



Malden School Committee Initial Proposals

February 27, 2025

**Successor Contract Negotiations with the
Malden Education Association
Units A, B, C**



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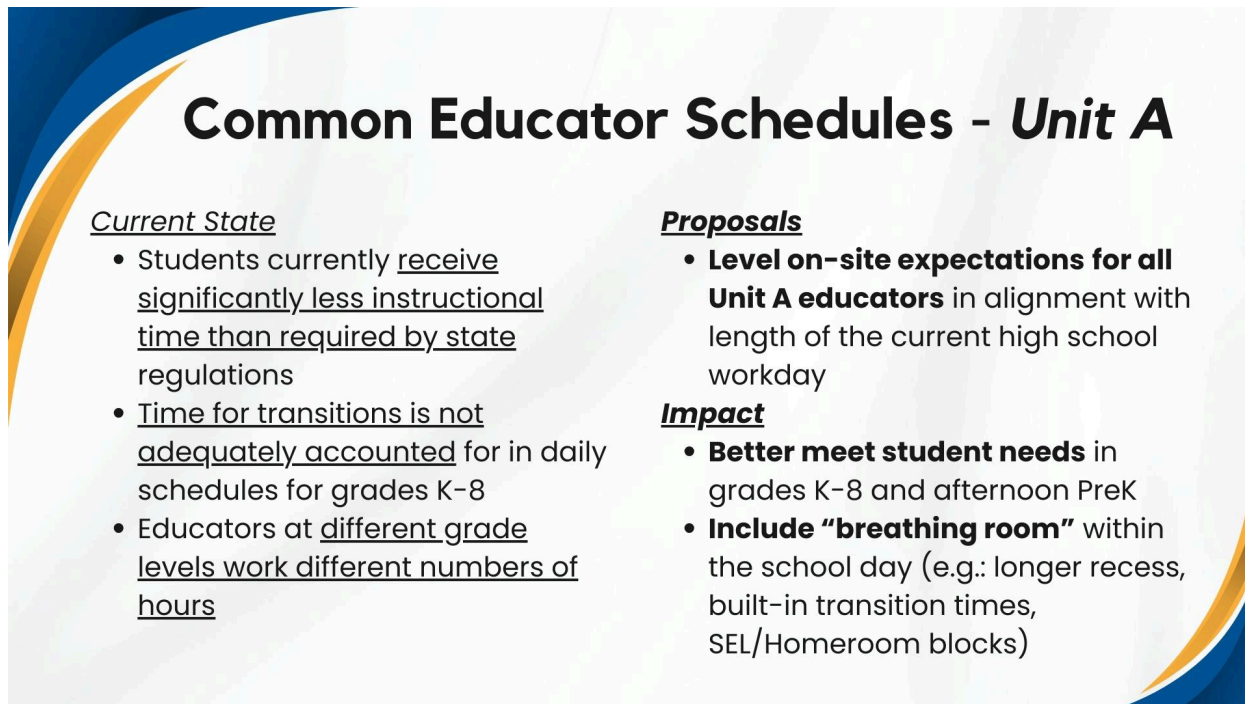
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Proposal A

Unit A: Common Educator Schedules

Proposal Overview



Common Educator Schedules - Unit A

<u>Current State</u> <ul style="list-style-type: none">• Students currently <u>receive significantly less instructional time than required by state regulations</u>• <u>Time for transitions is not adequately accounted for</u> in daily schedules for grades K-8• Educators at <u>different grade levels work different numbers of hours</u>	<u>Proposals</u> <ul style="list-style-type: none">• Level on-site expectations for all Unit A educators in alignment with length of the current high school workday <u>Impact</u> <ul style="list-style-type: none">• Better meet student needs in grades K-8 and afternoon PreK• Include “breathing room” within the school day (e.g.: longer recess, built-in transition times, SEL/Homeroom blocks)
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Proposed Contract Language

Unit A Article 5 Section 1

5.01 The workday for teachers will be as follows:

Early Learning Center: 7:30 a.m. - 2:45 p.m.

Grades K-6: 7:30 a.m. - 2:45 p.m.

Grades 7 & 8: 7:30 a.m. - 2:45 p.m.

High School: 7:30 a.m. - 2:45 p.m.

The starting and dismissal times for students will be as follows, except in cases of emergency:

Early Learning Center

AM Preschool: 8:00 a.m. - 11:00 a.m.

PM Preschool: 11:30 a.m. - 2:30 p.m.

Full-Day Preschool: 8:00 a.m. - 2:30 p.m.

K-8 Schools

Kindergarten & Grades 1 - 6: 7:45 a.m. - 2:15 p.m.



