

Memorandum of Agreement
Between
The Malden Education Association
And
The Malden School Committee
Units, A, B, and C

Except as indicated herein, the agreement between the parties effective September 1, 2022, to August 31, 2025 will continue in full force and effect. This memorandum of agreement is subject to ratification by the parties. New language is in **bold and underlined**, deleted language is ~~in strikethrough~~.

UNITS A, B, & C

1. Duration

Change expiration date in Unit A section 32.01, Unit B section 26.02, and Unit C section 19.02 to **August 31, 2028**.

2. Negotiation Procedure

Add the following as a new section to Unit A Article 2, Unit B Article 2, and Unit C Article 2 as follows:

The Committee and the Union agree to engage in open, public bargaining beginning with session #2.

3. Housekeeping

The Parties agree to correct typographical errors while proofreading the successor collective bargaining agreements.

4. Housekeeping

The Parties agree to change the word “Association” to “Union” throughout the collective bargaining agreements.

5. MEA President/Vice President Access to Worksites

The Parties agree to insert the terms of the negotiated side letter regarding the MEA president/vice president’s access to worksites into Unit A Article 17, Unit B Article 13, and a New Article, **“Union Rights, Privileges, and Educator Voice”** in the Unit C CBA as follows (See Attachment A):

1. **The Union, as the exclusive representative of Units A, B, and C, has the right to access worksites in which there are Unit members (including work spaces/areas, classrooms, break rooms, meeting facilities, bulletin boards, and mailboxes);**
2. **It is a violation of the Union’s rights under M.G.L. ch.150E, as well as the *Freedom to Join Act* for supervisors and/or the Committee to interfere with Union access to the workplace and the right of members to speak with Union representatives;**

3. **The Union President and Vice President shall have keycard access to all worksites in which there are Unit A, B, and C employees; and**
4. **If, at any time, the means of gaining entry to worksites changes from keycards to another system, the Union President and Vice President shall be notified and granted access via the new system of entry.**

6. Hiring Practices

Add the following language as a new section to Unit A Article 17, Unit B Article 13, and New Article (number TBD), "Union Rights, Privileges, and Educator Voice" in the Unit C CBA as follows:

The Malden School Committee welcomes and respects educator voices and will involve at least one bargaining unit representative, to be appointed by the Union, in the hiring process of Principals and Assistant Superintendents.

7. Fully/Appropriately Staffed Schools

Amend Unit A Article 7, Unit B Article 24, and Unit C Article 10 as follows:

The ~~Association~~ Union and Committee mutually recognize that fully staffed and fully funded schools underpin the structure of all legal, contractual, and ethical mandates relevant to the working and learning conditions in the Malden Public Schools. Beginning in the ~~2022-23~~ 2025-2026 school year, the Committee **will continue to honor the promise in the 22-25 agreements to,** in conjunction with the Union, conduct an annual staffing needs analysis in order to determine staffing needs and action-oriented strategies to meet these needs, with the collaborative goal of meeting state minimum ratios and meeting current and future needs of all Malden Public Schools students. This process shall not be used to justify a reduction in force nor involuntary transfers, whenever possible.

- This process will be informed by:
 - State and federal regulations and laws;
 - Recommendations from relevant professional organizations (example: Massachusetts School Counselor Association, ASHA, AOTA, Massachusetts Art Education Association, NAME, etc.); and
 - Recommendations from current staff through collaborative planning and inquiry with the Union.
 - Possible deliverables from this analysis may include, but are not limited to:
 - Grants/funding opportunities identified with action plan
 - Class size or caseload changes
 - Community outreach for position recruiting

8. Tuition Reimbursement

Amend Unit A Article 25.03, Unit B Article 20.03, and Unit C Article 15.05 as follows:

~~Beginning in the 2022-2023 school year, t~~The School Committee shall fund an annual tuition reimbursement account of \$50,000 ~~\$30,000~~ **to include units A, B, & C.** Upon the successful completion of a district approved course, a bargaining unit member will receive tuition reimbursement of **up to \$750** ~~\$500~~ within a school year. All courses taken

for tuition reimbursement must be pre-approved by the ~~Director of Human resources~~ **immediate supervisor and referred to for final approval by the relevant Assistant Superintendent.** ~~Tuition reimbursement~~ **Pre-approval** is contingent upon a bargaining unit member clearly articulating in writing how the successful completion of the requested course will lead to improving the education of students in the Malden Public Schools. ~~Application and reimbursement approval procedures~~ **Through the office of Human Resources, reimbursement approval procedures will ensure that funds are distributed equitably and are available throughout the fiscal year. Successful completion of a course shall mean the satisfactory completion of a course within a grade of “C” or better from an accredited educational institution, or a passing grade, if an alpha/numerical grade is not available.**

9. Union Communication

Add the following language as a new section to Unit A Article 17, Unit B Article 13, and New Article (number TBD), “Union Rights, Privileges, and Educator Voice” in the Unit C CBA as follows:

The Union has the right to use email and regular mail without interference or surveillance of Union communications as prohibited in M.G.L. Ch. 150E, Section 10.

10. Dues Deduction

The Parties agree to move the content of the Unit A Article 28, Unit B Article 25, Unit C Article 13 (“Dues Deduction”) as a new section to the Unit A Article 17, Unit B Article 13, and New Unit C Article “Union Rights, Privileges, and Educator Voice”.

11. Dues Deduction

Add the following language as a new section to Unit A Article 17, Unit B Article 13, and New Article (number TBD), “Union Rights, Privileges, and Educator Voice” in the Unit C CBA as follows:

The Committee agrees to honor the terms of an employee’s written, voluntary authorization to have union dues, fees, and political contributions deducted from their wages.

- i. **The employee shall authorize such deductions using a form created and maintained by the Union and signed by the employee in any manner that satisfies the [State] Uniform Electronic Transactions Act.**
- ii. **Each month, the Union will provide the Committee a list of names of employees who have signed a payroll deduction authorization and the amount that is to be deducted each pay period. The Committee shall transmit those deducted amounts to the Union biweekly.**

12. Mandatory Bargaining Obligations

Add the following language as a new section to the “Union Rights, Privileges, and Educator Voice” article (Unit A Article 17, Unit B Article 13, and Unit C (NEW):

Upon mutual agreement, the parties shall commence negotiations regarding matters related to any contractual provision held contrary to law by a court of competent jurisdiction.

13. Excessive Heat

Add the following as a new section into Unit A Article 30, Unit B Article 21, and Unit C Article 11:

The Committee shall respond to any reports of classrooms with temperatures above 90 degrees immediately and change locations until temperature can be stabilized; for widespread issues, the Superintendent shall be consulted to discuss dismissing school. In the event of a school dismissal, the Committee shall dismiss school without penalty/loss of pay to workers. Bargaining unit workers shall have no loss of pay.

