



Update from the Malden School Committee Regarding Contract Negotiations

The Malden School Committee is currently in negotiations with the Malden Education Association (MEA), Units A, B, and C for a new Collective Bargaining Agreement. Our current agreement will expire on August 31, 2025.

During this process, the Malden School Committee is committed to working collaboratively with the MEA to reach a fair agreement that does right by our kids and families, respects our educators, and is financially sustainable for the district and city.

Doing right by kids and families

Many of the Committee's proposals have focused on students' time on learning. This is a very important issue for the Malden Public Schools, because given the hours of structured learning time required by Massachusetts state regulations even if we had 180 full length school days our start and end times leave almost no extra time, especially in grades K-8. This is why the School Committee has proposed:

- Eliminating all early release days while extending Thanksgiving break
- Extending the K-8 student day to 2:35 p.m.
- Adjusting the High School Schedule - pending Design Team recommendations

We also know that non-learning time in the day is important for kids. We have heard from many community members and our MEA partners that increasing recess time and allowing extra time for movement is important, especially for our youngest students. The Committee wholeheartedly agrees. The School Committee's proposal to add 20 minutes to the K-6 student day would potentially allow our younger learners to have a longer recess as well as more flexible time in the day to transition between periods of structured learning. The additional 15 minutes for students in grades 7 and 8 would provide similar flexibility for students in those grade levels.

Respecting our educators

Everyday, we recognize and respect the efforts of our educators who give their all to our students. We want to support them in every way we can. That is why the School Committee has proposed:

- Regular common planning time for educators to work together and learn from each other with guidance from administration
- An increase in the hourly rate from \$37 per hour to \$39 per hour for teachers assigned to work beyond the contractual day or year
- A 50% increase in tuition reimbursement from up to \$500 per year to up to \$750 per year for educators continuing their education
- A yearly \$1,000 stipend for educators who speak, read, and write a second language



Many of these proposals overlap with MEA proposals, reflecting our joint commitment to supporting our educators.

Ensuring Financial Sustainability

In our last negotiations session on March 26, the MEA formally presented their financial proposals to which the School Committee will be responding over the next few sessions. We are committed to continuing to provide competitive compensation to our educators while maintaining a financially sustainable budget for our district and city. We will share more information about this in future updates.

Additional Information and Updates

The next four negotiations sessions have been scheduled and are open to the public. The next session will be held this Thursday, April 10 at 3:30 p.m. in the City Council Chambers at Malden City Hall. The dates and times of the following three sessions as well as full reports of all the School Committee proposals can be found on our [Negotiations Updates webpage](#).

Thank you for your ongoing support of the Malden Public Schools. Again, we are committed to collaborating with the MEA to reach a fair agreement that does right by our kids and families, respects our educators, and is financially sustainable for the district and city. If you have any questions, please reach out to either of us or any member of the School Committee.

Sincerely,

Jennifer Spadafora

Vice Chair, Malden School Committee;
Chair of Negotiations Subcommittee

Timothy Sippel, Ed.L.D.

Superintendent of Schools