

Memorandum of Agreement

Between

The Arlington School Committee

And

The Arlington Education Association Unit A

February 10, 2021

The Arlington School Committee and the Arlington Education Association Unit A, collectively referred to as the “parties”, agree to extend their 2018-2021 collective bargaining agreement through August 31, 2022 as amended by this Memorandum of Agreement. The parties agree as follows:

1. Article XXXII: Duration (p. 48)  
September 1, 2021 to August 31, 2022
2. Ratification Payment  
On or before June 30, 2021, each full-time employee represented by the AEA Unit A who is employed on the date of ratification shall receive a one-time ratification payment of seven hundred fifty dollars (\$750). Such ratification payment shall be prorated for part-time employees and for full- time or part-time work of less than the full 2020-2021 work year.
3. Appendix A: Salary Tables (p. 51) Effective September 1, 2021:
  - A. Eliminate Step 1 in all columns and renumber the salary table to start at Step 1 (which was the former Step 2). With the exception of employees who were on Step 13 in the 2020-2021 work year, all employees remain on the same number step in the renumbered 2021-2022 salary table as they were on in the 2020-2021 salary table. For example, an employee who was on Step 5 during the 2020-2021 work year will be on Step 5 in the renumbered salary table in the 2021-2022 work year. Employees who were on Step 13 (maximum step) in the 2020-2021 work year will be on Step 12 (maximum step) in the 2021-2022 work year.
  - B. Increase all steps in all columns by 1.0%
  - C. After the increase in Section B above, add \$675 to each cell on the salary table as a market adjustment.

[The revised salary table with the above increases is appended to this package proposal.]

4. Article XVIII: Professional Development and Educational Improvement (p. 36)  
Amend the first paragraph in Section A as follows (new language underlined; deleted language ~~struck~~):

A. ~~For teachers hired prior to January 1, 1991, the Committee will reimburse in full the cost of tuition up to 12 credits per year for courses taken at accredited colleges, universities, or professional training schools, provided the teacher is accepted by the institution as a candidate for a Master’s program, and approved in advance by the~~

~~Superintendent (of Schools). Holders of a Master's degree or higher may be reimbursed with prior approval of the Superintendent (of Schools). The Committee will establish a tuition reimbursement fund of twenty-five thousand dollars (\$25,000) per fiscal year (July 1<sup>st</sup> to the following June 30<sup>th</sup>) to be used to reimburse professional status teachers for tuition paid by such teachers for graduate-level courses pre-approved by the supervisor of the teacher and the Superintendent of Schools/designee at an accredited college or university which has been successfully completed with a grade of a B or better or a rating of pass in a course not offered for a grade. For professional status teachers hired initially after January 1, 1991, e-Course reimbursement will be limited to the average per semester hour credit at the state college-university level. The average state tuition calculation will be posted each year. The Committee shall not be obligated to reimburse more than twelve (12) credits per year per professional status teacher. The Committee shall not be obligated to expend more than \$25,000 in total for all course reimbursements in a fiscal year.~~

5. Article VI, Section B.5: Direct Deposit (p. 9)  
Replace Section B.5 with the following: "All employees will receive their pay through direct deposit. The Committee may provide employees with electronic pay advices in lieu of paper pay stubs."
6. 2021-2022 Joint Committees:  
Establish the following joint labor management committees for the 2021-2022 work year with no more than five representatives appointed by the AEA and no more than five representatives appointed by the Superintendent for each of the following joint labor management committees:
  - A. Establish a joint labor management committee to review and make recommendations to the parties on or about January 14, 2022 regarding stipends in Appendix B.
  - B. Establish a joint labor management committee to review and make recommendations on or about January 14, 2022 to the parties regarding Advisory.
  - C. Establish a joint labor management committee to review and make recommendations on or about January 14, 2022 to the parties regarding the early release days at the elementary level.
  - D. Establish a joint labor management committee to review and make recommendations on or about January 14, 2022 to the parties regarding early release days at the secondary level.
  - E. Establish a joint labor management committee to review and make recommendations on or about January 14, 2022 to the parties regarding parental leave.