14. Early Release Days

Replace Unit A Article 5.06.01, Unit B Article 5.06, with the following language, also to be added to Unit C Article 5 as a new section:

The Wednesday preceding Thanksgiving shall be a non-work day. All workers shall be dismissed at 11 a.m., without loss of pay, on the day before December break, Good Friday, and the last day of school.

15. Pest Control Program

Add the following as a new section in Unit A Article 30, Unit B Article 21, and Unit C Article 11:

The Committee shall make its best efforts to keep the facilities free of rodents and other pests by developing and implementing an integrated pest management program, consistent with Malden School Committee Policy EBAB. This program shall be shared annually with the Union.

16. New Employee Orientations

Add the following language as a new section to Unit A Article 17, Unit B Article 13, and New Article (number TBD), “Union Rights, Privileges, and Educator Voice” in the Unit C CBA as follows:

The Committee and the Union will jointly plan all orientation programs for new Unit A, B, and C workers. During these orientations, the Union will have at least one uninterrupted hour to communicate with new workers. This time will not be scheduled at the end of the meeting unless the Union requests it.

17. Third Party Requests for Worker Information

Add the following language as a new section to Unit A Article 17, Unit B Article 13, and New Article (number TBD), “Union Rights, Privileges, and Educator Voice” in the Unit C CBA as follows:

Within three (3) days of receiving a third-party request for a bargaining unit worker's information (including Public Records Act requests for disciplinary, evaluative, or other personnel records), the Committee will notify the Union president and the affected worker(s). The Committee will not release the requested information until the seventh school/work day after the receipt of the request to allow the Union and the worker(s) a reasonable opportunity (up to four days) to object or raise concerns before the information is disclosed. If a court order demands a shorter timeline, the above notice days will be adjusted accordingly. The Committee will not share personal worker information such as home addresses, personal email addresses, home phone or cell phone numbers, birthdates, family member names, and union membership status with third parties.

18. Union Right to Worker Information

Add the following language as a new section to Unit A Article 17, Unit B Article 13, and New Article (number TBD), “Union Rights, Privileges, and Educator Voice” in the Unit C CBA as follows:

At the beginning of each contract year and quarterly (by September 15th, December 15th, March 15th, and June 15th), the Committee will provide the following information for all bargaining unit workers to the Union President and the Massachusetts Teachers Association Field Representative in a mutually agreed-upon electronic format [and hard copy]:

- **Name**
- **Employee ID**
- **Home address**
- **Email addresses (work)**
- **Phone numbers (work, home, and cellular)**
- **Building/campus/work site**
- **Hours of work (if applicable)**
- **Job title/Grade level/rank**
- **Date of hire/seniority date (if different) • Full-time equivalent (FTE) status**
- **Employment Status (e.g., limited contract, continuing contract)**
- **Type of Credential (e.g., provisional, initial, professional)**
- **Annual salary/hourly rate**

19. Respect for Worker Identity

Add the following as a new section to Unit A Article 10, Unit B Article 7, and Unit C Article 6:

Upon written request by a worker, the Committee will update all worker records and directories to reflect the worker's legal name and gender change and ensure that all workplace and school related documents are also amended. This may include, but is not limited to, name, employee badges, work and/or school identification cards, email addresses, and organizational charts. No records of the

worker's previous name, sex or transition will be maintained post-transition unless required to maintain by law.

The Committee shall respect and use a worker's chosen name, pronouns, and honorifics in all informal communications and workplace interactions, regardless of their gender identity or expression.

20. Worker Protection

Add the following as a new section to Unit A Article 10, Unit B Article 7, and Unit C Article 6:

Workers taking reasonable action to uphold, abide by, or adhere to any School Committee policy shall not be reprimanded, disciplined or reduced in rank or compensation by the Committee for such actions.

21. Academic Freedom

Add the following as a new section to Unit A Article 10, Unit B Article 7, and Unit C Article 6:

The Committee respects the private lives of education workers. Workers agree to ensure their personal lives do not interfere with the performance of their duties. Education workers have all the rights of citizens as applied to public employees in court decisions.

22. Paid Days of Obligation

Add the following as a new section to Unit A Article 21, Unit B Article 17, and Unit C Article 9:

Bargaining unit employees will receive up to three (3) paid leave days, separate from sick or personal leave, when summoned by a court of law (with documentation) and up to one (1) paid leave day for religious observances requiring rest or service attendance. These days, if not used in a school year, shall not be credited to the unit member's sick leave account.

23. Half Sick and/or Personal Days

Add the following as a new section to Unit A Article 18, Unit B Article 14, and Unit C Article 9 (see Attachment B):

Any bargaining unit worker will be able to use a 0.5 sick and/or personal day three (3) times per school year to be able to come in at 11:00am or be dismissed at 11:00am. These days will be counted as part of the cumulative total sick and/or personal days at the end of the working year. 0.5 sick and/or personal days may not be used on Fridays, professional development days, on the last three days of school, or to extend school holidays or long weekends.

24. Parental Leave

Amend Unit A Article 22.02.01, Unit B Article 18.02, and Unit C Article 9.10 as follows:

Parental Leave shall be granted to all bargaining unit members for pregnancy, childbirth, and/or bonding with a child during the first 12 months after birth, adoption or placement.

1. The leave must commence **within 6 months of the birth, adoption, or placement of the child** ~~upon receipt of the child or recover from child-bearing disability. The leave may commence at the start of the school year if receipt of the child or recover from child-bearing disability occurs during the summer break.~~
2. ~~If the child is received or born before December 31 of the work year, and the unit member has no accrued sick time, the unit member may have an unpaid leave until the first workday of the next school year.~~
3. ~~If the child is received or born after December 31 of the work year, and the unit member has no accrued sick time, the unit member may have an unpaid leave until the first work day of the next school year, or the first workday of the next subsequent work year as requested by the unit member.~~

Employees taking parental leave will be granted the following paid leave benefits prior to accessing any other paid leave benefits in the CBA:

- a. Up to ~~6~~ **7** work weeks of paid Parental leave, on consecutive work days, not from sick time.

Effective September 1, 2027 contract year: Up to 8 work weeks of paid Parental leave, on consecutive work days, not from sick time.

- b. Up to an additional ~~6~~ **5** work weeks may be taken, to be deducted from accumulated sick leave.

Effective September 1, 2027: Up to an additional 4 work weeks may be taken, to be deducted from accumulated sick leave.

- c. If both parents are employees of the Malden Public Schools, both members will be entitled to the full leave.

The employee must be employed for a minimum of six (6) months to be eligible for this benefit.