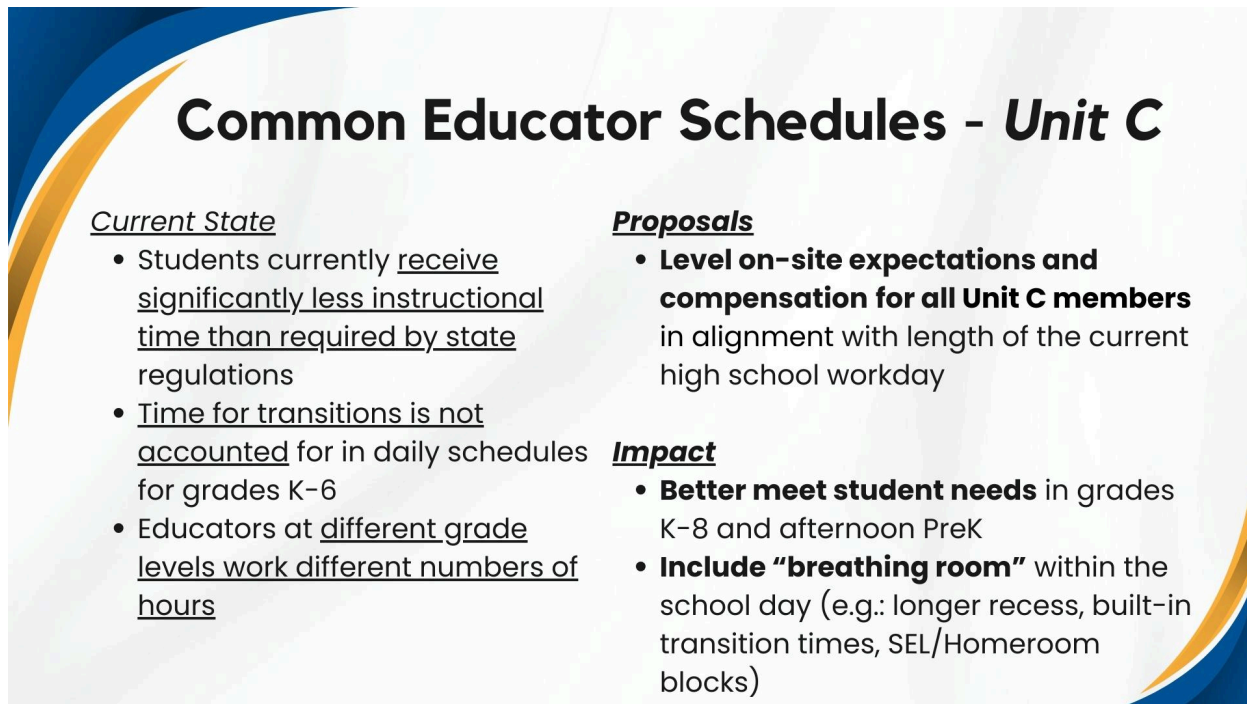
Grades 7 & 8: 7:45 a.m. - 2:15 p.m.

High School: 7:45 a.m. - 2:15 p.m.

Proposal B

Unit C: Common Educator Schedules

Proposal Overview



Common Educator Schedules - *Unit C*

<p><u>Current State</u></p> <ul style="list-style-type: none">• Students currently <u>receive significantly less instructional time than required by state regulations</u>• <u>Time for transitions is not accounted for</u> in daily schedules for grades K-6• Educators at <u>different grade levels work different numbers of hours</u>	<p><u>Proposals</u></p> <ul style="list-style-type: none">• Level on-site expectations and compensation for all Unit C members in alignment with length of the current high school workday <p><u>Impact</u></p> <ul style="list-style-type: none">• Better meet student needs in grades K-8 and afternoon PreK• Include “breathing room” within the school day (e.g.: longer recess, built-in transition times, SEL/Homeroom blocks)
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Proposed Contract Language

Unit C Article 5 Section 1

5.01 The workday for unit members is as follows:

High School — 7:30 — 2:45

Middle School — 7:45 — 2:45

Elementary — 8:15 — 2:45

Early Learning Center: 7:30 a.m. - 2:45 p.m.

Grades K-6: 7:30 a.m. - 2:45 p.m.

Grades 7 & 8: 7:30 a.m. - 2:45 p.m.

High School: 7:30 a.m. - 2:45 p.m.

Proposal C

Unit B: Administrator Schedules

Proposal Overview



Administrator Schedules - *Unit B*

<u>Current State</u> <ul style="list-style-type: none">• Contract lacks clarity regarding work schedules for Unit B administrators	<u>Proposals:</u> <ul style="list-style-type: none">• Unit B administrators work no less than a 40-hour week including a daily 30-minute duty-free lunch• Daily schedules and calendars developed with consultation and approval of immediate supervisor• Participation in and supervision of before-school, afternoon and evening activities with advance notice• All work performed in person alongside our educators
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Proposed Contract Language

Unit B Article 5 Section 1, Section1, Section 6, Section 7, Section 9, and Section 10

~~5.01 Administrators shall work at their assigned duties each day for whatever reasonable time may be necessary.~~

The regular work week for administrators will consist of no fewer than forty (40) hours.

It is recognized that the proper performance of their duties may, on occasion, require these persons to work longer than the normal working day.

