

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE WEYMOUTH SCHOOL COMMITTEE**

**AND**

**THE WEYMOUTH EDUCATORS' ASSOCIATION**

**2021-2024**

**UNIT B**

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## **AGREEMENT**

This Agreement is made and entered into by and between the Weymouth School Committee (hereinafter referred to as the "Committee") and the Weymouth Administrators' Association (hereinafter referred to as the "Association") affiliated with the Massachusetts Teachers' Association and the National Education Association.

### **ARTICLE I RECOGNITION CLAUSE**

For the purpose of collective bargaining with respect to wages, hours, standards of productivity and performance, other conditions of employment and the negotiation of collective bargaining agreements and any questions arising thereunder, in accordance with Chapter 150E of the General Laws of the Commonwealth of Massachusetts, the Committee recognizes the Association as the sole and exclusive bargaining agent and representative of the following professional employees of the Committee:

UNIT "B" - High School Assistant Principals, Middle School Principals, Middle School Assistant Principals, Primary Assistant Principals, Director of Career and Technical Education, Director of Physical Education and Athletics, Deans, Coordinator Health Services, Technology Coordinator, Early Childhood Coordinator, Department Heads, Curriculum Coordinators (K-12), Assistant Curriculum Directors (7-12), Director of Alternative High School, Coordinator of Health Services, CTE Childcare Center Manager.

Unless otherwise indicated, the employees in the above unit shall be hereinafter referred to as the "administrators".

### **ARTICLE II COMMITTEE'S RIGHTS CLAUSE**

The Committee is a public body established under and with powers provided by the statutes of the Commonwealth of Massachusetts and nothing in this Agreement shall be deemed to derogate from the powers and responsibilities of the Committee under said statutes of the Commonwealth or the rules and regulations of agencies of the Commonwealth.

The Committee retains those rights, powers and duties it now has, may be granted or have conferred upon it by law unless modified or changed by a specific written provision of this Agreement.

An arbitrator (or Board of Arbitration) shall have no power to render a decision, nor substitute its judgment for that of the Committee in those areas reserved for the discretion of the Committee by this Agreement, and said arbitrator (or Board of Arbitration) shall have power to render a decision only on an interpretation or application of one of the specifically expressed provisions of this Agreement.

### **ARTICLE III NO STRIKE CLAUSE**

During the term of this Agreement the Association shall not engage in, induce, or encourage any strike, work stoppage, slowdown or withholding of services.

### **ARTICLE IV GRIEVANCE PROCEDURE**

A. **DEFINITION:** For the purpose of this Agreement, a grievance will be defined as a dispute between a member of the bargaining unit covered by this Agreement or the Association and the Committee over the interpretation, meaning, or application of the provisions of this Agreement or any alleged inequitable or discriminatory treatment of an Administrator under the provisions of this Agreement.

B. **PROCEDURE:** Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

1. **Level One** - An employee covered by this Agreement who has a grievance shall discuss it with their immediate superior either personally or through Association representation within fifteen (15) school days\* from the date on which the incident giving rise to the grievance has occurred or when the employee has knowledge of such incident.

\*During the months when the school is in summer recess, school days shall mean business days - Monday through Friday.

2. **Level Two** - If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) school days after presentation of the grievance, said grievant and/or the Association may within ten (10) school days appeal to the Superintendent or their designee. Such appeal shall be in writing setting forth the details of the grievance, the applicable provisions of this Agreement, and the decision, if any, rendered in Level One.

Within ten (10) school days after submission of the written appeal to the Superintendent, or their designee, by the grievant and/or the Association, the Superintendent, or their designee, shall confer with the grievant. If the grievant is not represented by the Association, the Superintendent, or their designee, shall advise the representatives of the Association that an appeal has been made and the date and time of the conference. The Superintendent will make available the written appeal to the Association representative. The Association representative shall, at the Association's request, be present at the conference to state the views of the Association. The Superintendent shall notify, in

writing, both the grievant and the Association of the grievance decision within ten (10) school days after the conference between the grievant and the Superintendent.

3. Level Three - If the grievant is not satisfied with the decision of the Superintendent, or their designee, or if no written decision has been rendered within ten (10) school days next following said conference, the aggrieved administrator and/or the Association may within ten (10) school days thereafter file a written appeal to the Committee setting forth therein the details of the grievance, the applicable provisions of the Agreement, and the decision, if any, rendered under Level Two. Within ten (10) school days or at the next Committee meeting, but in no event later than fifteen (15) school days after the submission of the written appeal, the Committee shall meet with the grievant and/or their representatives of the Association in an effort to settle the grievance. (During July and August, the Committee shall meet in response to the written appeal within twenty (20) business days of the submission of the written appeal.

The Committee shall, within ten (10) school days after the conclusion of said meeting, advise the grievant and/or the Association, in writing, of its decision.

4. Level Four - If the Association is not satisfied with the disposition of the grievance at Level Three or if no written decision has been rendered within ten (10) school days after said meeting with the Committee, the Association may within twenty (20) school days submit the grievance to arbitration, as hereafter provided.

5. Arbitration:

- a) Within ten (10) school days after receipt of the submission to arbitration, the Committee and the Association will agree upon a mutually acceptable arbitrator and will obtain a commitment from said arbitrator to serve or will submit said grievance to an umpire previously selected by the parties. If the parties are unable to agree upon an arbitrator or to obtain a commitment within the specified period of time, the Committee and the Association will select an arbitrator based upon the principles found in Rule 12 of the American Arbitration Association. The parties shall determine by lot which of the parties shall strike the first name on the list received and the name remaining after each has eliminated two (2) shall be the arbitrator.
- b) The arbitrator selected shall confer with the representatives of the Committee and the Association and hold hearings promptly. Further, the arbitrator will render their award and the reasons therefor, in writing, not later than thirty (30) days from the close of the hearings or, if oral hearings have been waived, then from the date the final statement and briefs are submitted to him/her.
- c) The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement or which exceeds the submission of the grievance to him/her. The decision of the arbitrator will be final and binding on all the parties to the arbitration.

- d) The cost of the services of the arbitrator, including per diem expenses, if any, actual and necessary travel expenses and substitute expenses will be borne equally by the Committee and the Association.

## **ARTICLE V ADMINISTRATOR HOURS AND WORK YEAR**

- A. 1. The work year for the following positions shall be 221 days:

Director Career and Technical Education, Director of Physical Education and Athletics, Curriculum Coordinators K-12 (English, Science, Social Studies, Math, Foreign Language and Special Education) Coordinator of Health Services, and Assistant Curriculum Directors.

- 2. The work year for the following positions shall be 211 days:

Dean, Assistant Principal (all levels), Technology Coordinator, Early Childhood Coordinator, Director of Alternative High School, Department Head of Guidance, Middle School Principals and, Department Heads (English, Science, Social Studies, Math and Special Education)

- 3. The work year for the following positions shall be 196 days:

Department Heads (Art, Music and Business), Foreign Language, and CTE Childcare Center Manager.

