

OFF THE RECORD PACKAGE PROPOSAL (including tentative agreements)
BY
METHUEN EDUCATION ASSOCIATION
FOR THE
METHUEN SCHOOL COMMITTEE
October 1, 2024

1. PROPOSAL 20

PREVENTING EMPLOYEE INJURY

The Committee and the Association recognize the employer's duty to furnish each of their employees with employment and a place of employment free from recognized hazards including violence arising from distressed/agitated student behavior that is causing or likely to cause death or serious physical harm to employees.

In recognition of the employer's responsibility to convey the expectation that employee injury is not part of the job in accordance with the MA. Code of Regulations 454 CMR 25.00, the Committee shall use the Worksheet supplied by the MA Department of Labor Standards (see Appendix [X]) as guidelines for the following:

- A. Establish a standing joint committee of the Association and the central school administration within one (1) month of ratification of this agreement that is tasked with:
 - 1. designing staff reporting forms for recording a) student verbal, emotional and/or physical abuse toward staff and/or other students; and b) tracking offenses, interventions, and consequences of such injury;
 - 2. overseeing and providing all staff who could encounter students displaying distressed or agitated behavior with data analysis managed by the central administration of trends in such incidents during the fiscal year, including any patterns or concentrations of incidents. Data from forms and occupational safety claims shall be analyzed over the course of multiple years in order to assess whether district practices have been effective in diminishing injury or incidents that were close calls and to identifying and removing obstacles to achieving the goal of an injury-free workplace.
 - 3. Overseeing involvement of the entire staff and administration in developing protocols for avoiding injury of employees due to dysregulated behavior of students, including analysis of the root causes of the behaviors.
- 4. Advising the central school administration on required protocols for informing parents/guardians and reporting to DESE when schools contact police, EMTs, or other non-behavioral health personnel to respond to a behavioral health crisis.
 - B. Provide annual training, with compensation negotiated with the Association, including added practice sessions, for employees assigned to work with students at risk for dysregulated behavior,
- C. Report in writing within 24 hours of an incident involving violence to all employees who are assigned to work with student(s) involved in a reported incident about district action(s) taken and planned and update the report in a timely manner as planning continues.

2. PROPOSAL 11

Personal Leave, Article 17 E

Bargaining unit members will be granted up to three paid days off as personal leave days. Personal leave days may be taken in half and full day increments. A half day is defined as either the first 3 'A' hours of the workday or the last 3 1/4 hours of the workday. ~~Personal leave days are taken for critical and necessary personal, legal, business, household or family matters which require absence during school hours.~~ The reasons for personal days are personal and confidential. However, a reason must be presented and approved by the Superintendent for the following reasons: more than two (2) days consecutively, first and last day of the school year ~~or the day preceding or following a holiday or vacation.~~ Requests will not be unreasonably denied by the Superintendent. If the request is denied and the unit member still takes the days, progressive discipline action will be taken. Request for personal leave days will be made 72 or more hours in advance whenever possible. Unused personal days at the end of the year will be converted to sick days. **Personal days may also be used in 1 hour increments, if either at the beginning or end of the day.**

3. Proposal 10

Parental Leave, Article 19

- 4 weeks paid by District
- 8 weeks of own accrued sick time

4. Proposal 14

Resource Room and Liaison Cap, Article 8, New Section (D)(4)

The caseload for a Resources room will not exceed 15 students. Nor shall any special needs teacher who is not part of a sub-separate classroom or another program cited in this collective bargaining agreement be a liaison for more than 15 students.

5. Substitute Teachers, Article 8(C)(3).

3. Substitution for professional staff: When a teacher is absent and a substitute is not available if a teacher is asked by the principal or their designee to cover a class or to add additional students to their classroom, the teacher will be paid ~~\$30~~**50** per class period for which they supervise students above their regularly assigned student caseload. The district agrees to create a form that is used at each school for requests for payment of sub pay.

6. Tuition Reimbursement, Article 11 Compensation, New sub-section (C)(2).

Contingent upon the Superintendent's written approval prior to enrollment, professional staff members will be reimbursed for the cost of tuition (not to exceed \$1,000 per school year) for courses at accredited colleges, universities or professional institutions. Reimbursement of tuition will be made upon the successful completion of any approved course as evidenced by the submission of transcripts and proof of tuition payment. All courses that are reasonably related to professional responsibilities shall be approved.