5.02 Site-based administrators are expected to arrive at work a minimum of 30 minutes before the beginning of the student day. They are to remain on duty a minimum of 30 minutes after the end of the student day. Administrators, exercising good judgment in the evaluation of their duties, **may request to** adjust their daily work schedules to accommodate pressing duties in connection with the responsibilities of their position, **subject to approval by their immediate supervisor.**

~~5.07 Effective September 1, 2020, vacation days will be eliminated. Directors shall use any~~



~~vacation days 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 the 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.~~

~~**5.09** Unit members shall attend meetings or other on-site requirements before 7:00 A.M. and after 4:00 P.M. only at the election of the unit member. Such meetings or other on-site requirements shall not be mandatory, and shall not be scheduled without the prior uncoerced agreement of the unit member.~~

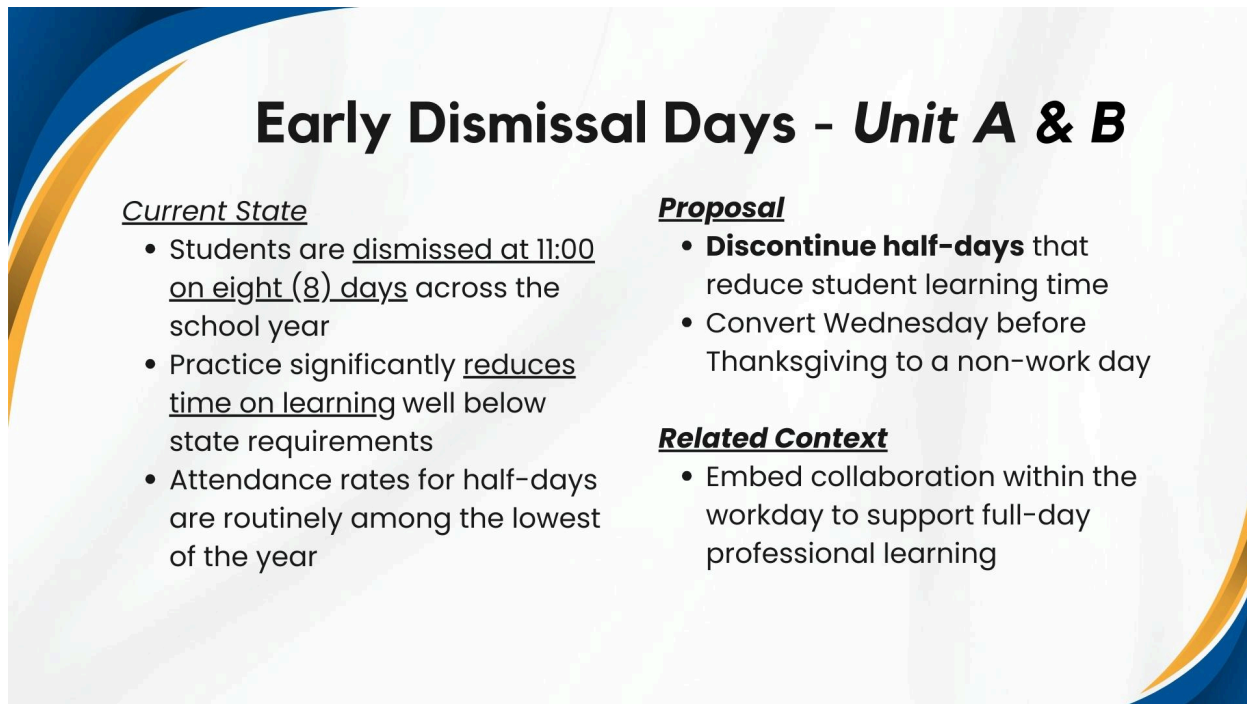
Unit members will participate in and/or supervise early morning, afternoon and evening activities provided they are given advance notice (usually one week; not less than two days) by their immediate supervisor. Such activities may include athletic competitions, family events, performances, and student supervision. Supervisors will make every effort to ensure that these before- and after-hours responsibilities are distributed equitably.

5.10 If school is canceled before school staff report to work, unit members will not be required to report to work. Unit B members will not be permitted to work remotely on these days unless they receive explicit approval to do so from their immediate supervisor. Without such explicit approval to work remotely, school closure days will not count as days worked and will be made up when the day is rescheduled. If school is canceled after school staff report to work, unit members shall be allowed to leave when Unit A and Unit C members are released. Such days will be counted as days worked.

Proposal D

Unit A & B: Early Dismissal Days

Proposal Overview



Early Dismissal Days - Unit A & B

<p><u>Current State</u></p> <ul style="list-style-type: none">• Students are <u>dismissed at 11:00 on eight (8) days</u> across the school year• Practice significantly <u>reduces time on learning</u> well below state requirements• Attendance rates for half-days are routinely among the lowest of the year	<p><u>Proposal</u></p> <ul style="list-style-type: none">• Discontinue half-days that reduce student learning time• Convert Wednesday before Thanksgiving to a non-work day <p><u>Related Context</u></p> <ul style="list-style-type: none">• Embed collaboration within the workday to support full-day professional learning
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Proposed Contract Language