- 4. The work year shall include the days of required attendance for teachers and three days to attend the summer retreat. Workdays beyond the work year of an administrator shall be voluntary and shall be compensated on a per diem basis to a maximum of ten (10) additional days per work year subject to the prior approval of the Superintendent.
- 5. In order to assure adequate administrator coverage, additional work days beyond the Unit A school year must be submitted for approval to the employee's supervisor or Superintendent no later than September 30th of each contractual year. The employee shall receive a finalized work calendar no later than October 31st of each contractual year. These additional work days shall be consistent with regular school hours, unless otherwise designated by the Superintendent or their designee.
- 6. There shall be a half day on the Wednesday before Thanksgiving for all employees covered by this agreement.

- B. The work day shall usually be the teacher work day plus such additional time as is necessary to perform properly the duties of the respective position to the satisfaction of the Superintendent.

- C. Department heads whose work year is 211 days may be assigned to teach up to two (2) class periods per day and those whose work year is 196 days may be assigned to teach up to three (3) class periods per day. Department heads may volunteer to teach more.
- D. Assistant Curriculum Directors may be assigned to teach up to two sections of the same class within a certified content area.

\*= the reduction in work days shall be from work days outside of the school year

For this 21-22 school year only, all unit B members will be required to work a total number of hours for the year. For the following hours shall apply to Unit B members:

- ☐ 221 days = 1547 hours/year
- ☐ 211 days = 1477 hours/year
- ☐ 196 days = 1372 hours/year

The Unit B member's supervisor will need to sign off that the total number of contractual hours have been met.

Starting July 1, 2022, all Unit B Members will go back to work days and submitting a calendar to their supervisor for approval.

## **ARTICLE VI ADMINISTRATORS' EMPLOYMENT**

- A. Upon appointment, an administrator will be given a formal letter of appointment stating the position to which (s)he will be assigned.
- B. The Committee and the Association agree that they shall not discriminate with regard to race, creed, color, religion, national origin, sex, sexual orientation, marital status, or age.
- C. No later than May 15th of each work year, administrators shall be notified of their anticipated assignment for the following work year.

## **ARTICLE VII VACANCIES AND PROMOTIONS**

- A. Whenever any vacancy in an administrative or supervisory position occurs, it will be adequately publicized via electronic means by the Superintendent as far in advance as possible. During the months of July and August, notice of any vacancy will be sent via direct personal e-mail to the Association prior to posting in both situations, the notification shall



include the qualifications for the position and its duties will be set forth. No vacancy will be filled, except on a temporary basis, within thirty (30) days from the time that the notice is distributed.

- B. All qualified administrators will be given opportunity to make application for such positions, and the Superintendent agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system, the quality of performance and other personal and professional factors relevant to the position. Appointments normally will be made not later than sixty (60) days after the closing date for application.
- C. Appointments will be made without regard to race, creed, color, religion, national origin, sex, sexual orientation, marital status, or age.
- D. Any vacancy filled on a temporary basis shall be compensated at a per diem rate of the position.
- E. A letter of recognition for such temporary appointments will be placed in the personnel file of such temporary appointees.

## **ARTICLE VIII DUES DEDUCTION**

All provisions related to agency fee in this Agreement shall be null and void so long as agency fee remains unconstitutional.

- A. The Committee agrees to deduct from the salaries of its employees, dues for the Weymouth Educators' Association, the Norfolk County Teachers' Association, the Massachusetts Teachers' Association and the National Education Association and to transmit the monies promptly to the Association. There shall be twenty-one (21) substantially equal payments commencing in September. Thirty (30) days prior to the first deduction, the Association will provide the Committee with a list of those employees who have voluntarily authorized the Committee to deduct dues for the organizations listed above. Administrator authorization shall be in writing in the form set.

### **"DUES AUTHORIZATION CARD"**

NAME.....

ADDRESS.....

I hereby request and authorize the Weymouth School Committee to deduct from my earnings and transmit to the Weymouth Educators' Association: the Weymouth Educators' Association, the Norfolk County Teachers' Association, the Massachusetts Teachers' Association, and the

National Education Association dues in the amount sufficient to provide for the regular payment of the membership dues as certified by such Association in twenty-one (21) equal payments prior to June 30. I understand that the Committee will discontinue such deductions for any school year only if I notify the Committee in writing to do so not later than sixty (60) days prior to the commencement of the school year. I hereby waive all rights and claim for said monies so deducted and transmitted in accordance with this authorization, and relieve the School Committee and its officers from any liability therefore.

DATE..... ADMINISTRATOR'S SIGNATURE.....

- B. Each of the Associations named in Section A will notify and certify to the Committee in writing the current rate of its membership dues. Any Association which will change the rate of its membership dues will give the Committee thirty (30) days written notice prior to the effective date of such change.

Dues deduction must be authorized by October 1. Administrators authorizing deductions after September 1 will begin payroll deductions on the second check of October. The first three payments will be made to the Association directly by the individual Administrator; the remaining payments will be deducted.

- C. Any Administrator who is not a member of the Association in good standing shall as a condition of continued employment pay as an agency fee to the Association an amount equal to membership dues payable to the Association, the Massachusetts Teachers' Association and the National Education Association; provided, however, that the Administrator may authorize payroll deduction for such agency fee in the same manner as provided in Section A of this Article. Any Administrator hired subsequent to the execution of this Agreement who is not a member in good standing or who does not make application for membership in the Association within 30 days following commencement of employment, shall as a condition of continued employment pay said agency fee. In the event that an Administrator shall not pay such a fee directly to the Association, or authorize payment through payroll deductions, as provided in Section A, the Committee shall immediately cause the termination of employment of such Administrator. The parties expressly recognize that the failure of any Administrator to comply with the provisions of this Article is just and reasonable cause for discharge from employment.

## **ARTICLE IX TEMPORARY LEAVES OF ABSENCE**

- A. Administrators will be entitled to the following temporary leaves of absence with pay each school year:

1. Five days leave will be granted without loss of pay because of death in the immediate family. Immediate family will include: mother, father, foster parent, brother, sister stepbrother,

stepsister, stepchild, husband, wife, child, foster child, father-in-law, mother-in-law, domestic partner or grandchild. The parties agree that in the event that the School Committee amends its policy regarding bereavement leave, including the definition of "immediate family" this Agreement will be reopened for the limited purpose of negotiating about such change in policy.

2. Three days leave will be granted without loss of pay because of death of an employee's brother-in-law, sister-in-law, son-in-law and daughter-in-law.
3. One-day leave of absence will be granted without loss of pay for the funeral of the employee's grandparents, own uncle, own aunt, niece or nephew.
4. Bereavement leave must be taken within one year of the loss of the immediate family member. The one-year timeframe may be extended upon request and at the discretion of the Superintendent.
5. Two day's leave of absence will be granted by the Principal or immediate supervisor without loss of pay upon certification of the Administrator requesting such leave that personal business which cannot reasonably be conducted when school is not in session necessitates absence. This certificate will be countersigned by the immediate superior and forwarded to the Superintendent's office. The first personal leave day will be granted without any requirement on the part of the Administrator to give a reason for taking said day. The administrator must submit, in writing, the reason for the second personal day. However, the Superintendent may grant additional days of personal leave upon specific request.