25. Family Leave

Amend Unit A Article 18.01, Unit B Article 14.01, and Unit C Article 9.02 as follows:

1. Unit A 18.01

~~Teachers~~ **Workers** will be entitled to fifteen (15) sick leave days each year as of their first official day of said school year, whether or not they report for duty on that day, except in the case of first year ~~teachers~~ **workers**, who will be entitled to fifteen (15) sick days when they report for duty. Sick leave may be accumulated from year to year without

limit. Sick leave is for personal illness; however, up to ~~thirty~~ **forty (40)** days of sick leave may be used each year for the illness of a family member of a ~~teacher~~ **worker's** household or an immediate family member. With the approval of the Superintendent, up to ~~fifteen~~ **twenty (20)** days of sick leave may be used each year for the illness of a **non-traditional family member** ~~significant friend residing outside of a teacher's household.~~

2. Unit B 14.01

Directors or 220-day employees will be entitled to eighteen (18) sick leave days each year and Administrators or 206-day employees will be entitled to fifteen (15) sick leave days each year as of their first official day of said school year, whether or not they report for duty on that day, except in the case of first year administrators, who will be entitled to their sick days when they report for duty. Sick leave may be accumulated from year to year without limit. Sick leave is for personal illness; however, up to ~~thirty (30)~~ **forty (40)** days of sick leave may be used each year for the illness of a family member of an administrator's household or an immediate family member. With the approval of the Superintendent, up to ~~fifteen (15)~~ **twenty (20)** days of sick leave may be used each year for the illness of a **non-traditional family member** ~~significant friend residing outside of a teacher's household.~~

3. Unit C 9.02

Each bargaining unit member shall have fifteen (15) paid sick days available each year with accumulation without limit. Sick leave is for personal illness, however up to ~~thirty (30)~~ **forty (40)** days of sick leave may be used for the illness of a family member of an education support professional's household or immediate family member. With the approval of the Superintendent, up to ~~five (5)~~ **twenty (20)** days of sick leave may be used each year for the illness of a **non-traditional family member** ~~significant friend residing outside of a teacher's household.~~

26. MEA Reimbursement for President Release Time

Amend Unit A Article 17.05 and insert the resulting text into Unit B Article 13, and New Article (number TBD), "Union Rights, Privileges, and Educator Voice" in the Unit C CBA as follows:

17.05 **The Union President and Vice President shall have certain allowances and exemptions to facilitate their respective roles as defined in the following sections.** ~~The teachers serving as President and Vice President of the Association will be allowed to leave their station at 2:00 P.M. or 2:15 P.M., depending on their assignment, to perform necessary duties as President and Vice President of the Association.~~

17.05.01 ~~Association~~ **Union** President is a full time release position. The ~~Association~~ **Union** will reimburse the Malden Public Schools the cost of the replacement up to \$40,000 **fifty percent (50%) of the Master's + 60, Step 11 salary in the Appendix C Salary Scale** in each of the three years of this Agreement. **If the Union president is an ESP the MEA will reimburse the district 100% of the President's salary.**

17.05.02 The ~~teacher~~ **worker** serving as Vice-President will be allowed to leave their station at 2:15 P.M. **student dismissal time** to perform necessary duties. If the Vice-President is on the staff of the high school or grades 6-8, they will be

assigned only an academic class schedule. They will not be assigned additional duties unrelated to their academic responsibilities. If the Vice-President is pre-school to grade 5, they will be assigned a schedule with the intent of matching the schedule as if the Vice-President were at the high school or grades 6-8.

27. Longevity

Increase the Longevity Amounts in Unit A Appendix G, Unit B Appendix B, and Unit C Article 4.04 as follows:

1. Effective September 1, 2025: 3%
2. Effective September 1, 2026: 3%
3. Effective September 1, 2027: 3%

UNITS A AND B

28. Educator Voice

The Parties agree to rename Unit A Article 17, Unit B Article 13 to “Union Rights, ~~and Privileges,~~ **and Educator Voice**”.

29. Housekeeping

Amend Unit A Article 15.06 and Unit B Article 11.06 as follows:

No ~~teacher~~ **worker** will be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause.

UNIT A

30. Elementary School Recess

Replace Unit A Article 5.11 with the following:

There will be at least thirty (30) minutes of recess daily for grades PreK-6 and at least fifteen (15) minutes for students in grades 7 and 8 in the K-8 schools and the Early Learning Center. Principals will equitably assign recess duty supervision across staff to ensure the safety and supervision of students. There will be collaborative check-ins in each building with school administration and workers at the beginning, midpoint, and end of the school year to evaluate the assignment of duties.

31. Elimination of Early Release Professional Development Days

Delete Unit A Article 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.~~

32. Staff and Student Start and Dismissal Time

Amend Unit A Article 5.01 as follows:

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

ELEMENTARY SCHOOLS:

Pre School & Kindergarten (one session AM or PM)	8:00a.m. - 11:00 10:30 a.m.
	11:30a.m. - 2:00p.m.
Early Learning Center	8:00 a.m. - 2:00 p.m.
Full day Kindergarten & Grades 1-6	8:15 8:00 a.m. - 2:15 2:30 p.m.
GRADES 7 & 8	8:00 a.m. - 2:20 2:35 p.m.
HIGH SCHOOL	7:45 a.m. - 2:45 2:55 p.m.

The workday for teachers will be as follows:

ELEMENTARY SCHOOLS:

Pre-School and Kindergarten (ELC Only)	7:45a.m- 2:15 p.m.
Grades K-6	8:10a.m. - 2:45p.m.
GRADES K-8 7 & 8	7:45 55 a.m. - 2:45 p.m.
HIGH SCHOOL	7:30 a.m. - 2:45 p.m.

33. Parent Teacher Conferences

Amend Unit A Article 5.09 and 5.09.01 as follows:

5.09 **All PreK-12** workers shall be required to prepare for and participate in 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 2:30 - 4:00 p.m. for PreK and 3:30 - 5:00 p.m. for grades K-12. Evening conferences will be scheduled between 6:00 p.m. - 7:30 p.m for K-12 and from 4:00 p.m. - 5:30 p.m. for PreK.**

***Note: PreK workers shall hold a fall open house and two conferences after the Quarter 2 marking period.**

Unit A workers that are absent on a conference day will work with building administration to schedule an alternative time (including virtual options), 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.~~

34. Guidance Summer Work

Amend Unit A Article 5.15.04 as follows:

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 ~~will~~ **may** 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. **After consultation with the Union, school principals, and the Director of Guidance, the Superintendent or their designee will determine staffing for additional days beyond the school year. Additional time beyond the school year shall be scheduled by mutual agreement of the worker and the Superintendent and/or their designee.**

35. Housekeeping

Amend Unit A Article 5.16 as follows:

~~Teacher~~ **Worker** participation in **all** extracurricular activities will be voluntary. ~~Teachers~~ **Workers** will be compensated for certain activities in accordance with the provisions of ~~Appendix "E"~~ **Appendices D and E** of this Agreement, **pending the official posting of these and other such positions and a worker's formal appointment to them.**

36. Parent Communication

Amend Unit A Article 9.03 as follows:

9.03.01 The Committee and Union agree that students deserve timely feedback on their academic performance. Therefore, for all assignments and assessments that will be used in the calculation of a student's overall grade, Teachers will be ~~are~~ required to keep the District student information system of student grades up to date within ten (10) school days: **after a student's submission of such an assignment or assessment.**

9.03.02 In addition to district email, Unit A workers will be provided a district-determined platform to communicate with parents/caregivers. Workers shall be provided with a device capable of accessing the platform and workers shall not be required to install any application or platform on any of their personal devices. Training on the use of the platform shall be provided no less than 30 days prior to implementation or transitioning to a new platform in the future. New employees shall be provided training in the platform as part of their onboarding process.

37. High School Flex Period

Amend Unit A Article 5.02, 5.10, and 5.13 as follows:

~~5.02 High School Schedule: One period in the two-day cycle will be the 'Flex' period for Social-Emotional Learning time (DESE code 2205). Teacher MHS staff will be provided with a template that lists the potential Flex activities and how they align with CASEL Standards. There will also be space provided for additional activities that may have been missed. This will allow staff to easily align activities with the standard. Social-~~

Emotional Learning Flex period shall not require preparation from teachers or delivery of curriculum. Two “Flex Leader” positions will be added to Appendix D, Stipends and Differentials, at a rate of \$6,000 each.

A ‘Flex’ period may be included in the High School Schedule that is separate from the five (5) teaching periods that are already a part of each teacher’s schedule. When Flex periods are assigned as an Extension (formerly ‘Enrichment’) of another class, teachers will be expected to plan for reteaching, supplemental activities, interventions, and applications aligned with the content covered in the regular teaching period.

When the Flex period is used as an ‘Advisory’ class, teachers will be responsible for reviewing the curriculum provided to them by the administration and preparing to engage students in those activities.

Teachers will hold students on their rosters accountable for attendance during Flex periods just as they do for regular teaching periods, as this information is to be recorded in the student information system.

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. Preparation time for all classroom-based educators in the bargaining unit shall be uninterrupted, continuous, and self-directed.

5.10.01 ~~Elementary teachers, including exploratory teachers,~~ All classroom-based educators, in the bargaining unit, will have one prep period each day for a total of five (5) prep periods per week during which they will not be assigned other duties.

It is understood that non-classroom-based educators, in consultation with their building administrator, non-student facing, educator-directed time into their workday.

5.10.02 The parties agree to form a Joint Labor Management Committee (JLMC) by September 1, 2019, with equal representation, to address concerns about daily prep time, common planning time and teacher schedules. Recommendations of the JLMC will be given to the parties by February 29, 2020 and will be the subject of bargaining, at the request of either party, with an implementation goal of the 2020-2021 school year. The high school schedule will consist of seven classes. High school teachers will not be assigned more than five (5) teaching periods in their full schedule, and will have a daily preparation period and a daily duty period. In the case of a modified schedule in which an educator’s preparation period does not occur (e.g., to allow for a longer block of instruction), the educator shall use as much as 40 minutes of their duty period as a preparation period.

5.13 ~~Academic subject area middle and senior high school teachers will not be assigned more than five teaching periods per day. However, if the principal in consultation with the department heads has exhausted all scheduling possibilities and is unable to accomplish the above schedule, they may, on an emergency basis, schedule a teacher for not more than 25 instructional periods per week. Department heads shall not be required to teach more than three periods per day. No teacher in the middle school or senior high school will be required to teach the same academic class of students two periods in one day except where scheduling problems exist. This clause shall not apply to lab or similar situations.~~ **Academic subject area middle school and high school classroom-based Unit A educators will not be assigned more than five (5) teaching periods in their full schedule.**

38. Evaluations

1. Amend Unit A Article 15.01 and Appendix K as follows:

The **educator** teacher evaluation is attached as Appendix K. **The superintendent, principal, or designee will meet with evaluators and educators to explain the evaluation process by September 15 of each school year. The evaluation process will be completed by June 15 of each school year or at least five days before the end of the school year. If these dates fall on a non-school day, the due date will be moved to the next school day.**

2. Add the following as a new section (15.07) to Unit A Article 15:

The Specialized Instructional Support Personnel evaluation is attached as Appendix N.

3. Amend Appendix K as follows:

Appendix K: ~~Teacher~~ Evaluation **Tool for Educators**

<https://malden.massteacher.org/wp-content/uploads/sites/58/2017/03/MPS-Evaluation-Model.doc>

For teachers, the Massachusetts Department of Elementary and Secondary Education's Classroom Teacher Rubric (updated by DESE June 2024) will be used for evaluations.

<https://www.doe.mass.edu/eval/rubrics/teacher-rubric.pdf>

4. Add the following to the Unit A Agreement as new "**Appendix N: Evaluation Tool for Specialized Instructional Personnel**":

Appendix N: Evaluation Tool for Specialized Instructional Support Personnel

For counselors and nurses, the Massachusetts Department of Elementary and Secondary Education's Specialized Instructional Support Personnel Rubric (updated March 2012) will be used for evaluations.

https://www.doe.mass.edu/eval/model/PartIII_AppxD.pdf

39. Common Planning Time

Add the following as a new section to Unit A Article 5:

The Committee and the Union agree that when Common Planning Time (CPT) is included in educator schedules it shall be separate from scheduled preparation time.

40. Makeup of Scheduled Preparation Period/Non-Student-Facing Time

Add the following as a new section to Unit A Article 5:

If, due to staffing shortages, a classroom-based educator misses a scheduled preparation period, or a non-classroom-based educator misses their scheduled, non-student-facing time, the Committee shall ensure that the time is made up by the District within five (5) school days. If the time cannot be made up by the District, the worker shall be compensated on a pro-rata basis for the missed preparation time.

41. JLMC to Review Appendix D and E Stipends

Add the following as a new section to Unit A Article 5:

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.

42. SISP Caseload Review

Amend Unit A Article 6.01.01 as follows:

6.01.01 ~~Effective for the 2022-23 school year, t~~There will be a defined meeting schedule for all **Specialized Instructional Support Personnel (SISPs)** and ~~teachers~~ **educators** who service English Learners; **and** students on IEPs, ~~and students on 504s~~ to meet with school and district administrators to review caseloads and work to ensure that caseloads are divided up in a way that is equitable in regard to number of students, student needs, etc.