COMPENSATION PROPOSALS

Salary

1. 2024-2025 Delete 1st step and add a new top step with an increase of the step increase average.
2. 2024-2025 COLA on all cells: 5%
3. 2025-2026 Delete newly numbered first step (current step 2) add a new top step with an increase of the step increase average.
4. 2025-2026 COLA on all cells: 5%
5. 2026-2027 COLA on all cells: 6%

Average Step Increase 5.51%

| Step | B | B+15 | M | M+15 | M+30 | M+45 | M+60 | M+75 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | | NA | NA | NA | NA | NA | NA | NA |
| 2 | 6.51% | 6.29% | 6.17% | 5.98% | 5.81% | 5.65% | 5.49% | 5.38% |
| 3 | 6.12% | 5.95% | 5.85% | 5.68% | 5.51% | 5.36% | 5.22% | 5.12% |
| 4 | 5.82% | 5.64% | 5.53% | 5.38% | 5.25% | 4.95% | 4.99% | 4.90% |
| 5 | 5.51% | 5.37% | 5.28% | 5.16% | 5.01% | 5.04% | 4.76% | 4.68% |
| 6 | 5.25% | 5.11% | 5.04% | 4.89% | 4.79% | 4.68% | 4.57% | 4.50% |
| 7 | 5.00% | 4.89% | 4.82% | 4.71% | 4.60% | 4.48% | 4.40% | 4.33% |
| 8 | 8.76% | 8.68% | 7.69% | 7.06% | 7.44% | 7.30% | 7.12% | 7.01% |
| 9 | 8.05% | 7.98% | 7.14% | 6.59% | 6.93% | 6.80% | 6.65% | 6.56% |
| 10 | 3.06% | 2.99% | 6.09% | 7.11% | 6.23% | 6.39% | 6.55% | 6.46% |
| 11 | | | 2.78% | 2.72% | 2.66% | 2.61% | 2.55% | 2.49% |

24-25 Delete Step 1 and add new top step at 5.51%

| Step | B | B+15 | M | M+15 | M+30 | M+45 | M+60 | M+75 |
|------|-------|-------|-------|-------|-------|--------|--------|--------|
| 1 | 51824 | 53540 | 55339 | 57063 | 58783 | 60504 | 62219 | 63421 |
| 2 | 54996 | 56725 | 58578 | 60303 | 62023 | 63747 | 65467 | 66669 |
| 3 | 58199 | 59922 | 61818 | 63545 | 65277 | 66902 | 68734 | 69936 |
| 4 | 61408 | 63140 | 65082 | 66822 | 68547 | 70273 | 72007 | 73208 |
| 5 | 64634 | 66366 | 68359 | 70091 | 71831 | 73565 | 75300 | 76501 |
| 6 | 67863 | 69614 | 71656 | 73393 | 75138 | 76860 | 78611 | 79815 |
| 7 | 73809 | 75654 | 77167 | 78573 | 80732 | 82467 | 84212 | 85412 |
| 8 | 79751 | 81691 | 82677 | 83750 | 86327 | 88071 | 89809 | 91011 |
| 9 | 82188 | 84132 | 87709 | 89701 | 91704 | 93696 | 95691 | 96892 |
| 10 | 86717 | 88768 | 90150 | 92140 | 94144 | 96137 | 98131 | 99334 |
| 11 | | | 95117 | 97217 | 99331 | 101434 | 103538 | 104807 |

24-25 5% COLA to all cells

| Step | B | B+15 | M | M+15 | M+30 | M+45 | M+60 | M+75 |
|------|-------|-------|-------|--------|--------|--------|--------|--------|
| 1 | 54415 | 56217 | 58106 | 59916 | 61722 | 63529 | 65330 | 66592 |
| 2 | 57746 | 59561 | 61507 | 63318 | 65124 | 66934 | 68740 | 70002 |
| 3 | 61109 | 62918 | 64909 | 66722 | 68541 | 70247 | 72171 | 73433 |
| 4 | 64478 | 66297 | 68336 | 70163 | 71974 | 73787 | 75607 | 76868 |
| 5 | 67866 | 69684 | 71777 | 73596 | 75423 | 77243 | 79065 | 80326 |
| 6 | 71256 | 73095 | 75239 | 77063 | 78895 | 80703 | 82542 | 83806 |
| 7 | 77499 | 79437 | 81025 | 82502 | 84769 | 86590 | 88423 | 89683 |
| 8 | 83739 | 85776 | 86811 | 87938 | 90643 | 92475 | 94299 | 95562 |
| 9 | 86297 | 88339 | 92094 | 94186 | 96289 | 98381 | 100476 | 101737 |
| 10 | 91052 | 93206 | 94658 | 96747 | 98851 | 100944 | 103038 | 104301 |
| 11 | 0 | 0 | 99873 | 102078 | 104298 | 106506 | 108715 | 110048 |