One additional day's leave of absence will be granted without loss of pay with the approval of the immediate supervisor upon submission to the immediate supervisor of the reason why the day is being taken. This submission need not be in writing.

6. Requests should not be made for absences on days preceding or following school vacations. All Administrators should be on duty on these days unless ill or absent because of a death in the family, or for personal business, the purpose for which has been stated to the Superintendent and which (s)he deems impossible to conduct at another time. For the purposes of this Article, school vacations shall mean the Thanksgiving, Christmas, Winter and Spring school vacation periods.
7. The Superintendent may excuse Administrators upon request to attend school conferences and conventions and for visiting days without a deduction in pay.
8. Leaves taken pursuant to this Article will be in addition to any sick leave to which aid Administrator is entitled.
9. Any Administrator who goes on required short-term military leave shall be paid the difference between their military pay and their regular pay.

10. Eight (8) days shall be granted for use by the Association as determined by the President. The Association shall reimburse the Committee for each such day at the substitute Administrator rate of pay in the event a substitute Administrator is employed.

11. An Administrator who is required by subpoena or other formal notification attend a state or federal agency or court hearing arising from job related matters shall be released for the day without loss of pay or benefits. An Administrator who is required to attend a criminal court hearing involving criminal charges against the Administrator arising from job related matters shall be released for the day with pay at the discretion of the Superintendent. However, in the event the Administrator is fully exonerated of the charges against their (that is, found not guilty, a court dismisses the charges, the district attorney's office files *nolle pro sequi*, or no criminal complaint is issued) he/she shall be made whole for the day.

12. Administrators will be permitted to be absent from their assignments, with pay, for the purpose of observing a religious holy day which occurs while school is in session. Religious holy days are those days in which the tenets of one's religion obligate abstention from work or where religious observance necessarily conflicts with the school day. Administrators shall notify their building principal in writing seventy-two (72) hours in advance of the religious holy day.

B. Excused absences other than those listed in Section A above must be authorized in advance by the Superintendent.

## **ARTICLE X EXTENDED LEAVES OF ABSENCE**

The provisions of this Article are applicable to Administrators with at least three (3) years' experience.

A. The Committee agrees that one (1) administrator designated by the Association will, upon request, be granted a leave of absence for no less than one (1) year and no more than two (2) years without pay or with pay reimbursed for the purpose of serving in an Association's national or state elective constitutional office. Upon return from such leave, an Administrator will be considered as if (s)he were actually employed by the Committee during the leave and will be placed on the Salary Schedule at the level (s)he would have achieved if (s)he had not been absent.

B. A leave of absence, without pay, of up to two (2) years will be granted up to three (3) Administrators per school for the purpose of joining the Action program, or serving as a Administrator in an exchange system approved by the Superintendent, and provided further said Administrator is a full-time participant in either of the afore-described programs. Upon return from such leave, an Administrator will be considered as if (s)he were actively

employed by the Committee during the leave and will be placed on the Salary Schedule at the level (s)he would have achieved if (s)he had not been absent on said leave.

A leave taken pursuant to this section shall commence only at the commencement of a school year; and an Administrator returning to the school system shall return only at the commencement of the school year. The Superintendent may waive these restrictions aforementioned.

It is agreed that if an Administrator who takes a leave of absence pursuant to this section does not return at the end of two years, said Administrator shall be presumed to have resigned from the Weymouth School System.

- C. Military leave will be granted to any Administrator who is inducted or enlists to satisfy induction requirements in any branch of the armed forces of the United States. Upon return from such leave, an Administrator will be placed on the Salary Schedule at the level which (s)he would have achieved had (s)he remained actively employed in the system during the period of their absence up to a maximum of three (3) years.
- D.
  - 1. Subsequent to the third month following the initial date of entry into employment, an Administrator who so requests it shall be granted a leave without pay for reasons of childbearing. Said leave shall not exceed eight (8) weeks. Said request must be made two weeks in advance of the commencement of the leave and must include notice of intent to return.
  - 2. Said Administrator shall be entitled to the provisions of Article XIV of this Agreement for any period of physical disability due to the pregnancy and/or birth upon written certification of said physical disability by the Administrator's attending physician. FMLA shall run concurrently.
  - 3. Said Administrator shall, as soon as practical, submit a medical certificate from the attending physician which shall include:
    - a) The last date on which the Administrator will be physically able to perform the normal duties of the position.
    - b) The anticipated delivery date.
  - 4. Administrators shall be entitled to leave without pay or increment for a period not exceeding two (2) years for reasons of childrearing. Notice of intent to return from said leave must be given by April 1 of the year in which the Administrator intends to return and said return shall be at the beginning of the school year. In determining the placement on the salary schedule of an Administrator who returns from a childrearing leave, credit for a full year of teaching shall be given for the school year during which the leave began if the Administrator taught at least ninety-three (93) school days during said school year. An Administrator who has not taught at least this number of school days shall remain on the step on the Salary Schedule held prior to the commencement of the leave.

5. The Administrator shall be restored as soon as practicable to the position held when the leave began or to a substantially equivalent position.
- E. A leave of absence without pay or increment of up to one (1) year will be granted for the purpose of caring for a sick member of the Administrator's immediate family, where such Administrator's personal attendance is required. Additional leave may be granted at the discretion of the Committee. (Immediate family for the purpose of this Section shall mean mother, father, foster parent, stepmother, stepfather, brother, sister, stepsister, stepbrother, husband, wife, child, or foster child).
- F. The Committee will grant a leave of absence without pay or increment to any Administrator to serve in an elected public office for no more than six (6) years.
- G. After five (5) years continuous employment in the Weymouth School System, an Administrator may be granted a leave of absence without pay or increment for up to one (1) year for personal health reasons. Requests for such leave will be supported by appropriate medical evidence.
- H. Any Administrator whose personal illness extends beyond the period covered by sick leave may be granted a leave of absence without pay or increment for such time as is necessary for complete recovery from such illness. Requests for such leave will be supported by appropriate medical evidence.
- I. Other leaves of absence without pay may be granted by the Committee.
- J. All benefits to which an Administrator was entitled at the time their leave of absence commenced will be restored to them upon their return, and will be assigned to the same position which they held at the time said leave commenced, or, if not, to a substantially equivalent position, if available.
- K. All requests for extensions or renewals of leaves will be applied for before April 1 of each school year, in writing and if granted, such extension or renewal will be in writing.
- L. In the event of a leave taken pursuant to this Article being granted to an Administrator during the course of a school year said Administrator will be granted and take the leave for the remaining portion of the school year and shall not return, at least until the commencement of the next school year unless said requirement is specifically waived by the Superintendent.
- M. A leave of absence without pay or increment of one (1) school year will be granted to any member for the purpose of exploring a career change. Application for such leave must be submitted on or before April 15 of the school year immediately preceding the September 1 effective date of such leave.
- N. It is the policy of the Town of Weymouth to grant up to 12 weeks of family and medical leave during any 12-month period to eligible employees in accordance with the Family and Medical

Leave Act of 1993 (FMLA). The leave may be paid, unpaid or a combination of paid/unpaid leave as authorized by the Weymouth School Department and in conformance with this collective bargaining agreement. In the event that an employee is granted the use of paid sick leave by the Weymouth School Department, upon exhausting all sick leave, the employee may seek similar authorization to use paid personal days. Upon exhausting personal days, any remaining days taken as FMLA would be unpaid. Use of accrued sick time, personal time, or both, during FMLA leave will run concurrently with FMLA.