Unit A Article 5 Section 4 Subsection 1 and Article 5 Section 6 Subsection 1

~~5.04.01 Five (5) early release days will be provided in the approved school calendar for professional development. Unit members shall be required to attend meetings to discuss curriculum and other building issues as determined by the building principal.~~

~~5.06.01 The Wednesday preceding Thanksgiving shall be a non-work day half-day. Students will be released no later than 11:30.~~

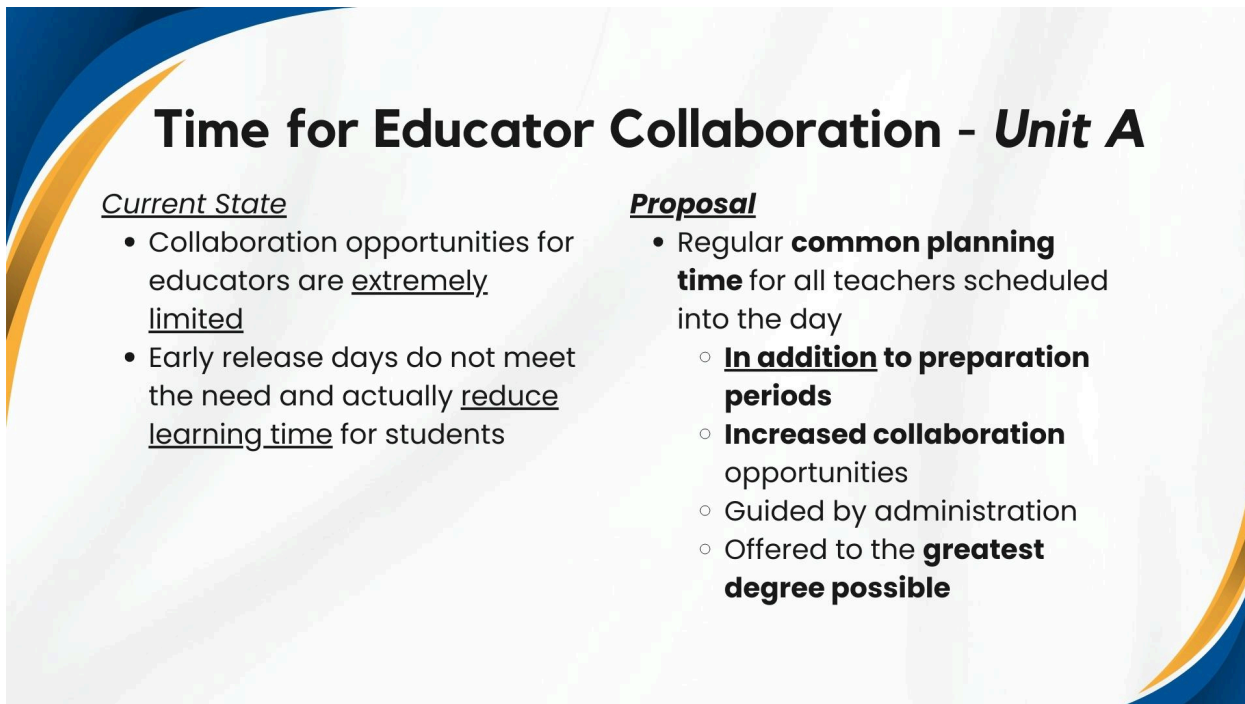
Unit B Article 5 Section 6

~~5.06 The Wednesday preceding Thanksgiving shall be a non-work day half-day.~~

Proposal E

Unit A: Time for Educator Collaboration

Proposal Overview



Time for Educator Collaboration - Unit A

<u>Current State</u>	<u>Proposal</u>
<ul style="list-style-type: none">• Collaboration opportunities for educators are <u>extremely limited</u>• Early release days do not meet the need and actually <u>reduce learning time</u> for students	<ul style="list-style-type: none">• Regular common planning time for all teachers scheduled into the day<ul style="list-style-type: none">◦ In addition to preparation periods◦ Increased collaboration opportunities◦ Guided by administration◦ Offered to the greatest degree possible

Proposed Contract Language

Unit A Article 5 Section 10 and Article 5 Section 10 Subsection 1

5.10 When scheduling permits, all teachers in the middle and senior high schools will have at least one preparation period per day during which they will not be assigned to any other duties in addition to their lunch period. At no time hereafter shall the Committee be required to hire any additional personnel to comply with the requirements of this paragraph.