1. SISPs, **and** school administrators will work collaboratively ~~throughout the duration of SY 2022-2023~~ **from September 1, 2025 - March 31, 2026** to determine the appropriate caseload **guidelines** ~~maxima~~.
2. The group will ~~work on~~ **collaboratively design** a process by which caseloads of individual SISPs who believe their caseloads are inequitable or unmanageable can be reviewed and remediated.
3. The group will report the ~~Recommendations~~ **recommendations** of the work in item number 2 ~~from this group will be reported~~ to the Malden School Committee and the Malden Education Association ~~and are subject to collective bargaining~~ **to be collectively bargained and implemented for SY 2026-2027.**

Definitions:

- a. Caseload refers to the number of students with Individualized Education Programs (IEPs), ~~504~~ plans served by school-based therapists through direct and/or indirect service delivery options.
- b. Workload refers to all activities required and performed by school-based Therapists. Workload includes the time spent providing face-to-face direct services to students as well as the time spent performing other activities necessary to support students' education programs, implement best practices, and ensure compliance with the Individuals with Disabilities Education Improvement Act of 2004 (IDEA, 2004) and other mandates.

43. Hourly Rate for Extracontractual Work

Amend Unit A Article 4.16 as follows:

Any unit member required to work outside of the contractual workday or work year will be paid an hourly rate of ~~\$40~~ 37 per hour ~~retroactive to September 1, 2022~~.

44. Dean of Students

1. Amend the Unit A Article 1 recognition clause to include the Dean of Students as a Unit A position (see Attachment C).
2. Add the following to the Unit A Agreement as new "Appendix M: Dean of Students":

Appendix M: Dean of Students

- 1. The Parties agree that the Dean of Students is a Unit A MEA position and subject to the terms and conditions of the MEA Unit A Collective Bargaining Agreement, except Appendices F and I. The agreed upon job description is attached hereto as Exhibit A.**
- 2. The Parties agree that the Dean of Students position shall be subject to a three (3) year non-PTS probationary period.**
- 3. The Parties agree to the terms of the In-Home Services document, attached hereto as Exhibit B.**
- 4. The Parties agree that the Dean of Students position is subject to the salary scale attached hereto as Exhibit C.**

Exhibit A – Dean of Students Job Description

Title: Dean Of Students
Revised copy as of 8-23-2023

Overview of the Malden Public Schools:

The Malden Public Schools (MPS) is a richly diverse school district located within the Greater Boston area and accessible by the MBTA orange line train. Malden's student body comprises approximately 6,800 students who represent 59 different countries and speak 67 different languages. We have 1 early learning center, 5 K-8 schools, and 1 high school. We are committed to providing high

expectations for all learners through rigorous instruction and culturally responsive practices and pedagogy. MPS is a safe, welcoming, and collaborative district where we encourage and embrace a growth mindset. We believe that our diversity is an asset, and we are seeking candidates that reflect, embrace, and contribute to the strengths of our community.

Responsibilities:

Malden Public Schools seeks a talented, energetic, and flexible educator to join us as Dean of Students. The educator will:

- Serve as a role model for students.
- Contribute to the development of a culture of collaboration, inquiry, perseverance, responsibility, and kindness among all MHS community members.
- Hold high expectations for student engagement and behavior
- Support students during times of the day that are unstructured: monitor lunch/recess, arrival/dismissal, hallway transitions, after school activities,
- Support the administrative team on providing in-the-moment educators and staff support when students are exhibiting challenging behaviors in the classroom and other school settings or school sponsored events.
- Support the implementation of the District's Code of Conduct and Restorative Practices.
- Work closely with the School Resource Officers
- Document all incidents
- Communicate all information to principal, house principals, and families.
- Provide data to Principal / House-Principals to monitor student behavior
- Collaborate with school based administration to support the implementation of students' intervention plans.
- Work with Principal, House Principals and support staff to assist students when referrals to service agencies are necessary.
- Conduct Home visits during contractual hours as needed
- Build and cultivate a high-performing, positive and collaborative school culture in support of students, staff, families and community members

Qualifications:

- Bachelor's degree in a relevant field
- Preferred: Master's degree in a relevant field
- Preferred: Linguistic fluency in one or more languages other than English (Spanish, Portuguese, Haitian Creole)
- Knowledge of the MPS Code of Conduct
- Safety Care Training
- Experience with Restorative Practices
- Experience or training around de-escalation
- Knowledge of Massachusetts General Laws pertaining to education and students' rights and responsibilities
- Experience with or knowledge of working with at-risk youth

Reports to: Building Principal

Exhibit B – Dean of Students In-Home Services

With reasonable notice, the Dean of Students shall be required to provide in-home services as required by the District.

Prior to completing any in-home services, the Dean of Students shall be trained on appropriately and safely conducting in-home visits. When the Dean of Students is required to provide in-home services during the contractual work day, the Dean of Students shall receive regular compensation. The Dean of Students shall be paid the annual stipend of a traveling teacher (as defined in Appendix D of the Agreement) to compensate for gas and wear and tear on their vehicle.

The Dean of Students shall only be required to provide in-home services on full/regular work days (Monday - Friday) during the educator work day (as defined in Article 5 of the Agreement) and shall not be required to provide in-home services during severe/inclement weather.

Exhibit C – Dean of Students Salary Scale

SY 24-25					
Step	BA	MA	MA15	MA45	M60
1	\$65,000	\$67,000	\$69,000	\$71,000	\$73,000
2	\$67,000	\$69,000	\$71,000	\$73,000	\$75,000
3	\$69,000	\$71,000	\$73,000	\$75,000	\$77,000
4	\$71,000	\$73,000	\$75,000	\$77,000	\$79,000
5	\$73,000	\$75,000	\$77,000	\$79,000	\$81,000
6	\$75,000	\$77,000	\$79,000	\$81,000	\$83,000
7	\$77,000	\$79,000	\$81,000	\$83,000	\$85,000
8	\$79,000	\$81,000	\$83,000	\$85,000	\$87,000

3. Amend Unit A Article 4.01 as follows:

Salaries of all persons covered by this agreement as set forth in Appendices A through ~~I~~ **M**. (See Appendices).