The FMLA process can be initiated by either the employee or the employer. When the employer determines that an employee may qualify for FMLA leave, the employer will provide written notice to the employee of their rights and responsibilities under FMLA. Further information may be requested by the WPS Human Resources Department.”

## **ARTICLE XI SABBATICAL LEAVES OF ABSENCE**

Upon recommendation of the Superintendent of Schools and with the endorsement of both the building principal and of the applicant, one year sabbatical leaves of absence shall be granted for study or travel to members of the professional staff covered by this Agreement by the Committee subject to the following conditions:

1. The number of leaves in any one year shall be two (2) administrators.
2. Such leaves must be filed in writing on or before April 1 if they are to become effective in September of that year.
3. Action by the Committee shall be taken on such leaves by April 15 in the calendar year in which they are to become effective.
4. Such leaves shall be granted only to members of the professional staff who have served in the Weymouth School System for six (6) years or longer. A second or third such leave shall not be authorized unless and until one shall have re-established eligibility by serving another period of six (6) years.
5. Administrators on sabbatical leave shall receive half pay.
6. An Administrator on sabbatical leave shall return to regular service in the Weymouth School System at the expiration of the leave for a period equal to twice the length of the leave.
7. An Administrator's tenure, regular salary increments, and status shall not be impaired by a sabbatical leave.

## **ARTICLE XII ADMINISTRATOR EVALUATION**

- A.
  - 1. All monitoring or observation of the work performance of an Administrator will be conducted openly and with the full knowledge of the Administrator.
  - 2. The use of the public address system or any other audio system shall be strictly prohibited as an evaluation device.
  - 3. Administrators will be given a copy of any formal evaluation report prepared by their superiors and will have the right to discuss such a report with their superiors.
  - 4. The policy, procedure and instrument for the evaluation of administrators are attached hereto as Appendix B.
- B.
  - 1. Upon written request given 24 hours in advance, the Superintendent of Schools will make available the personnel file of an Administrator to said Administrator and (s)he will be permitted to make copies of said personnel file. An Administrator will be entitled to have an appropriate representative of the Association accompany him/her during such interview.
  - 2. No material derogatory to an Administrator's conduct, service, character or personality will be placed in their personnel file unless the Administrator has had an opportunity to review such material. The Administrator will acknowledge that (s)he has had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates Agreement with the contents thereof. The Administrator will also have the right to submit a written answer to such material and their answer shall be reviewed by the Superintendent and attached to the file copy.
- C. Any complaints regarding an Administrator which form the basis for an adverse entry in the personnel file made to any member of the administration by any parent, student or other person will be promptly called to the attention of the Administrator, and, if determined to be meritorious by the Superintendent, shall be placed in the Administrator's personnel file. The Administrator shall be allowed to place a statement which shall be attached to the complaint in their file and/or retains the right to challenge such judgment under Section D of this Article. In the event that the Superintendent is unable to determine that the complaint is meritorious, the complaint shall be placed, with the Administrator's statement if he/she so chooses, in a special file and may be accessed only if a similar complaint is made against the Administrator during the next three (3) years. If no similar complaint is made, at the end of said three (3) year period, any and all copies of any and all documents related to the matter in the special-file shall be destroyed.
- D. No Administrator will be disciplined, reprimanded, reduced in compensation, suspended, discharged, or deprived of any rights or benefits provided for in this Agreement without just cause. It is agreed, however, that in matters involving the decision of the Superintendent not to re-employ an Administrator who has not obtained professional Administrator status in the



Weymouth Public Schools, such decision shall not be replaced by that of an arbitrator acting under the procedures cited in Article IV of this Agreement.

- E. All material added to the personnel files shall be date stamped. Upon the addition of material to personnel files, notice shall be provided to employees.
- F. The Committee and the Association agree to form an Evaluation Subcommittee which shall meet as needed to evaluate and revise the evaluation criteria and procedures currently in use in the Weymouth Public Schools for bargaining unit members. Said Subcommittee shall be composed of equal number of representatives of the Association and the Committee.

Any recommendations presented to the bargaining teams and any unresolved matters pertaining to Administrator evaluation shall be negotiated by the bargaining teams pursuant to Section 40 of the Education Reform Law of 1993.

### **ARTICLE XIII SICK LEAVE**

- A. Sick Leave Accumulation: All full time administrators will receive sick leave with full pay up to fifteen (15) working days in each school year while they are serving as a full-time administrator of the District. The yearly allotment of sick leave for administrators working part-time will be pro-rated. Days are credited on the first full administrator workday of each work year. Any administrator may accumulate full paid sick leave from year to year, up to a maximum of two hundred and twenty (220) days. Administrators will be notified of the extent of their accumulated sick leave no later than November 1st of the current school year.
- B. An administrator may utilize sick leave for absences due to their own personal illness, injury or disability. An administrator may utilize any or all accrued sick leave less their annual one (1) day donation to the Sick Leave Bank for absences due to an immediate family members' illness (See Article X, A.1. for definition of "immediate family member"). In no case may the Sick Leave Bank be utilized for the care of immediate family members. Extensions beyond stated sick leave for family illnesses may be allowed in exceptional circumstances at the discretion of the Superintendent of Schools or designee. Whether such extensions are paid or unpaid will be at the discretion of the Superintendent.
- C. An employee using sick leave for them self or an immediate family member must submit a written statement from a medical doctor, physician's assistant, nurse practitioner, or licensed mental health professional affirming that personal ill health makes absence necessary when such absence extends beyond three (3) consecutive school days and every ten (10) consecutive school days thereafter.
- D. A non-birth parent will be entitled to up to five (5) days leave within sixty (60) days following the birth or adoption of a child. The leave may be paid and deducted from accumulated sick leave, but may not be paid from the sick leave bank. These five (5) sick days shall be over and above any family sick days as defined in Article XIV, Section B. Non-birth parents may also may

take as many as eight (8) weeks of unpaid parental leave under the terms and conditions of the Massachusetts Parental Leave Act.”