25-26 Delete Step 1 and add new top step at 5.51%

| Step | B | B+15 | M | M+15 | M+30 | M+45 | M+60 | M+75 |
|------|-------|-------|--------|--------|--------|--------|--------|--------|
| 1 | 57746 | 59561 | 61507 | 63318 | 65124 | 66934 | 68740 | 70002 |
| 2 | 61109 | 62918 | 64909 | 66722 | 68541 | 70247 | 72171 | 73433 |
| 3 | 64478 | 66297 | 68336 | 70163 | 71974 | 73787 | 75607 | 76868 |
| 4 | 67866 | 69684 | 71777 | 73596 | 75423 | 77243 | 79065 | 80326 |
| 5 | 71256 | 73095 | 75239 | 77063 | 78895 | 80703 | 82542 | 83806 |
| 6 | 77499 | 79437 | 81025 | 82502 | 84769 | 86590 | 88423 | 89683 |
| 7 | 83739 | 85776 | 86811 | 87938 | 90643 | 92475 | 94299 | 95562 |
| 8 | 86297 | 88339 | 92094 | 94186 | 96289 | 98381 | 100476 | 101737 |
| 9 | 91052 | 93206 | 94658 | 96747 | 98851 | 100944 | 103038 | 104301 |
| 10 | 96069 | 98342 | 99873 | 102078 | 104298 | 106506 | 108715 | 110048 |
| 11 | | | 105376 | 107702 | 110045 | 112374 | 114705 | 116111 |

25-26 5% COLA to all cells

| Step | B | B+15 | M | M+15 | M+30 | M+45 | M+60 | M+75 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 60633 | 62539 | 64582 | 66484 | 68380 | 70281 | 72177 | 73503 |
| 2 | 64164 | 66064 | 68154 | 70058 | 71968 | 73759 | 75779 | 77104 |
| 3 | 67702 | 69612 | 71753 | 73671 | 75573 | 77476 | 79388 | 80712 |
| 4 | 71259 | 73169 | 75366 | 77275 | 79194 | 81105 | 83018 | 84342 |
| 5 | 74819 | 76749 | 79001 | 80916 | 82840 | 84738 | 86669 | 87996 |
| 6 | 81374 | 83409 | 85077 | 86627 | 89007 | 90920 | 92844 | 94167 |
| 7 | 87925 | 90064 | 91151 | 92334 | 95176 | 97098 | 99014 | 100340 |
| 8 | 90612 | 92756 | 96699 | 98895 | 101104 | 103300 | 105499 | 106823 |
| 9 | 95605 | 97866 | 99390 | 101584 | 103794 | 105991 | 108189 | 109516 |
| 10 | 100873 | 103259 | 104867 | 107182 | 109513 | 111831 | 114151 | 115550 |
| 11 | 0 | 0 | 110645 | 113087 | 115547 | 117993 | 120440 | 121917 |

26-27 6% COLA to all cells

| Step | B | B+15 | M | M+15 | M+30 | M+45 | M+60 | M+75 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 64271 | 66292 | 68457 | 70473 | 72483 | 74498 | 76508 | 77913 |
| 2 | 68014 | 70028 | 72244 | 74262 | 76286 | 78185 | 80326 | 81731 |
| 3 | 71764 | 73789 | 76058 | 78092 | 80107 | 82125 | 84151 | 85555 |
| 4 | 75535 | 77559 | 79888 | 81912 | 83945 | 85972 | 87999 | 89403 |
| 5 | 79308 | 81354 | 83741 | 85771 | 87810 | 89822 | 91869 | 93276 |
| 6 | 86257 | 88413 | 90181 | 91824 | 94347 | 96375 | 98414 | 99817 |
| 7 | 93201 | 95468 | 96620 | 97874 | 100886 | 102924 | 104955 | 106360 |
| 8 | 96049 | 98321 | 102501 | 104829 | 107170 | 109498 | 111829 | 113233 |
| 9 | 101341 | 103738 | 105354 | 107679 | 110021 | 112351 | 114681 | 116087 |
| 10 | 106925 | 109454 | 111159 | 113613 | 116084 | 118541 | 121000 | 122483 |
| 11 | 0 | 0 | 117284 | 119873 | 122480 | 125073 | 127667 | 129232 |

Summer and Other Optional Employment—amend as indicated below:

For the **2024-25** School Year

- a. ~~\$40.00~~ **50.00** per hour for programs
- b. ~~\$45.00~~ **60.00** per hour for Program Coordinators

For the **2025-2026** School Year

- a. **\$60.00** per hour for programs
- b. **\$70.00** per hour for Program Coordinators

For the **2026-27** School Year

- a. **\$70** per hour for programs
- b. **\$80.00** per hour for Program Coordinators.

LONGEVITY

Any bargaining unit member ~~employed prior to July 1, 2021~~, who completes a period of continuous full-time employment within the Methuen Public Schools in accordance with the following schedule shall receive a lump sum payment annually in a separate check to be paid on the first work day of the school year. For purposes of this longevity provision only, continuous full-time employment will not include leaves of absences without pay in excess of ninety (90) days.

YEARS OF SERVICE ~~202421-202427~~

after 7 years \$200

after 10 years ~~\$750~~ **1,000**

For each year of service after 10 years, increase the Longevity amount by \$100 until year 20

~~after 15 years \$900~~

after 20 years ~~\$1300~~ **\$2,000**

For each year of service after 20 years, increase the Longevity amount by \$200