

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, 2019 through August 31, 2022 as follows:

1. **Article 11 – Administrator Evaluations**

Section 11.08 delete and replace with the following:

The subcommittee made up of up to 3 members of Unit B, and 3 members of administration will meet beginning in November of 2019 to design an evaluation instrument. The subcommittee will report out and make recommendations by March 1, 2020. The parties agree to bargain, if necessary, any changes as a result of the recommendations of the subcommittee.

2. **Article 21 – Insurance/Annuity Plan/403b**

Section 21.04 – delete the following:

The School Committee will continue to contribute its portion of the premium for health insurance during July and August for any administrator leaving the system.

3. **Article 5 – Work Day and Year**

Section 5.06 - Add the following:

Effective September 1, 2020 vacation will be eliminated. Directors shall use any vacation allotted for the 2019-2020 school year by August 31, 2020. Directors employed by the District in the 2019-2020 school year will be awarded their 22 vacation days for school year 2019-2020 on July 1, 2020. Directors will be paid for up to thirty-seven (37) of their unused vacation days in the pay period immediately following September 1, 2020.

4. **Article 5 – Work Day and Year**

Section 5.04 – add July 1 through June 30th.

5. **Article 15 – Sick Leave Bank**

Delete “Administrators will be entitled to participate in the Sick Leave Bank under the provisions of the Unit A contract.”

Add text of Sick Leave Bank language from the Unit A CBA

6. **Article 18 – Extended Leaves of Absence**

Section 18.02 – Add the following:

A non-birth parent may access their accrued sick time for up to six (6) weeks.

7. **Wages**

September 1, 2019 2%

September 1, 2020 2%

September 1, 2021 2%

March 1, 2022 1%

Increase Appendix B Service Increments by 2% 2020-21

8. **Article 24 – Agency fee - Delete**


Malden School Committee


Malden Education Association
Unit B

Dated: 11/22/2019