#### F. Sick Leave Bank

1. All employees will be members of the Sick Leave Bank. At no time will the total number of days in the Sick Leave Bank exceed 1,000. All members will contribute one day annually. No member may be allowed to opt out of the Sick Leave Bank.
2. Sick Leave Bank days shall only be available after an employee has exhausted their entire personal sick leave, both annual and accumulated, and has supplied valid medical evidence.
3. No days may be withdrawn from the Sick Leave Bank for use for any illness other than prolonged illness or accident of the member of the Unit. Days may not be withdrawn to permit an individual to stay at home to care for a member of the family.
4. In cases where the Sick Leave Bank policies herein and the Agreement between the parties are in conflict, the provisions of the Agreement shall prevail.
5. Any days left over in the Sick Leave Bank at the end of any school year shall carry over to the next school year. When and if the number of accumulated days is lower than fifty (50), the Superintendent will inform the President of the Association of the number of days needed in an additional assessment. The Association will assess one additional day to as many employees as necessary. The method of assessment will be determined by the Association.

#### G. Sick Leave Bank Regulations

1. Any eligible employee who seeks sick leave days from the Sick Leave Bank will, by him/herself or by another person authorize to act on their behalf, inform the Sick Leave Bank Committee in writing, setting forth:
  - a) The nature of the prolonged illness or accident causing the disability;
  - b) An estimate of how long the disability will continue during the year in which personal emergency leave is exhausted; and
  - c) An estimate of the number of days the employee seeks to withdraw from the Sick Leave Bank.

The employee's application will be accompanied by a written statement from a physician with personal knowledge which will corroborate the employee's statement of the nature and duration of the disability. The Sick Leave Bank Committee may request additional medical evidence and may elect to consult another physician.

2. The Sick Leave Bank shall be administered by a Sick Leave Bank Committee comprised of three (3) members designated by the Association and two (2) members designated by the Committee.

The Sick Leave Bank shall determine the eligibility for members requesting leave from the Bank and the amount of leave granted.

3. The Sick Leave Bank Committee, acting by a majority thereof, at its sole discretion, may award to any eligible member such number of days as it deems appropriate for the school year in which the applicant's personal emergency leave is exhausted. The initial grant, however, shall not exceed fifteen (15) days after which the employee may apply for additional days. Decisions of the Sick Leave Bank Committee shall be communicated, in writing, to the applicant, the Superintendent and the Association President.
  4. In making its award, the Sick Leave Bank Committee may consider the applicant's prior utilization of emergency leave and length of service in Weymouth Public Schools. Days will not be granted for reasons other than prolonged illness or accident of an eligible employee.
  5. During and upon return from such leave as may be granted by the Sick Leave Bank Committee, the applicant will be considered as if actively employed by the Committee during the leave and all rights and benefits to which the person is entitled will be credited and available to him/her.
- H. If a member retires pursuant to Massachusetts General Laws Chapter 32 after twenty (20) years of service to the Weymouth Public Schools, she/he or their estate, as the case may be, shall be paid for twenty (20%) percent of their total number of accumulated unused sick days at the member's per diem rate at the time the member leaves the school system to a maximum of four thousand (\$4,000.00) dollars.

#### **ARTICLE XIV GENERAL SECTION**

- A. There will be no reprisals of any kind taken against any Administrator by reason of their membership in the Association or participation in its activities.
- B. Any Administrator whose appearance is necessary at an arbitration hearing or fact finding session, which is set by mutual agreement between the Committee and the Association or ordered by the neutral party, held during the school day will, upon notice to their principal or immediate superior and to the Superintendent by the Chairman of the PR & R Committee to be released without loss of pay as necessary in order to permit participation in the foregoing activities.

- C. Administrators will be entitled to full rights of citizenship, and no religious or political activities of any Administrator or lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such Administrator.
- D. The President of the Association will be provided with a copy of the agenda of all open meetings of the Committee and copies of the minutes of open meetings whenever practical.
- E. If any provisions of this Agreement or any application of this Agreement shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
- F. The Committee will, upon request, provide the Association with any public documents available to the citizens of Weymouth which will assist the Association in developing intelligent, accurate, informed and constructive proposals for presentation at negotiations.
- G. All Administrative Staff who are required to draft Individualized Education Plans; conduct special education evaluations, or attend 504/IEP Team meetings, may make arrangements, as needed, with the approval of their building principal, to accomplish these essential tasks during the school day by making other arrangements with the principal.
- H. This Agreement will be available on-line at the School District's website.
- I. The Director of P.E. and Athletics will be eligible to coach at the discretion of the superintendent of schools each year.
- J. The Athletic Director shall be required to evaluate each head coach once per season. The Committee shall accept input regarding the evaluation form through August 31, 2018.
- K. Unit B members can apply for positions in Unit A Appendix A.II.a. through Appendix A.II.d.
- L. Should a Unit B member be approved or requested to keep score or sell tickets at athletic events by the Principal or their designee, they shall be eligible to submit time cards as other employees currently do now for sign off by the Principal.

## **ARTICLE XV REDUCTION IN FORCE**

In the event it becomes necessary to reduce the number of employees included in the bargaining unit defined in Article I, the following shall be implemented:

### **A. Definitions:**

1. Seniority: An administrator's length of consecutive service in years, months and days in the position, as of the effective date of appointment to said position.
2. Qualified: Means that the administrator has on file with the Committee evidence of certification required pursuant to Chapter 71, Section 38G of the Massachusetts General Laws.
3. Layoff: Means an unpaid leave of absence for a period of thirty-six (36) months commencing from and pursuant to a reduction in force.
4. Recall: Means the right to return to service during the thirty-six (36) month layoff period.

B. Procedure:

1. (a) After the committee has determined the number of administrators covered by this Agreement to be laid off, then it shall first determine which administrator(s), if any, have performed in a less than competent manner based upon performance criteria found in the Administrator Evaluation Policy (Appendix B) and supported by evaluation(s) performed in accordance with said policy. The Superintendent shall notify such administrator in writing by certified mail at least forty-five (45) days prior to the first day of school for teachers that they are to be laid off effective September 1 next following receipt of said notice. After having made any such determination regarding less than competent performance then administrators shall be laid off in the inverse order of seniority on the separate seniority list which shall be established in the following positions areas:

1. High School Assistant Principals
2. Middle School Principals/ Middle School Assistant Principals
3. Primary Assistant Principals
4. Director of Career and Technical Education
5. Director of Physical Education and Athletics
6. High School Deans
7. Coordinator Health Services
8. Technology Coordinator
9. Early Childhood Coordinator
10. Department Heads
11. Curriculum Coordinators (K-12)
12. Assistant Curriculum Directors (7-12)
13. Director of Alternative High School.

