

AGREEMENT BETWEEN the TOWN OF DEDHAM SCHOOL COMMITTEE AND DEDHAM
EDUCATION ASSOCIATION UNIT B ADMINISTRATORS
September 1, 2019 to August 31, 2022

Memorandum of Agreement
Between the Dedham School Committee and the Dedham Education Association - Unit B

The Negotiating Subcommittee of the Dedham School Committee ("the Committee"), and the Negotiating Team of the Dedham Education Association - Unit B ("the Association"), both acting subject to the ratification of this Memorandum of Agreement by their full memberships, to whom both Negotiating Subcommittee and Negotiating Team agree to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement for a successor collective bargaining agreement which will be in effect from September 1, 2019 to August 31, 2022.

All terms and provisions of the predecessor collective bargaining agreement which has been effective from September 1, 2015 to August 31, 2017 and abridged from September 1, 2017 to August 31, 2018 and abridged from September 1, 2018 to August 31, 2019 shall, except to the extent modified by this Agreement, be carried over intact into the successor collective bargaining agreement. All references to dates in the successor collective bargaining agreement shall be changed to reflect the terms of the successor agreement unless otherwise provided for in this Agreement.

Appendix A - Financial Package

1. Salaries of Administrators shall be increased as follows for the term of this agreement.
 - a. Effective September 1, 2019, each Administrator's salary shall be increased by 2% plus \$1000.
Effective September 1, 2020, each Administrator's salary shall be increased by 2% plus \$2000.
Effective September 1, 2021, each Administrator's salary shall be increased by 1.5%.
Effective the thirteenth pay period (of 26) of FY22, each Administrator's salary shall be increased by an additional 2%.
 - b. Effective September 1, 2019, each administrator will be paid \$100 per person supervised; excluding clerks and secretaries with paraprofessionals earning a fifth share (e.g. one teacher supervised is equivalent to five paraprofessionals supervised).
Effective September 1, 2020, each administrator will be paid \$125 per person supervised as previously described.
Effective September 1, 2021, each administrator will be paid \$150 per person supervised as previously described.



Unit B will be provided a list of staff members supervised two weeks prior to the first pay period of each school year. Unit B members will respond with any corrections no later than one week before the first pay period.

- c. Administrators who have earned a second Master's Degree will have their pay increased by an additional \$1,000. Administrators who have earned a Doctorate Degree will have their pay increased by an additional \$2,000.
- 2. Newly hired Administrators salaries for September 1 of the first year of service are entitled to first year's salary adjustment.
- 3. Longevity: Continues with no changes.

Change all the following:

Update Article 1.3 to list positions as follows:

- Director of Athletics
- Director of Fine Arts
- Director of Counseling Services
- Director of Health, Wellness, and Physical Education
- Director of Health Services
- Director of Special Education - Out of District
- Special Education Team Leader (12-month)*
- Special Education Team Leader (10-month)
- Special Education Early Childhood Coordinator
- Director of Technology
- High School Assistant Principal*
- Middle School Assistant Principal*
- PreK-8 Humanities Coordinator*
- PreK-8 STEM Coordinator*

* indicates 12-month positions

Remove ARTICLE 3.2. Renumber ARTICLE 3.3 to be ARTICLE 3.2

ARTICLE 5.1 Change to "Fifty (50) percent of the cost of a \$5,000 term life insurance plan of the type currently available to employees will be paid to each employee.

ARTICLE 5.2 shall read: Employees will pay 20% of the premium contribution for the HMO medical insurance coverage.

Eliminate Article 6 and replace with the following:

ARTICLE 6. 1 Employee work days per year are defined in the following chart:

Position	Number of Days	Additional Information:
PreK-8 Humanities Curriculum Coordinator	220 or 215	12 month work year (220 days first 3 years)
PreK-8 STEM Curriculum Coordinator	220 or 215	12 month work year (220 day first 3 years)
Special Education Team Leader (12-month)	220 or 215	12 month work year (220 days first 3 years)
High School Assistant Principal	220 or 215	12 month work year (220 days first 3 years)
Middle School Assistant Principal	220 or 215	12 month work year (220 days first 3 years)
Director of Athletics	204	183 days + 11 days prior to start + 10 days when school is not in session
Director of Counseling Services	204	183 days + 21 additional days
Special Education Team Leader (10-month)	203	183 days + 20 additional days
Director of Health Services	203	183 days + 20 additional days
Director of Special Education - Out of District	203	183 days + 20 additional days
Director of Fine Arts	202	183 days + 10 days prior to start + 9 days when school is not in session
Director of Technology	202	
Director of Health, Wellness, & PE	195	183 days + 5 days prior to start + 5 days after + 2 other days
Special Education Early Childhood Coordinator	193	183 + 5 days prior to start + 5 days after

ARTICLE 6.2 Three (3) days approved vacation may be taken when school is in session and coverage is arranged. Additional days may be requested and granted at the discretion of the Superintendent.

ARTICLE 8.11 Eliminate first part of the last sentence in Section (e). Specifically remove "Effective September 1, 1995,."

ARTICLE 11.2 Increase 2,000 to \$2,500.

ARTICLE 14.2 The first sentence remains and the remainder of the article will read: The maximum annual reimbursement for tuition for Unit B will be equal to \$2,500 multiplied by the number of members. Equitable distribution will be determined by designee(s) of Unit B. A Unit B member may seek additional reimbursement if available funds exist.

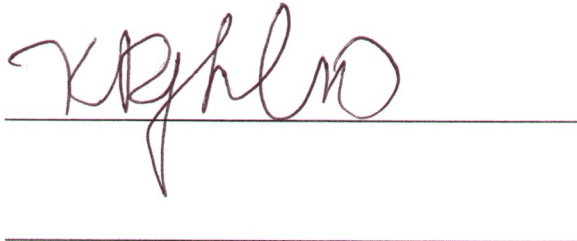
ARTICLE 15.1 Change dates to read "... September 1, 2019 to August 31, 2022 and from September 1, 2022 ..."

The Superintendent will send a memo within 30 days of ratification of this agreement that clarifies acceptable work from home conditions that will be sent to each supervisor of Unit B Administrators and copies to Unit B negotiators. The memo will state:

"The district recognizes the value and benefit to both Unit B members and the District when employees are periodically allowed to work from home. This arrangement will be allowed and approved for individual days on a case-by-case basis determined by the Unit B's member direct supervisors who will inform the Superintendent."

IN WITNESS OF WHEREOF the parties have executed this Agreement of this 22 day of JAN 2020

For the Dedham School Committee



For DEA Unit B Administrators