45. Pro-Rata Pay for Coverage Periods at MHS

Amend Unit A Article 5.15 as follows (see Attachment D):

Teachers in the middle and senior high schools who are requested to take additional teaching assignments will be compensated for that assignment on a pro-rata basis per class period. **Effective November 1, 2023, the Committee agrees to increase the pro rata calculation for bargaining unit members at Malden High School to 25% (1/4) for additional teaching assignments that members are requested to take pursuant to Article 5.15 of the CBA. In addition, the Committee will offer 40 minutes of paid prep time on days that teacher loses their 80 minute prep.**

46. Credit for Prior Service

Amend Unit A Article 10.01 as follows (see Attachment E):

Full credit will be given for previous teaching experience upon initial employment **and according to the following rules:**

- a. **Unit A members shall receive 1 year of credit for previous teaching experience for every 1 year of licensed teaching in any public school in any of the United States (including Massachusetts) or in any United States Territory.**
- b. **Unit A members shall receive 1 year of credit for previous teaching experience for every 2 years of unlicensed teaching in any public school in any of the United States (including Massachusetts) or in any United States territory.**
- c. **Unit A members shall receive 1 year of credit for previous teaching experience for every 1 year of licensed teaching in any public charter school in any of the United States (including Massachusetts) or in any United States territory.**
- d. **Unit A members shall receive 1 year of credit for previous teaching experience for every 2 years of unlicensed teaching in any public charter school in any of the United States (including Massachusetts) or in any United States territory.**
- e. **Unit A members shall receive 1 year of credit for previous teaching experience for every 1 year of licensed teaching as a long-term substitute teacher in any Massachusetts public school or public charter school, where such long-term substitute assignment is one year-long continuous assignment. This Agreement does not permit the aggregation of long-term substitute assignments.**
- f. **Unit A members shall receive 1 year of credit for previous teaching experience for every 1 year of teaching in any International Baccalaureate school.**
- g. **Unit A members shall receive 1 year of credit for previous teaching experience for every 1 year of licensed teaching in any private or parochial school in any of the United States (including Massachusetts).**
- h. **Unit A members shall receive 1 year of credit for previous teaching experience for every 2 years of unlicensed teaching in any private or parochial school in any of the United States (including Massachusetts).**

47. Compensation

Delete Unit A Article 4 Sections 15 and 17 through 23 and replace with the following (renumber remaining sections accordingly):

1. **Effective September 1, 2025, the Salary Scales in Appendices C, I, and M shall increase by 3.0% in all lanes and Steps (see attached scales).**
2. **Effective September 1, 2026, the Salary Scales in Appendices C, I, and M shall increase by 3.0% in all lanes and steps except that the top step shall increase by 3.5% in all lanes (see attached scales).**
3. **Effective September 1, 2027, the Salary Scales in Appendices C, I, and M shall increase by 3.0% in all lanes and steps except that the top step shall increase by 3.5% in all lanes (see attached scales).**

UNIT B

48. Evaluations

1. Replace Unit B Article 11.07 with the following:

Unit B members will be evaluated according to the rubrics found in Appendix G. The superintendent, principal or designee will meet with evaluators and educators to explain the evaluation process by September 15 of each school year. The evaluation process will be completed by June 15 of each school year or at least five days before the end of the school year. If these dates fall on a non-school day, the due date will be moved to the next school day.

2. Add the following to the Unit B Agreement as a new “**Appendix G: Evaluations**”

Appendix G: Evaluations

The Malden Public Schools will use DESE’s 2023 School Administrator Rubric for School Based Personnel and DESE’s 2019 District Administrator Rubric for District personnel. The rubrics are a scoring tool used for the Educator’s self-assessment, the formative assessment, the formative evaluation and the summative evaluation.

<https://www.doe.mass.edu/eval/rubrics/school-admin-rubic.docx>

https://www.doe.mass.edu/eval/model/PartIII_AppxA.pdf

49. Work Day and Year

1. Replace Unit B Article 5.01 and 5.02 with the following:

5.01 **Unit B Work Week**

The work week for Unit B workers shall amount to at least 40 hours per week during the school year.

Unit B workers, in consultation with and approval of their immediate supervisor will develop a schedule to best reflect to worker's responsibilities and needs of the District.

5.02 **Unit B Summer Hours**

During student vacations and the summer, Unit B workers shall create their schedule in consultation with approval of their immediate supervisor.
During student vacations and the summer, approved work days on Fridays shall be four (4) hours in length.

All Unit B administrators will work, at minimum, 5 days before the Unit A educators return in August, and work 5 days after the Unit A educators are released in June.

Responsibilities Beyond Standard Hours

It is recognized that the proper performance of their duties may, on occasion, require these persons to work longer than their regular workday. Supervisors shall make every effort to ensure that additional responsibilities are distributed equally.

2. Replace Unit B Article 5.10 with the following:

Snow Cancellations

In the event of a snow day, Unit B workers shall have the option of:

Working in person;

Recording the day as a non-work day

Note: Notification of a non-work day must be made to the immediate supervisor by 7AM.

If school is cancelled or dismissed after school staff report to work, Unit B workers shall be allowed to leave when Unit A and Unit C members are released.

50. **Compensation**

Delete Unit B Article 4 Sections 4 through 5 and 7 through 10 and replace with the following (renumber remaining sections accordingly):

1. **Effective September 1, 2025, the Salary Scales in Appendix A shall increase by 3.0% (see attached scales).**
2. **Effective September 1, 2026, the Salary Scales in Appendix A shall increase by 3.0% (see attached scales).**
3. **Effective September 1, 2027, the Salary Scales in Appendix A shall increase by 3.0% (see attached scales).**

UNIT C

51. Work Day

Amend Unit C Article 5.01 as follows:

The workday for **bargaining** unit ~~members~~ **workers** is as follows:

High School 7:30 - 2:45

Early Learning Center 7:45-2:15

~~Middle School~~ **Grades K-8 7:45 ~~55~~ - 2:45**

~~Elementary 8:15 - 2:45~~

52. Leaves of Absence

Amend Unit C Article 6.03 as follows:

6.03 A unit member shall be eligible for a one year leave of absence, without pay, and the School Committee will make every effort to return the education support professional to the same position he/she held prior to the leave. Leave shall include leave of absence for up to one year for the purpose of childbearing. This shall apply to both natural and adopted parents.

A leave of absence without pay of up to two (2) years will be granted to any education support professional who joins the Peace Corps, or any other educational program approved by the Committee or serves as an exchange teacher and is a full-time participant in such programs. Upon return from such leave, an education support professional will be considered as if they were actively employed by the Committee during the leave and will be placed on the salary schedule at the level they would have achieved if they had not been absent.

Any education support professional who has worked in the Malden Public Schools for at least three (3) years shall be eligible for two one-year leaves of absence, without pay, for any reason, except for the purpose of accepting a position in another school system, during the unit member's career in the Malden School System. This exception shall not apply to exchange programs and overseas teaching. Leaves under this section shall be requested in writing, and the applicant shall notify the school system at least 60 calendar days before the leave commences. These leaves shall run from September to June. Except in cases of medical reason for the leave, child rearing or unforeseen circumstances, applicants for leave under this section shall give at least 60 calendar days' notice before the leave commences. Education support professionals are encouraged to make the one-year leave run from September through June, thus minimizing disruption in the classroom. These leaves shall not be covered in the limits stated in Article 9.10.