(b) In the event of a tie in seniority (as above defined), it shall be resolved in the following manner:

1. By seniority in the unit covered by the Memorandum of Agreement.
2. By seniority in the school system.
3. By lot.

(c) In the event that an administrator is laid off, s/he shall be placed in a teaching position for which s/he is qualified to fill and s/he shall fall back into Unit "A " (Teachers Bargaining Unit) in accordance with Article XVI, Sec. 6 of the Unit "A" Collective Bargaining Agreement.

(d) When requested by the association president, a seniority list that includes all Unit B position areas will be made available within thirty calendar (30) days.

#### C. Recall.

1. When an administrator is placed on layoff in accordance with the Article, said administrator shall be placed on a recall list for a period of thirty-six (36) months from the effective date of layoff. If not recalled during said period, the administrator shall be terminated from the position within the bargaining unit.
2. In the event that the Committee determines to re-establish the eliminated positions, then the administrators who have been placed on layoff status from said available position and who are in recall status shall be notified by certified mail that such a position is available. The administrator so notified shall within thirty (30) calendar days from the date of the receipt of the notice respond in writing by certified mail of their intention to accept or not accept said position. Upon the expiration of said thirty (30) days, if the superintendent has not been notified by said administrator or if the administrator has given notice of their intention not to accept said position, then, in such event, said administrator shall be considered to have given up all rights to recall.
3. The superintendent shall assign the most senior administrator among those who filed a notice of intent in paragraph b. (above) to the available position.
4. Those administrators who have complied with paragraph b. (above) and who have not been assigned in accordance with paragraph c. (above) shall continue on recall status.

### **ARTICLE XVI SALARIES**

- A. The Basic Salary Schedules for employees covered by this Agreement are attached hereto as Appendix A.
- B. Salary payments shall be made throughout the school year in in 26 substantially equal payments over the entire contract year.
- C. Longevity

1. For employees hired to any position in the Weymouth Public Schools on or before 9/1/2009, the following longevity applies:

Administrators will receive compensation in addition to that specified in Appendix A for their service in the Weymouth Public School System in accordance with the following provisions:

<u>Length of Continuous Service in the Weymouth Public Schools</u>	<u>Annual Amount of Longevity Pay</u>		
	FY22	FY23	FY24
After 15 years	\$1,428	\$1,464	\$1,500
After 20 years	\$2,244	\$2,300	\$2,358
After 30 years	\$2,856	\$2,927	\$3,001

Administrators who have had continuous years of service in this bargaining unit will receive longevity payments as follows:

<u>Length of continuous service In Unit B</u>	<u>Annual Amount of Longevity Pay</u>
After 4 years	\$2,000
After 9 years	\$3,500

Said compensation shall be made in a lump-sum payment in June.

2. For employees hired to a Unit B position after 9/1/2009, regardless of previous service in the Weymouth Public Schools, the following longevity applies:

Administrators who have had continuous years of service in this bargaining unit will receive longevity payments as follows:

<u>Length of continuous service In Unit B</u>	<u>Annual Amount of Longevity Pay</u>
After 4 years	\$2,000
After 9 years	\$3,500
After 20 years	\$4,050

Said compensation shall be made in a lump-sum payment in June.

- E. Administrators shall be provided the pre-tax aspects of the so-called "Cafeteria Plan" for the employee contributions to the medical insurance plans.
- F. All employees covered by this Collective Bargaining Agreement shall participate in direct deposit of their paychecks into the banking institution of their choice.

## **ARTICLE XVII ANNUITY PLAN**

Administrators will be eligible to participate in a "tax sheltered" 403(b) Plan established pursuant to the Employee Retirement Income Security Act. 403(b) deductions shall be made on a semi-monthly basis.

## **ARTICLE XVIII TRANSFER POLICY**

- A. All members of the bargaining unit are eligible for transfer to any vacant position for which they are certified. All requests for transfer should be in writing and submitted to the Superintendent prior to April 15.
- B. When a reduction in the number of Administrators in a school or department is necessary, volunteers will be transferred first. When involuntary transfers are necessary because of a reduction in the number of Administrators required, an Administrator's area of competence, major and/or minor fields of study, quality of teaching performance, and length of service in the Weymouth School System shall be considered. Any Administrator being transferred involuntarily shall be notified of the reasons for the transfer prior to August 15.
- C. In the case of an involuntary transfer, the Administrator involved shall be given the opportunity of a conference with the Superintendent, and may be accompanied by a representative of the Association. Recourse to settle a disputed transfer would be sent to the Committee for a final determination.

## **ARTICLE XIX PROFESSIONAL DEVELOPMENT**

- A. In-service training shall be held at the discretion of the Superintendent.
- B. The Association and the Committee agree to form a joint committee with equal representation to attract local colleges and universities to provide graduate level courses which are requested by the professional staff of the Weymouth Public Schools in the schools of Weymouth.
- C. A Professional Development Account in the amount of one thousand five hundred (\$1,500) dollars shall be established on September 1<sup>st</sup> of each work year by the Committee for each administrator. The Professional Development Account may, with prior approval of the Superintendent, be used for Professional development expenses such as course reimbursement, membership(s) in professional association(s), conferences and workshops. The Professional Development Account shall be fully funded annually and its use shall not be unreasonably denied."



**ARTICLE XX  
NON-TEACHING DUTIES**

The School Committee and the Association acknowledge that the Assistant Principal's duty is to administer to the safety, student discipline and student attendance of the building and that their energies shall be directed and utilized to this end. The Parties agree that except in limited and rare circumstances, such as intermittent class coverage, Assistant Principals shall not be required to teach.

**ARTICLE XXI  
REIMBURSEMENT FOR COURSES**

The Committee agrees to reimburse Administrators for the costs of all courses required by the Committee except those required for movement upon the Bachelor's Lane of Appendix A. 1.

**ARTICLE XXII  
ADMINISTRATORS INDEMNIFICATION**

- A. The Committee shall grant any Administrator, who is absent because of a personal injury arising out of and during the course of their employment, sick leave in accordance with Article XV of this Agreement with no reduction in pay except those required by law.
- B. The Committee shall provide the mandatory protection required by Chapter 258 of the General Laws of the Commonwealth of Massachusetts whenever any Administrator shall become eligible therefore under the provisions of said law.

**ARTICLE XXIII  
USE OF PRIVATE VEHICLES**

Personnel required to use private vehicles in the performance of their duties will be reimbursed at the per mile rate in effect for the Town of Weymouth.

**ARTICLE XXIV  
DURATION CLAUSE**

This Agreement shall become effective beginning September 1, 2021, and shall remain in full force and effect through and including June 30, 2024. Either party to this Agreement may initiate negotiations for a successor Agreement to this Agreement to be effective beginning July 1, 2024, by tendering written notice to the other party on or after July 1, 2023.

IN WITNESS WHEREOF, the School Committee of the Town of Weymouth has caused this AGREEMENT, to be signed in its name and behalf by its Chairman and the Weymouth

Educators' Association has caused this AGREEMENT to be signed in its name and behalf by its President, this 6th day of January, 2022.