- F. Establish a joint labor management committee to review and make recommendations on or about January 14, 2022 to the parties regarding Special Educators' workload.

7. Article XXVII (p. 42)

Amend the first two paragraphs as follows (new language underline; deleted language struck):

The Parties agree to establish a joint management labor committee ("joint committee") consisting of members appointed by the Association and members appointed by the Committee to negotiate and update ~~these~~ provisions of the new educator evaluation regulations requiring negotiations ~~for implementation in September 2013~~. ~~The Parties understand that the Arlington Public Schools must implement the new Educator Evaluation System by the beginning of the 2013-2014 school year. The joint committee will meet at least monthly beginning in September 2012, with a goal of adopting, adapting or revising the DESE model contract language by February 1, 2013.~~ Agreements reached by this joint committee will be subject to ratification by the union membership and approval by the school committee. The Parties agree to incorporate any agreements reached as a result of such negotiations into this Agreement.

~~The language below will remain in force until an agreement is reached on the new Educator Evaluation System described above.~~

8. Article VIII, Section H, subparagraph 1.

For the 2021-2022 work year only, regular meetings under this section H. 1. That occur after the end of the work day for middle and high school teachers (grades 6-12) will start no later than 3:15 p.m. and will end by 4:15 p.m.

9. Article XVI, Section D; new paragraph 9 (p. 34)

Add the following new paragraph 9 to Section D.:

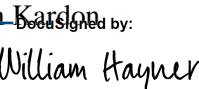
"An employee who is eligible for leave under the Massachusetts Parental Leave Act (MPLA) and/or the federal Family Medical Leave Act (FMLA) for the birth or adoption of child may use the employee's accrued sick leave for up to two consecutive weeks (not to exceed ten days) of leave under the MPLA/FMLA for "baby bonding time".

This Memorandum of Agreement is subject to approval by the Arlington School Committee and ratification by the membership of the Arlington Education Association Unit A.

Agreed to by the negotiating teams for the parties on this 10<sup>th</sup> day of February 2021.


Arlington School Committee

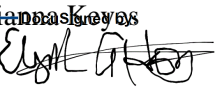
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Bill Hayner

Arlington Education Association Unit A

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Elizabeth Higgins

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Appendix A  
Salary Table Effective September 1, 2021

**2021-2022 Salary Table**

**Salary Table**

2020-2021 Step	<b>2021-2022 Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30 CAGS</b>	<b>MA+60 DOC</b>
1							
2	<b>1</b>	52,431.44	54,186.82	55,941.19	56,821.91	57,704.65	60,629.61
3	<b>2</b>	54,775.65	56,534.06	58,295.50	59,172.18	60,048.86	62,973.82
4	<b>3</b>	57,117.84	58,875.24	60,630.62	61,513.36	62,394.08	65,326.11
5	<b>4</b>	59,471.14	61,258.84	62,973.82	63,854.54	64,736.27	68,251.07
6	<b>5</b>	61,817.37	63,861.61	65,905.85	66,788.59	67,671.33	71,192.19
7	<b>6</b>	64,736.27	66,786.57	68,836.87	69,715.57	70,595.28	74,130.28
8	<b>7</b>	67,670.32	69,719.61	71,769.91	72,648.61	73,528.32	77,049.18
9	<b>8</b>	70,595.28	72,939.49	75,282.69	76,167.45	77,049.18	80,567.01
10	<b>9</b>	73,453.58	76,160.38	78,869.20	79,693.36	80,517.52	84,115.14
11	<b>10</b>	77,436.01	80,429.65	83,428.34	84,209.07	84,991.82	88,742.96
12	<b>11</b>	79,738.81	82,823.35	87,558.23	88,089.49	90,534.70	94,143.43
13	<b>12</b>	81,499.24	84,653.47	92,373.91	92,933.45	95,515.01	99,322.71