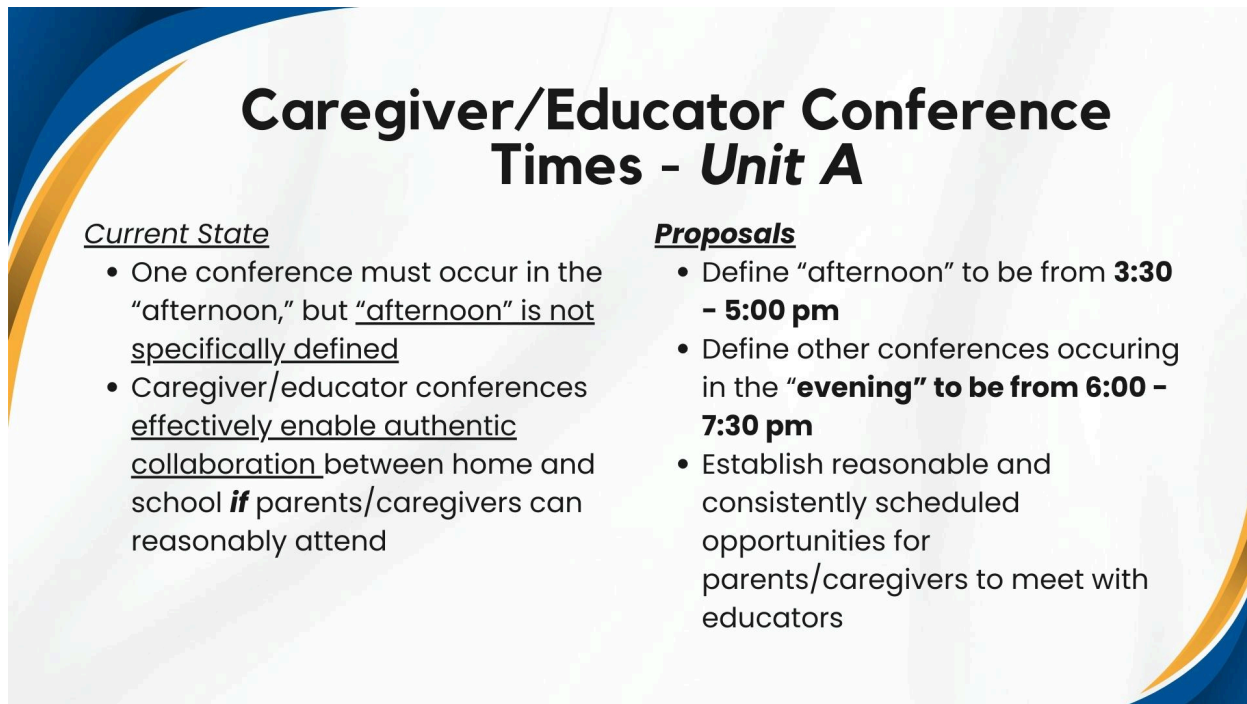
To the greatest degree possible, middle and high school teachers will also have a period of administration-guided common planning time in addition to/separate from their preparation period at a regular frequency to allow for educators to engage in job-embedded professional learning and collaboration.

5.10.01 Elementary teachers, including exploratory teachers, will have one prep period each day for a total of five (5) prep periods per week. To the greatest degree possible, elementary teachers, including exploratory teachers, will have period of administration-guided common planning time in addition to/separate from their preparation period at a regular frequency to allow for educators to engage in job-embedded professional learning and collaboration.

Proposal F

Unit A: Caregiver/Educator Conference Times

Proposal Overview



Caregiver/Educator Conference Times - Unit A

<p><u>Current State</u></p> <ul style="list-style-type: none"> One conference must occur in the “afternoon,” but <u>“afternoon” is not specifically defined</u> Caregiver/educator conferences <u>effectively enable authentic collaboration</u> between home and school if parents/caregivers can reasonably attend 	<p><u>Proposals</u></p> <ul style="list-style-type: none"> Define “afternoon” to be from 3:30 - 5:00 pm Define other conferences occurring in the “evening” to be from 6:00 - 7:30 pm Establish reasonable and consistently scheduled opportunities for parents/caregivers to meet with educators
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Proposed Contract Language

Unit A Article 5 Section 9 and Unit A Article 5 Section 9 Subsection 1

5.09 All PreK-12 Teachers shall be required to **prepare for and participate in** ~~attend~~ three (3) parent/caregiver conferences per year **after the end of the contractual day**: one for a fall open house, the second after the first marking period, and the third after the second marking period. At least one parent/caregiver conference shall be scheduled to be held during the afternoon, specifically at **3:30-5:00 pm**. **Evening conferences will be scheduled between 6:00-7:30 pm.**