School Committee of the Town of Weymouth

Weymouth Educators' Association

A handwritten signature in black ink, appearing to read "Joe P. [unclear]", is written over a light gray dotted rectangular background.

Chairman

A handwritten signature in blue ink, appearing to read "William [unclear] Ed.D.", is written over a light gray dotted rectangular background.

President

## Appendix A: Weymouth Educators' Association Unit B Salary Schedule

### Grade A

Asst Prin/Primary

21-22	
Step	Annual
1	\$93,915.96
2	\$95,324.69
3	\$96,754.60
4	\$98,205.90
5	\$99,678.99
6	\$101,174.18
7	\$103,703.53
8	\$106,296.12

22-23	
Step	Annual
1	\$95,794.28
2	\$97,231.19
3	\$98,689.69
4	\$100,170.01
5	\$101,672.57
6	\$103,197.66
7	\$105,777.60
8	\$108,422.04

23-24	
Step	Annual
1	\$97,710.16
2	\$99,175.81
3	\$100,663.48
4	\$102,173.41
5	\$103,706.02
6	\$105,261.61
7	\$107,893.15
8	\$110,590.48

### Grade B

MS Asst Principals  
Asst Prin/Middle Sch

21-22	
1	\$98,214.96
2	\$99,688.18
3	\$101,183.52
4	\$102,701.28
5	\$104,241.80
6	\$105,805.43
7	\$108,450.56
8	\$111,161.83

22-23	
1	\$100,179.26
2	\$101,681.94
3	\$103,207.19
4	\$104,755.31
5	\$106,326.63
6	\$107,921.53
7	\$110,619.57
8	\$113,385.06

23-24	
1	\$102,182.85
2	\$103,715.58
3	\$105,271.33
4	\$106,850.41
5	\$108,453.17
6	\$110,079.97
7	\$112,831.96
8	\$115,652.76

### Grade C

Asst Prin/Deans/ WHS  
Director Alt HS

21-22	
1	\$100,016.07
2	\$101,516.34
3	\$103,039.08
4	\$104,584.64

22-23	
1	\$102,016.39
2	\$103,546.66
3	\$105,099.87
4	\$106,676.33

23-24	
1	\$104,056.72
2	\$105,617.60
3	\$107,201.86
4	\$108,809.86

5	\$106,153.42
6	\$107,745.72
7	\$110,439.36
8	\$113,200.35

5	\$108,276.49
6	\$109,900.64
7	\$112,648.15
8	\$115,464.36

5	\$110,442.02
6	\$112,098.65
7	\$114,901.11
8	\$117,773.64

#### Grade D

Dir of Athletics  
Health  
Coordinator

21-22	
1	\$107,193.17
2	\$108,801.05
3	\$110,433.09
4	\$112,089.59
5	\$113,770.91
6	\$115,477.47
7	\$118,364.41
8	\$121,323.52

22-23	
1	\$109,337.03
2	\$110,977.08
3	\$112,641.76
4	\$114,331.38
5	\$116,046.33
6	\$117,787.02
7	\$120,731.70
8	\$123,749.99

23-24	
1	\$111,523.77
2	\$113,196.62
3	\$114,894.59
4	\$116,618.00
5	\$118,367.26
6	\$120,142.76
7	\$123,146.33
8	\$126,224.99

#### Grade E

Dir of CTE

21-22	
1	\$109,577.05
2	\$111,220.70
3	\$112,889.02
4	\$114,582.37
5	\$116,301.10
6	\$118,045.63
7	\$120,996.77
8	\$124,021.69

22-23	
1	\$111,768.59
2	\$113,445.11
3	\$115,146.80
4	\$116,874.02
5	\$118,627.13
6	\$120,406.54
7	\$123,416.71
8	\$126,502.12

23-24	
1	\$114,003.96
2	\$115,714.01
3	\$117,449.74
4	\$119,211.50
5	\$120,999.67
6	\$122,814.67
7	\$125,885.04
8	\$129,032.17

#### Grade F

Curriculum Coord

21-22	
1	\$106,041.37
2	\$107,656.22
3	\$109,295.65
4	\$110,960.06

22-23	
1	\$108,162.20
2	\$109,809.34
3	\$111,481.57
4	\$113,179.26

23-24	
1	\$110,325.44
2	\$112,005.53
3	\$113,711.20
4	\$115,442.84

5	\$112,624.45
6	\$114,313.81
7	\$117,171.65
8	\$120,100.94

5	\$114,876.94
6	\$116,600.08
7	\$119,515.09
8	\$122,502.96

5	\$117,174.48
6	\$118,932.09
7	\$121,905.39
8	\$124,953.02

### Grade G

Tech Coordinator/  
Early Childhood  
Coordinator

21-22	
1	\$102,386.57
2	\$102,902.36
3	\$105,481.21
4	\$107,063.41
5	\$108,669.36
6	\$110,299.40
7	\$113,056.89
8	\$115,883.31

22-23	
1	\$104,434.30
2	\$104,960.41
3	\$107,590.83
4	\$109,204.68
5	\$110,842.75
6	\$112,505.39
7	\$115,318.03
8	\$118,200.98

23-24	
1	\$106,522.99
2	\$107,059.62
3	\$109,742.65
4	\$111,388.77
5	\$113,059.60
6	\$114,755.50
7	\$117,624.39
8	\$120,565.00

### Grade H

Department Heads  
CTE Child Care

21-22	
1	\$94,178.39
2	\$95,591.05
3	\$97,024.93
4	\$98,480.31
5	\$99,957.50
6	\$101,456.86
7	\$103,993.28
8	\$106,593.11

22-23	
1	\$96,061.95
2	\$97,502.88
3	\$98,965.43
4	\$100,449.91
5	\$101,956.65
6	\$103,486.00
7	\$106,073.15
8	\$108,724.98

23-24	
1	\$97,983.19
2	\$99,452.93
3	\$100,944.74
4	\$102,458.91
5	\$103,995.78
6	\$105,555.72
7	\$108,194.61
8	\$110,899.48

### Grade I /New Table

Asst curr coord

21-22	
1	\$106,166.91
2	\$108,661.19
3	\$111,215.14
4	\$113,828.77
5	\$116,503.22

22-23	
1	\$108,290.25
2	\$110,834.42
3	\$113,439.44
4	\$116,105.34
5	\$118,833.28

23-24	
1	\$110,456.06
2	\$113,051.10
3	\$115,708.23
4	\$118,427.45
5	\$121,209.95

6	\$119,415.80	6	\$121,804.11	6	\$124,240.20
7	\$122,401.19	7	\$124,849.22	7	\$127,346.20

So long as any Assistant Principal should also perform the duties of Title I Coordinator, they shall be compensated on Category B pay scale at the step that they would have been on their previous pay scale.

