



MEETING OF THE NEGOTIATION SUBCOMMITTEE

Herbert L. Jackson Council Chamber Room 106

215 Pleasant Street, Malden, MA

February 27, 2025

Attendance of the Negotiation Subcommittee:

NAME	Present
Jennifer Spadafora, Chair	√
Keith Bernard	√
Sharyn Rose-Zeiberg	√

Also present: Attorney Howard Greenspan, Superintendent Timothy Sippel and members of the bargaining team (See attached).

Call to Order:

Chair Jennifer Spadafora called the meeting to order at 3:32PM.

Roll Call:

Ms. Spadafora conducted a roll call of the Subcommittee members as noted in the Attendance Chart.

Negotiation Session

The Malden Education Association presented an agenda to provide clarity around the session. The proposes agenda allocated one hour of time per side and the Committee agreed to this. Both sides agreed on the future bargaining dates of March 26th at 5:30pm and April 10th at 3:30pm.

The Committee responded to proposal package #1 (Housekeeping) presented by the MEA at the January 26th meeting. The Malden Education Association then distributed folders with proposal groups 4-27 which is organized into 5 proposal packages:

1. Package #2

- Proposal Group 4 - Access to Equal Academic Opportunity
- Proposal Group 5 - Safe Zone Commitment for All Students and Staff
- Proposal Group 6 - Gender Transition Policy for workers

2. Package #3

- Proposal Group 7 - Paid leave
- Proposal Group 8 - Tuition reimbursement
- Proposal Group 9 - Family Sick leave
- Proposal Group 10 - Parental leave
- Proposal Group 11 - Diverse Workforce
- Proposal Group 12 - Workplace Dignity and Respect

3. Package #4

- Proposal Group 13 - Academic Freedom
- Proposal Group 14 - Prep time
- Proposal Group 15 - Protecting Union Rights
- Proposal Group 16 - Union Rights

As the hour was coming to a close, the MEA asked the Committee to consider all of what they gave in the document to be proposals made today. The MEA will be sending an electronic copy to correct a few typos. Proposal package #5 includes 11 additional proposals.

Superintendent Sippel then presented the Committee's proposals. Documents were handed out and the presentation started on screen. Proposals included:

1. Proposal A Unit A: Common Educator Schedules
2. Proposal B Unit C: Common Educator Schedules
3. Proposal C Unit B: Administrator Schedules
4. Proposal D Unit A & B: Early Dismissal Days
5. Proposal E Unit A: Time for Educator Collaboration
6. Proposal F Unit A: Caregiver/Educator Conference Times
7. Proposal G Unit A: Family Communication and Collaboration
8. Proposal H Unit A: Recess
9. Proposal I Unit A: Guidance Work Outside the School Year
10. Proposal J Unit A: Joint-Labor Management Committee for Stipends

Ms. Spadafora thanked the MEA for providing the agenda to keep the meeting running smoothly and acknowledged that there were no questions at this time.

Adjournment:

Upon motion of Keith Bernard, which was seconded by Sharyn Rose-Zeiberg, the Committee voted unanimously to adjourn at 5:30PM.