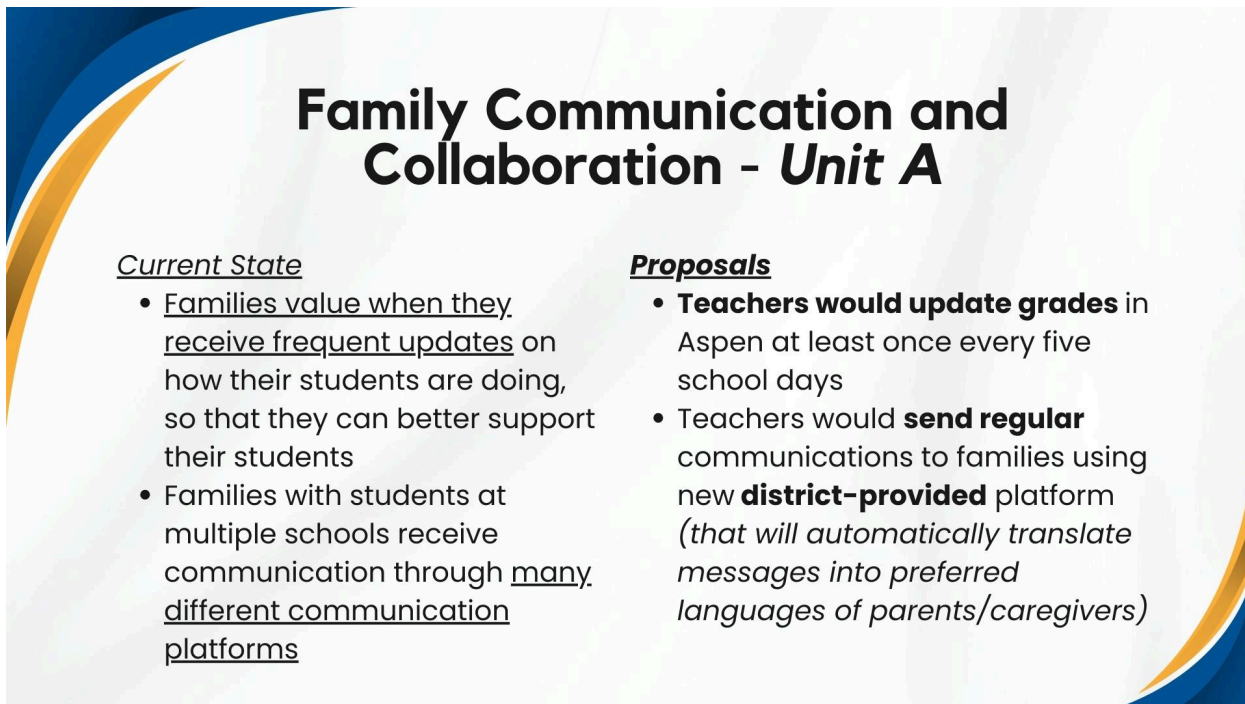
Teachers that are absent on a conference day will work with building administration to schedule an alternative time, outside of the contractual day, to meet with parents/caregivers.

~~5.09.01 Parent conferences for kindergarten and pre-school will be scheduled after progress reports are distributed to parents.~~

Proposal G

Unit A: Family Communication and Collaboration

Proposal Overview



Family Communication and Collaboration - Unit A

Current State

- Families value when they receive frequent updates on how their students are doing, so that they can better support their students
- Families with students at multiple schools receive communication through many different communication platforms

Proposals

- **Teachers would update grades** in Aspen at least once every five school days
- Teachers would **send regular** communications to families using new **district-provided** platform (*that will automatically translate messages into preferred languages of parents/caregivers*)

