



Malden Public Schools

OVERVIEW OF INITIAL DISTRICT PROPOSALS

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

Winter 2025

Core Values



**Include and
Collaborate**



**Embrace
Growth**




**Do Right By
ALL Kids**



Themes

- Give all students the learning time they need
- Work in partnership with educators and families
- Invest in our people

Give all students the learning time they need

- Common work schedules for educators in PreK through HS
 - Consistent schedules for administrators
 - Revision of high school schedule
 - Discontinue early release days
- 

Common Educator Schedules

Current State

- Students currently receive significantly less instructional time than required by state regulations
- Time for transitions is not accounted for in daily schedules for grades K-6*
- Educators at different grade levels work different numbers of hours

Proposals

- **Level on-site expectations for all Unit A educators** in alignment with length of the current high school workday
- **Adjust student learning day** to increase learning time in grades K-8 and afternoon PreK
- **Include needed transition** times between instructional blocks

Provisions for Unit B Administrators

Current State

- Contract lacks clarity regarding work schedules for Unit B administrators

Proposals:

- 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

High School Schedule

Current State

- This year, 53% of MHS students have at least one “Directed Study” instead of a regular class
- Current bell schedule allocates significantly less time on learning than required by state regulations
- Leaders from District, MHS and MEA are collaborating in support of a process to explore suitable solutions

Proposals

- **Pending** the outcome of Design Team collaboration process
- **Commitment to shared goals** of eliminating “Directed Studies” and ensuring every student has a full schedule of classes

Early Release Days

Current State

- Students are dismissed at 11:00 on eight (8) days across the school year
- Practice significantly reduces time on learning well below state requirements

Proposal

- **Discontinue half-days** that reduce student learning time*
- Explore possibility of additional full-day professional development
- Embed collaboration within the workday to support full-day professional learning

**Convert Wednesday before Thanksgiving to a non-work day*

Work in partnership with educators and families

- Time for educator collaboration
(in addition to preparation periods)
- Family communication
and collaboration

Time for Educator Collaboration

Current State

- Collaboration opportunities for educators are extremely limited
- Early release days do not meet the need and actually reduce learning time for students

Proposal

- Regular administration-guided **common planning time** for all teachers scheduled into the day
 - **In addition to preparation periods**
 - **Increased collaboration opportunities**
 - Offered to the **greatest degree possible**

Family Communication and Collaboration

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*)

Invest in our people

- Most competitive compensation that is financially sustainable
- Recognition and incentives for educator attendance

Competitive Compensation for Educators

Current State (2024-2025)

- Malden salary for teachers with a Master's Degree + 60 at the highest step is \$111,986
 - *Massachusetts average salary for M60 ~\$104,000*
- Malden teachers with a bachelor's degree, entry salary is \$56,452
 - *State average is ~\$54,000*

Proposals

- **On hold**, pending analysis of the State budget and Malden's Chapter 70 funding for FY26
- The Committee is committed to paying the **most competitive salaries possible** that are also financially sustainable

Recognition & Incentives for Educator Attendance

Current State

- Slight incentive for attendance at retirement – unused sick days are reimbursed at \$10 each upon retirement
- No incentive or recognition for teachers further from retirement

Proposals

- **Unused sick days will be reimbursed at \$50 per day up to 100 days upon retirement**
- Unit A educators will receive **bonuses for consecutive days of attendance**, with amounts increasing after reaching various attendance thresholds, with rolling opportunities for those who need to take off.