Any education support professional on an extended leave of absence must notify the Superintendent of their intent to return in writing by April 15. A Unit C member returning from an extended leave will be assigned to a position within the district available at the time of their return.

53. Evaluations

Amend Unit C Article 8.01.03 and 04 as follows:

8.01.03 The Employee will **be observed and receive an annual written evaluation.** ~~be observed and a written report prepared at least once every two (2) years.~~ No Employee will be observed prior to October 1st. The written evaluation shall be completed by June 1.

The Parties agree to form a Joint Labor Management Committee (JLMC) by [TBD], with equal representation, to develop a new evaluation tool for Unit C members. The JLMC will provide recommendations to the Committee and the Union by December 15, 2025. Recommendations of the JLMC will be reviewed by the Committee and the Union for implementation in the beginning of the 2026-2027 school year. All recommendations are subject to bargaining and ratification.

8.01.04 **By October 1st** ~~Before an observation,~~ the evaluator will inform the employee about the evaluation procedure, including the criteria contained in the evaluation form.

54. Hourly Rate for Extracontractual Work

Add the following as a new section to Unit C Article 4:

Any unit member working outside of the contractual work year will be paid an hourly rate of \$25 per hour.

55. Substitute Compensation

Replace Unit C Article 5.08 with the following:

Any time an education support professional is assigned to teach as a substitute in a classroom for at least 60 minutes, they shall be paid an additional \$21.00 per hour over the course of those hours.

56. Compensation

Delete Unit C Article 4 Sections 6 through 10 (to exclude 4.08.01) and replace with the following:

1. **Effective September 1, 2025, the Salary Scales in Appendix A shall increase by 3.0% (see attached scales).**
2. **Effective September 1, 2026, the Salary Scales in Appendix A shall increase by 4.0% (see attached scales).**
3. **Effective September 1, 2027, the Salary Scales in Appendix A shall increase by 4.5% (see attached scales).**

Unit A Salary Schedules

Appendix C – Teachers, SISPs, etc.

Malden Public Schools

FY26 SY25-26

3%

Steps	BA	BA15	MA	MA15	MA30	MA45	MA60
	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$58,145.66	\$60,042.22	\$64,820.69	\$66,638.68	\$68,628.04	\$70,526.00	\$73,714.98
2	\$60,994.77	\$62,912.73	\$67,999.67	\$69,893.35	\$71,799.88	\$73,714.98	\$76,883.97
3	\$63,543.95	\$65,454.77	\$71,162.94	\$73,085.18	\$74,977.44	\$76,885.40	\$80,058.67
4	\$66,090.28	\$68,001.10	\$74,351.92	\$76,249.89	\$78,163.56	\$80,058.67	\$83,249.07
5	\$68,628.05	\$70,526.00	\$77,522.34	\$79,433.15	\$81,338.26	\$83,249.07	\$86,415.20
6	\$71,174.37	\$73,085.18	\$80,691.32	\$82,614.99	\$84,525.81	\$86,415.20	\$89,594.19
7	\$74,351.92	\$76,249.89	\$84,525.81	\$86,415.20	\$88,331.73	\$90,231.13	\$93,420.11
8	\$77,522.34	\$79,433.15	\$89,594.19	\$91,506.43	\$93,514.36	\$95,313.79	\$98,504.19
9	\$80,691.32	\$82,614.99	\$94,682.56	\$96,593.38	\$98,507.05	\$101,043.38	\$104,210.94
10	\$88,076.10	\$90,028.33	\$102,932.78	\$104,749.34	\$106,727.28	\$108,686.65	\$111,985.59
11	\$90,718.38	\$92,729.18	\$106,020.76	\$107,891.82	\$109,929.09	\$111,947.25	\$115,345.16

Malden Public Schools

FY27 SY26-27

3% Steps 1-10 and 3.5% Step 11

Steps	BA	BA15	MA	MA15	MA30	MA45	MA60
	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$59,890.05	\$61,843.48	\$66,765.31	\$68,637.84	\$70,686.88	\$72,641.78	\$75,926.43
2	\$62,824.61	\$64,800.11	\$70,039.66	\$71,990.15	\$73,953.88	\$75,926.43	\$79,190.49
3	\$65,450.27	\$67,418.41	\$73,297.83	\$75,277.74	\$77,226.76	\$79,191.96	\$82,460.43
4	\$68,072.99	\$70,041.13	\$76,582.48	\$78,537.38	\$80,508.47	\$82,460.43	\$85,746.55
5	\$70,686.88	\$72,641.78	\$79,848.01	\$81,816.15	\$83,778.41	\$85,746.55	\$89,007.66
6	\$73,309.60	\$75,277.74	\$83,112.06	\$85,093.44	\$87,061.58	\$89,007.66	\$92,282.01
7	\$76,582.48	\$78,537.38	\$87,061.58	\$89,007.66	\$90,981.69	\$92,938.06	\$96,222.71
8	\$79,848.01	\$81,816.15	\$92,282.01	\$94,251.63	\$96,319.79	\$98,173.20	\$101,459.32
9	\$83,112.06	\$85,093.44	\$97,523.04	\$99,491.18	\$101,462.26	\$104,074.68	\$107,337.26
10	\$90,718.38	\$92,729.18	\$106,020.76	\$107,891.82	\$109,929.09	\$111,947.25	\$115,345.16
11	\$93,893.53	\$95,974.71	\$109,731.49	\$111,668.03	\$113,776.61	\$115,865.40	\$119,382.24

Malden Public Schools
FY28 SY27-28
3% Steps 1-10 and 3.5% Step 11

Steps	BA Yearly	BA15 Yearly	MA Yearly	MA15 Yearly	MA30 Yearly	MA45 Yearly	MA60 Yearly
1	\$61,686.75	\$63,698.79	\$68,768.27	\$70,696.97	\$72,807.49	\$74,821.04	\$78,204.23
2	\$64,709.35	\$66,744.11	\$72,140.85	\$74,149.85	\$76,172.49	\$78,204.23	\$81,566.20
3	\$67,413.78	\$69,440.96	\$75,496.77	\$77,536.07	\$79,543.56	\$81,567.72	\$84,934.24
4	\$70,115.18	\$72,142.36	\$78,879.95	\$80,893.50	\$82,923.72	\$84,934.24	\$88,318.94
5	\$72,807.49	\$74,821.04	\$82,243.45	\$84,270.63	\$86,291.76	\$88,318.94	\$91,677.89
6	\$75,508.89	\$77,536.07	\$85,605.42	\$87,646.24	\$89,673.43	\$91,677.89	\$95,050.47
7	\$78,879.95	\$80,893.50	\$89,673.43	\$91,677.89	\$93,711.14	\$95,726.20	\$99,109.39
8	\$82,243.45	\$84,270.63	\$95,050.47	\$97,079.17	\$99,209.39	\$101,118.39	\$104,503.10
9	\$85,605.42	\$87,646.24	\$100,448.73	\$102,475.91	\$104,506.13	\$107,196.92	\$110,557.38
10	\$93,439.94	\$95,511.06	\$109,201.38	\$111,128.57	\$113,226.97	\$115,305.67	\$118,805.52
11	\$97,179.80	\$99,333.82	\$113,572.09	\$115,576.41	\$117,758.79	\$119,920.69	\$123,560.62