Proposed Contract Language

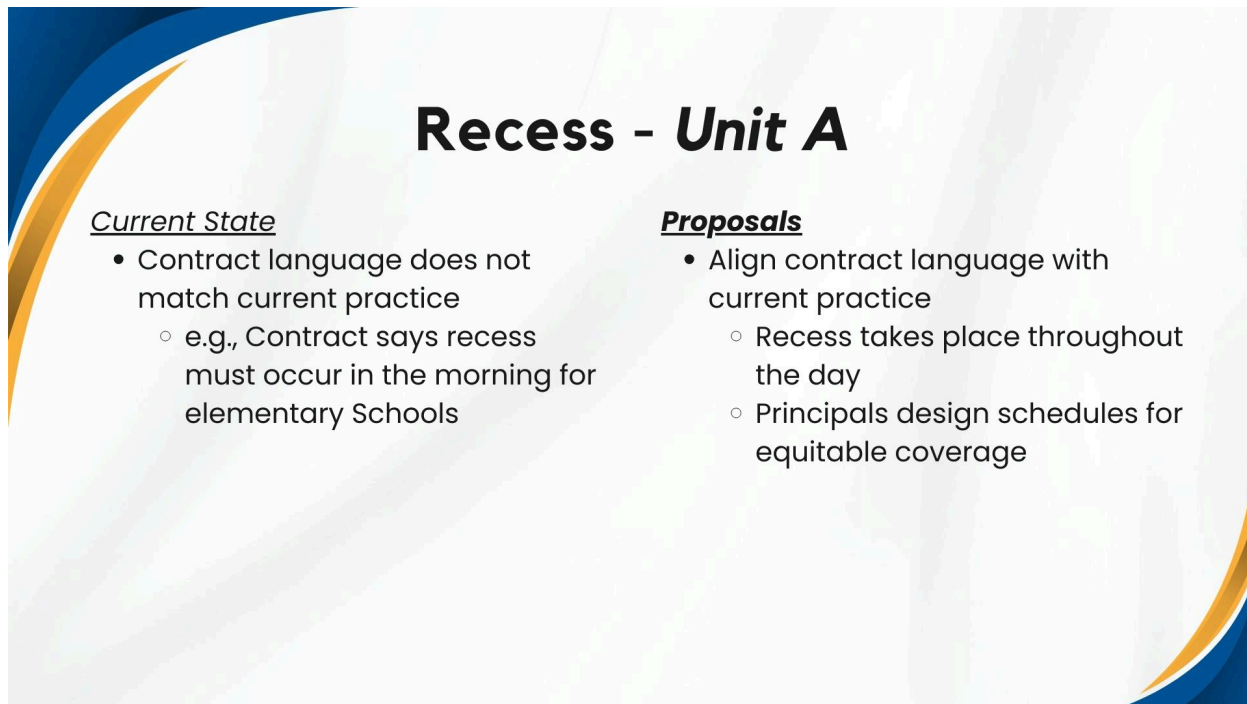
Unit A Article 9 Section 3

9.03 Teachers will be required to keep the District student information system of student grades up to date within ~~ten (10)~~ **five (5)** school days. **Teachers will send regular communications to parents/caregivers using district provided platform**

Proposal H

Unit A: Recess

Proposal Overview

A presentation slide titled "Recess - Unit A" with a blue and orange curved graphic on the left side. The slide is divided into two columns: "Current State" and "Proposals".

Recess - Unit A

<u>Current State</u> <ul style="list-style-type: none">• Contract language does not match current practice<ul style="list-style-type: none">◦ e.g., Contract says recess must occur in the morning for elementary Schools	<u>Proposals</u> <ul style="list-style-type: none">• Align contract language with current practice<ul style="list-style-type: none">◦ Recess takes place throughout the day◦ Principals design schedules for equitable coverage
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Proposed Contract Language

Unit A Article 5 Section 11

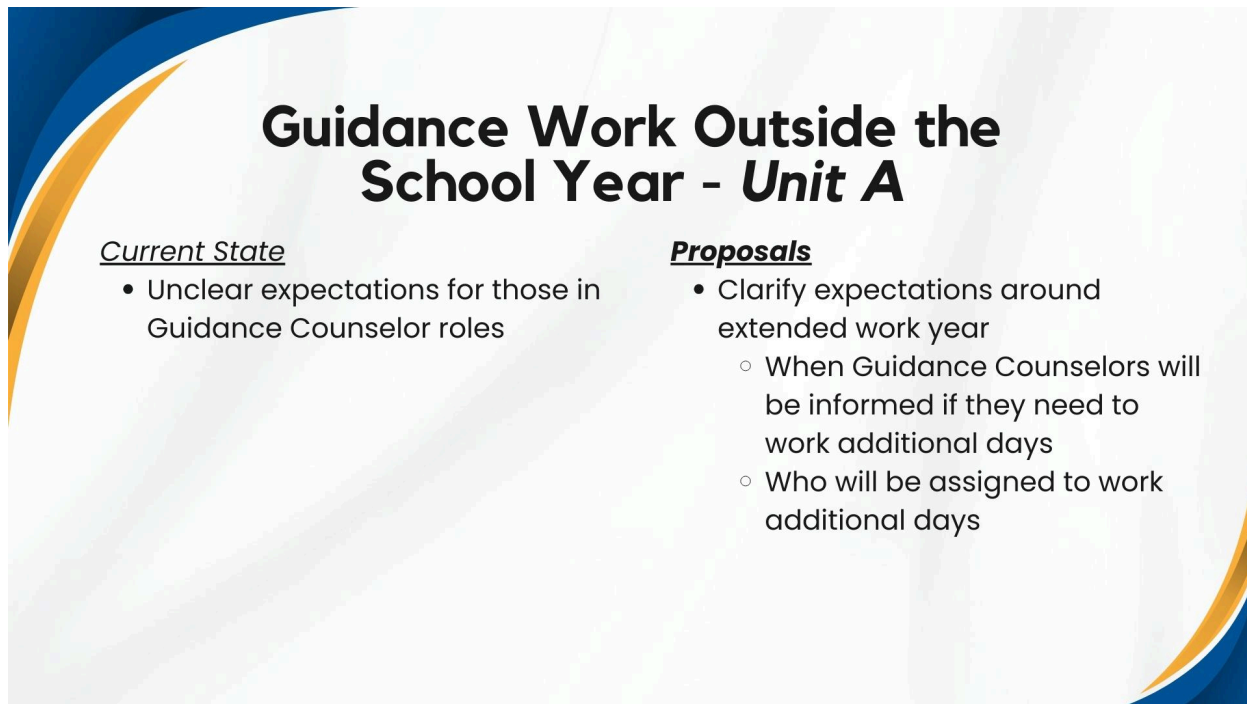
~~5.11 There will be a fifteen minute recess period each morning in the elementary schools. Each elementary school teacher will be off duty for such recess period every other day or the equivalent thereof, provided the recess is outdoors. If the recess is indoors, the principal will attempt to schedule equivalent time.~~

There will be a daily recess period of at least fifteen minutes fifteen-minute recess period each morning in the K-8 schools. Principals will equitably assign recess supervision duty across staff Each elementary school teacher will be off duty for such recess period every other day or the equivalent thereof, provided the recess is outdoors. If the recess is indoors, the principal will attempt to schedule equivalent time.