**APPENDIX A II a - COMPENSATION FOR COACHES\***

	<b>POSITION</b>	<b>21/22 (2.5%)</b>
1	Head Football	\$12,670
2	Faculty Manager	\$8,276
	Head Basketball (Boys and Girls)	\$8,276
	Head Hockey (Boys and Girls)	\$8,276
3	Assistant Football (4 positions)	\$6,273
	Head Baseball	\$6,273
	Head Field Hockey	\$6,273
	Head Indoor Track (Boys and Girls)	\$6,273
	Head Lacrosse (Boys and Girls)	\$6,273
	Head Outdoor Track (Boys and Girls)	\$6,273
	Head Soccer (Boys and Girls)	\$6,273
	Head Softball	\$6,273
	Head Wrestling (Boys and Girls)	\$6,273
4	Head Cross Country (Boys and Girls)	\$5,222
	Head Gymnastics (Boys and Girls)	\$5,222
	Unified Sports Coach	\$5,222
	Head Volleyball (Boys and Girls)	\$5,222
5	Freshman Football	\$3,938
	JV Basketball (Boys and Girls)	\$3,938
	JV Hockey (Boys and Girls)	\$3,938
6	Assistant Outdoor Track (Boys and Girls)	\$3,485
	Assistant Wrestling (Boys and Girls)	\$3,485
	Head Cheerleading (Per Season)	\$3,485
	Head Dance Team (Per Season)	\$3,485
	Head Golf (Boys and Girls)	\$3,485
	Head Swimming & Diving (Boys and Girls)	\$3,485
	Head Tennis (Boys and Girls)	\$3,485
	JV Baseball	\$3,485
	JV Field Hockey	\$3,485
	JV Lacrosse (Boys and Girls)	\$3,485
	Rugby	\$3,485
	JV Soccer (Boys and Girls)	\$3,485

	JV Softball	\$3,485
	JV Volleyball (Boys and Girls)	\$3,485
7	Assistant Freshman Football	\$3,141
	Assistant Gymnastics (Boys and Girls)	\$3,141
	Assistant Indoor Track (Boys and Girls)	\$3,141
	Freshman Baseball	\$3,141
	Freshman Basketball (Boys and Girls)	\$3,141
	Freshman Field Hockey	\$3,141
	Freshman Hockey (Boys and Girls)	\$3,141
	Freshman Lacrosse (Boys and Girls)	\$3,140
	Freshman Soccer (Boys and Girls)	\$3,141
	Freshman Softball	\$3,141
	Freshman Volleyball (Boys and Girls)	\$3,140
8	Strength and Conditioning (Per Season) [Summer S&C = Step 9]	\$2,743
9	Assistant Cross Country (Boys and Girls)	\$2,096
	Assistant Tennis (Boys and Girls)	\$2,096
	Summer Strength & Conditioning	\$2,096
	Middle School Basketball (Boys and Girls)	\$2,097
	Middle School Cross Country (Boys and Girls)	\$2,096
	Middle School Field Hockey	\$2,096
	Middle School Gymnastics (Boys and Girls)	\$2,096
	Middle School Strength & Conditioning	\$2,096
	Middle School Tennis (Boys and Girls)	\$2,096
	Middle School Strength & Conditioning	\$2,096
	Middle School Volleyball (Boys and Girls)	\$2,096
	Middle School Wrestling	\$2,096
10	Assistant Swimming (Boys and Girls)	\$1,735
	JV Dance Team (Per Season)	\$1,735
	JV Cheerleading (Per Season)	\$1,735
	JV Golf	\$1,735
11	Equipment Manager (Per Season)	\$1,312



	Laundry Person (Per Season)	\$1,312
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\*All head coaches must be evaluated one time during their season by the Athletics Director using the District's evaluation instrument.

#### **APPENDIX A II b - EXTRA CURRICULAR ACTIVITIES**

	<b>21/22 (2.5%)</b>
Band Director	\$3,639
School Musical	\$2,859
Theater Competition	\$1,560
DECA	\$2,752
Debate Team	\$2,752
Mathematics Team	\$2,752
Yearbook	\$4,681
Yearbook Art Advisor	\$3,382
Literary Magazine	\$2,605
Student Senate Leaders	\$2,605
National Honor Society	\$3,473
Newspaper	\$1,560
Senior Class Advisor	\$4,255
Junior Class Advisor	\$3,075
Sophomore Class Advisor	\$3,075
Freshman Class Advisor	\$3,075
Rotary Interact	\$1,180
Academic Decathlon	\$2,051
Computer Science Team	\$2,051
Robotics	\$2,077
Assembly Coordinator	\$1,421
Assistant Band Director	\$1,421
Color Guard Instructor	\$834
Skills USA (VICA)	\$1,931
FCCLA	\$1,274
SADD	\$1,180
Intramural Sports (per season)*	\$1,744
Special Interest Clubs (1 day per week)**	\$1,180
Special Interest Clubs (2 days per week)**	\$2,362
Special Interest Clubs (3 days per week)**	\$3,542

	<b>21/22 (2.5%)</b>
Drama Assistant (per production)	\$1,181
Drama Director (per production)	\$1,560
Intramural Sports (per season)	\$1,744
Junior Honor Society	\$1,560
Chess Club**	\$1,560
Chorus**	\$1,180
Diversity Club**	\$1,181
Drama Club**	\$1,181
French Club**	\$1,181
Garden Club**	\$1,181
Homework Club**	\$1,181
Investigations in Science**	\$1,181
Jazz and Stage Band**	\$1,181
Math Counts Club**	\$1,181
Math Lab**	\$1,181
Newspaper**	\$1,181
Outdoor Adventure Club**	\$1,181
Photography Club**	\$1,181
Poetry Club**	\$1,181
Robotics Club**	\$1,181
Roots and Shoots Club**	\$1,181
Science Club**	\$1,181
Spanish Club**	\$1,181
Student Council/ Government**	\$1,181
Walking Club**	\$1,181
Web Publishing Club**	\$1,181
Wildcat Media Club**	\$1,181
7th Grade Girls Club**	\$1,181
8th Grade Girls Club**	\$1,181
Special Interest Clubs (1 day per week)	\$1,181
Special Interest Clubs (2 days per week)	\$2,363
Special Interest Clubs (3 days per week)	\$3,542
Student Council	\$1,560
Yearbook	\$1,181

### **APPENDIX A II c – STIPENDS**

<b>TITLE</b>	<b>21/22 (2.5%)</b>
Assessments Coordinator	\$4,237.24
Capstone Advisor	\$1,202.38
Capstone Coordinator	\$1,828.76
Head Teachers	\$1,620.49
Lead Teachers	\$4,237.24
Mentor Teacher (Per 1st year teacher mentee)	\$546.54
Science Fair Coordinator	\$591.44
Technology Liaison	\$836.20
Tutoring (hourly rate)	\$36.59

### **APPENDIX A II d - COMPENSATION FOR DRIVER EDUCATION\***

<b>21/22 (2.5%)</b>
<b>\$20.05/hr</b>

\*Instructors in Driver Education will receive the above-listed per hour compensation for on-the-road instruction beyond the length of the school day effective September 1, 2010.