

Memorandum of Agreement
Between the Marblehead School Committee And
The Marblehead – Unit A
November 26, 2024

The Marblehead School Committee (“Committee”) and the Marblehead Education Association – Unit A (“Union”) agree that provisions in their 2024-2025 collective bargaining agreement shall be amended as follows for a successor collective bargaining agreement:

1. Article XXXV: Duration and Negotiation of Successor Agreement
Amend Article XXXV as follows:
 - A. Replace “September 1, 2024 to August 31, 2025” with “September 1, 2025 to August 31, 2028” in Sections A and D.
 - B. Replace “no later than December 2024” with “no later than December 2027” in Section B.

2. Appendix A: Salary Schedule (p. 30)
 - A. Remove the obsolete salary tables.
 - B. Create new salary tables as follows:

Year	School Year	Increase
Year 1 *	2025-2026	2.0% increase to all Steps except Step 12 3% increase to Step 12
Year 2 *	2026-2027	Add 3% to all Steps except Step 12 Add 4% to Step 12
Year 3 *	2027-2028	Eliminate Step 2 Add 3.5% to all Steps 2 – 12 Add a new Step 13 that is 2% above Step 12.

*All new salary tables will continue to include the current language below the table amended as follows (deleted language struck): “~~School nurses are not eligible above M column and are limited to steps 1 through 9. No movement is allowed into B9, B21, and B30. Only grandfathered employees are allowed to be at those rates.~~”

3. Article XXVIII - Tuition Reimbursement Program
Amend Section C.4 as follows (new language underlined; deleted language struck):

The total reimbursement by the Committee in any fiscal year (July 1- June 30) shall not exceed ~~\$37,000, effective September 1, 2012; \$38,000 effective September 1, 2013; \$39,000 effective September 1, 2014, \$39,000 effective September 1, 2015 through the length of this contract, through June 30, 2025.~~ Effective July 1, 2025, the total reimbursement by the Committee in any fiscal year (July 1- June 30) shall not exceed \$50,000. In the event ~~said \$37,000 (\$38,000 effective September 1, 2013; \$39,000 effective September 1, 2014)~~ that the maximum amount of reimbursement is not expended in any fiscal year, the amount not so expended shall not be carried over to subsequent years.

4. Article XIII: Summer and Optional Employment

Remove the Hourly Rates in the final bullet and add the following new hourly rates:

Hourly Rate effective September 1, 2025	\$42.00
Hourly Rate effective September 1, 2026	\$45.00
Hourly Rate effective September 1, 2027	\$50.00

5. Article XII- Compensation

Add the following new Section H

H. MISSED PREP PERIODS

When, at the direction of the principal, an educator misses the educator's prep period to serve as the substitute for a class period for a class whose teacher is absent, the principal shall provide the educator with a make-up prep period during that same day or by the end of the week or if the make-up prep period is not or cannot be provided, the educator shall receive compensation at the Hourly Rate in Article XIII.

6. Article XII.1.B.2 (School Nurse Compensation).

Effective September 1, 2025, amend Article XII.1.B.2 as follows (deleted language struck; new language added):

~~Notwithstanding any provision of this Agreement to the contrary, Effective September 1, 2025, school nurses may not be eligible to move beyond Step 9 in throughout the MA lanes in the salary schedule and only the following Master's degrees shall be eligible for placement of a school nurse in the MA lane: (a) Master's degree in nursing (MSN), (b) Master's degree - Nurse Practitioner (MSN-Nurse Practitioner) with a specialty in pediatrics.~~

7. Joint Labor Management Committee to discuss consideration and implementation of the following changes to Article VIII and to provide for a morning recess in the early elementary grades:

Amend Article VIII Sections A.1 and 2 as follows (new language underlined; deleted language struck):

ARTICLE VIII: TEACHING HOURS AND TEACHING LOAD

A. Hours:

1. The arrival and dismissal times for students are as follows:

Elementary Schools - 8:00/8:05/8:15 a.m. - 2:15/2:20/2:30 p.m.

Middle Schools - 8:00 a.m. - 2:30 p.m.

High Schools -7:55 a.m. - 2:37 p.m.

Effective with the start of the 2025-2026 academic year, the above times are replaced with the following:

The arrival and dismissal times for students are as follows:

Elementary Schools – 7:55/8:00/8:10 a.m. -2:15/2:20/2:30 p.m.

Middle Schools – 7:55 a.m. - 2:30 p.m.

High Schools -7:50 a.m. - 2:37 p.m.

The Committee/Administration shall have the right to shift at any time the aforementioned starting and dismissal times for students up to thirty (30) minutes in either direction (earlier or later). Prior to implementing any such change, representative(s) of the Committee/Administration shall meet with the Association to advise the Association as to the reasons for the change and to give the Association the opportunity to express their opinions concerning the change.

- 2. In addition to being present during the regular student day as defined above, teachers at the elementary level shall arrive ~~±~~ 10 minutes before the student arrival time and, Monday through Thursday, shall stay 30 minutes after the student dismissal time and on Friday, 5 minutes after the student dismissal time. Teachers at the middle school shall arrive ~~±~~ 10 minutes before the student arrival time and, Monday through Thursday, shall stay 40 minutes after the student dismissal time and on Friday, 10 minutes after the student dismissal time. Teachers at the high school shall arrive ~~±~~ 10 minutes before the student arrival time and, Monday through Wednesday, shall stay 25 minutes after the student dismissal time and on Thursday, shall stay 20 minutes after the student dismissal time, and on Friday, may leave immediately following the student dismissal time. If the last day of the school week falls on a day other than a Friday, the aforementioned rules for Friday shall apply to that day.

The aforementioned time after school provides teacher availability for extra help with students, conferences with parents, teacher meetings, planning, and preparation of materials. Middle school and High school teachers will schedule regular make-up time one afternoon per week after the close of school. It is expected that teachers will spend additional time to expedite these ends.

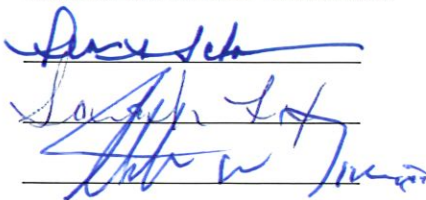
8. Article VIII. Section B.3.A

Planning Time:

High School teachers shall receive at least one self-directed planning period per day equal to a core-subject teaching period.

This Memorandum of Agreement is subject to ratification by the Union Unit A and approval of the Marblehead School Committee and ratification by the MEA Unit A and approval of the Marblehead School Committee of the Memorandum of Agreement covering the 1-year period from September 1, 2024- August 31, 2025. Subject to the prior sentence, this Agreement is agreed to by the bargaining teams for the Union Unit A and the School Committee on this 26th day of November 2024.

Bargaining Team for the
Marblehead School Committee



Bargaining Team for the MEA Unit A