Proposal I

Unit A: Guidance Work Outside the School Year

Proposal Overview



Guidance Work Outside the School Year - Unit A

<u>Current State</u>	<u>Proposals</u>
<ul style="list-style-type: none">• Unclear expectations for those in Guidance Counselor roles	<ul style="list-style-type: none">• Clarify expectations around extended work year<ul style="list-style-type: none">◦ When Guidance Counselors will be informed if they need to work additional days◦ Who will be assigned to work additional days

Proposed Contract Language

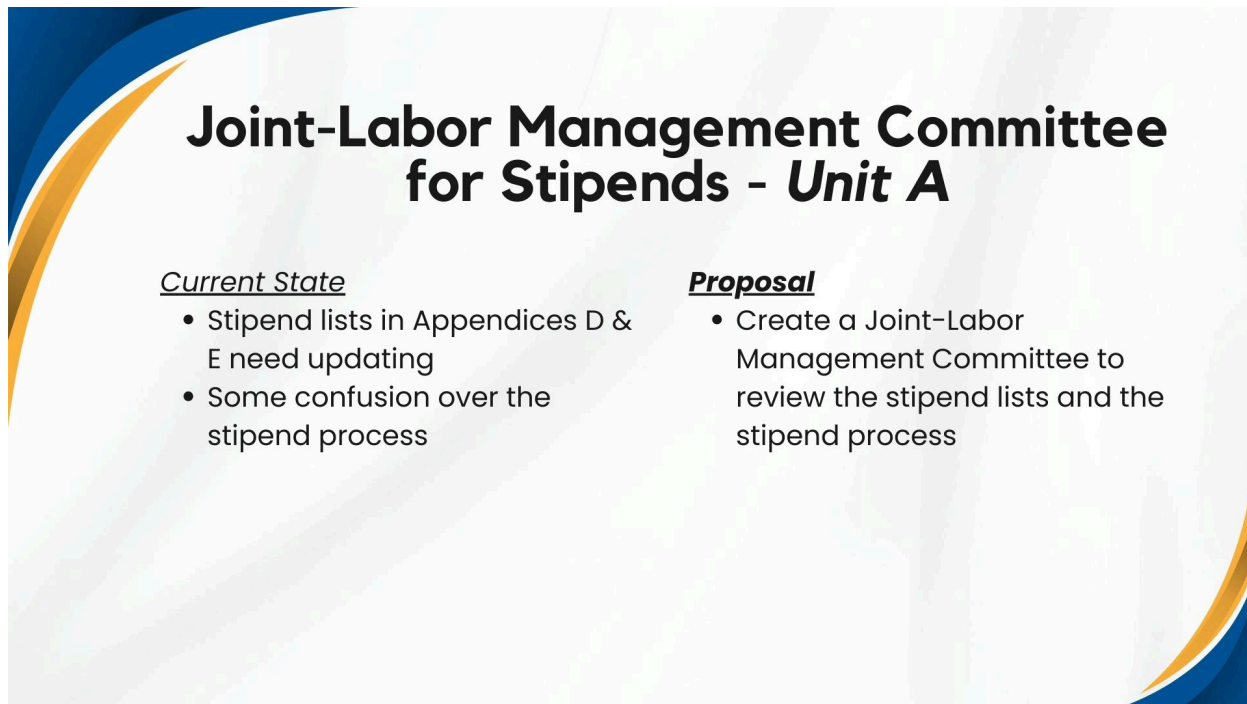
Unit A Article 5 Section 15 Subsection 4

5.15.04 It is recognized that Guidance positions may require additional time beyond the school year to fulfill their professional duties. If ~~required by the superintendent~~ **notified in writing by the superintendent before June 30**, these positions ~~may~~ **will** be assigned to work an extended work year of no more than six (6) days (adjusted to their current full-time equivalent status), to be compensated on a per-diem basis. **If a full roster of Guidance Counselors is not needed to complete the extra work, then offers of additional work days will be extended based on seniority with the district.**

Proposal J

Unit A: Joint-Labor Management Committee for Stipends

Proposal Overview

A presentation slide with a light blue background and a decorative blue and yellow curved border on the left and right sides. The title is centered at the top. Below the title, there are two columns of text, each with a heading and a bulleted list.

Joint-Labor Management Committee for Stipends - *Unit A*

<p><u><i>Current State</i></u></p> <ul style="list-style-type: none">• Stipend lists in Appendices D & E need updating• Some confusion over the stipend process	<p><u><i>Proposal</i></u></p> <ul style="list-style-type: none">• Create a Joint-Labor Management Committee to review the stipend lists and the stipend process
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Proposed Contract Language

Unit A Article 5 New Section

5.22 (new) The parties agree to form a Joint-Labor Management Committee (JLMC) by TBD, with equal representation, to review and analyze stipends included in Appendices D and E, identify flat rate versus hourly, need for timesheets, ensuring transparency of process, and establish annual timelines for notification. The JLMC will provide recommendations to the Committee and the Association by December 15, 2025. Recommendations of the JLMC will be reviewed by the Committee and the Association for implementation in the beginning of the 2026-2027 school year.