate an evaluation instrument for Unit B members.

6. **Duration**

This Agreement shall continue in full force and effect until August 31, 2012.

Malden School Committee

Malden Education Association
Unit B

Dated: _____