Appendix I – Technology Employees

Malden Public Schools

FY26

September 1, 2025 – August 31, 2026

3%

Steps	DATA ASSISTANTS	COMPUTER TECH (AS)	COMPUTER TECH (BA)	COMPUTER TECH (BA PLUS 15)	COMPUTER TECH (MASTERS)
	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$45,721.41	\$61,861.93	\$64,025.52	\$66,189.12	\$68,352.71
2	\$47,885.00	\$64,025.52	\$66,189.12	\$68,352.71	\$70,516.30
3	\$50,048.60	\$66,189.12	\$68,352.71	\$70,516.30	\$72,679.90
4	\$52,212.19	\$68,352.71	\$70,516.30	\$72,679.90	\$74,843.49
5	\$54,375.78	\$70,516.30	\$72,679.90	\$74,843.49	\$77,007.08
6	\$56,539.38	\$72,679.90	\$74,843.49	\$77,007.08	\$79,170.68
7	\$58,702.97	\$74,843.49	\$77,007.08	\$79,170.68	\$81,334.27
8	\$60,866.56	\$77,007.08	\$79,170.68	\$81,334.27	\$83,497.86
9	\$63,030.16	\$79,167.79	\$81,334.27	\$83,497.86	\$85,661.46
10	\$67,169.18	\$83,798.77	\$86,027.92	\$88,257.09	\$90,486.24
11	\$69,184.26	\$86,312.73	\$88,608.75	\$90,904.80	\$93,200.82

Malden Public Schools

FY27

September 1, 2026 – August 31, 2027

3% Steps 1-10 and 3.5% Step 11

Steps	DATA ASSISTANTS	COMPUTER TECH (AS)	COMPUTER TECH (BA)	COMPUTER TECH (BA PLUS 15)	COMPUTER TECH (MASTERS)
	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$47,093.05	\$63,717.79	\$65,946.29	\$68,174.79	\$70,403.29
2	\$49,321.55	\$65,946.29	\$68,174.79	\$70,403.29	\$72,631.79
3	\$51,550.05	\$68,174.79	\$70,403.29	\$72,631.79	\$74,860.29
4	\$53,778.55	\$70,403.29	\$72,631.79	\$74,860.29	\$77,088.79
5	\$56,007.06	\$72,631.79	\$74,860.29	\$77,088.79	\$79,317.30
6	\$58,235.56	\$74,860.29	\$77,088.79	\$79,317.30	\$81,545.80
7	\$60,464.06	\$77,088.79	\$79,317.30	\$81,545.80	\$83,774.30
8	\$62,692.56	\$79,317.30	\$81,545.80	\$83,774.30	\$86,002.80
9	\$64,921.06	\$81,542.83	\$83,774.30	\$86,002.80	\$88,231.30
10	\$69,184.26	\$86,312.73	\$88,608.75	\$90,904.80	\$93,200.82
11	\$71,605.71	\$89,333.68	\$91,710.06	\$94,086.47	\$96,462.85

Malden Public Schools

FY28

September 1, 2027 – August 31, 2028

3% Steps 1-10 and 3.5% Step 11

Steps	DATA ASSISTANTS	COMPUTER TECH (AS)	COMPUTER TECH (BA)	COMPUTER TECH (BA PLUS 15)	COMPUTER TECH (MASTERS)
	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$48,505.84	\$65,629.32	\$67,924.68	\$70,220.03	\$72,515.39
2	\$50,801.20	\$67,924.68	\$70,220.03	\$72,515.39	\$74,810.75
3	\$53,096.55	\$70,220.03	\$72,515.39	\$74,810.75	\$77,106.10
4	\$55,391.91	\$72,515.39	\$74,810.75	\$77,106.10	\$79,401.46
5	\$57,687.27	\$74,810.75	\$77,106.10	\$79,401.46	\$81,696.81
6	\$59,982.63	\$77,106.10	\$79,401.46	\$81,696.81	\$83,992.17
7	\$62,277.98	\$79,401.46	\$81,696.81	\$83,992.17	\$86,287.53
8	\$64,573.34	\$81,696.81	\$83,992.17	\$86,287.53	\$88,582.88
9	\$66,868.69	\$83,989.11	\$86,287.53	\$88,582.88	\$90,878.24
10	\$71,259.79	\$88,902.12	\$91,267.02	\$93,631.95	\$95,996.85
11	\$74,111.91	\$92,460.36	\$94,919.91	\$97,379.50	\$99,839.05

Appendix M – Dean of Students

Malden Public Schools

FY26 SY25-26

3%

Steps	BA	MA	MA15	MA45	MA60
	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$66,950.00	\$69,010.00	\$71,070.00	\$73,130.00	\$75,190.00
2	\$69,010.00	\$71,070.00	\$73,130.00	\$75,190.00	\$77,250.00
3	\$71,070.00	\$73,130.00	\$75,190.00	\$77,250.00	\$79,310.00
4	\$73,130.00	\$75,190.00	\$77,250.00	\$79,310.00	\$81,370.00
5	\$75,190.00	\$77,250.00	\$79,310.00	\$81,370.00	\$83,430.00
6	\$77,250.00	\$79,310.00	\$81,370.00	\$83,430.00	\$85,490.00
7	\$79,310.00	\$81,370.00	\$83,430.00	\$85,490.00	\$87,550.00
8	\$81,370.00	\$83,430.00	\$85,490.00	\$87,550.00	\$89,610.00

Malden Public Schools

FY27 SY26-27

3% Steps 1-7 and 3.5% on Step 8

Steps	BA	MA	MA15	MA45	MA60
	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$68,958.50	\$71,080.30	\$73,202.10	\$75,323.90	\$77,445.70
2	\$71,080.30	\$73,202.10	\$75,323.90	\$77,445.70	\$79,567.50
3	\$73,202.10	\$75,323.90	\$77,445.70	\$79,567.50	\$81,689.30
4	\$75,323.90	\$77,445.70	\$79,567.50	\$81,689.30	\$83,811.10
5	\$77,445.70	\$79,567.50	\$81,689.30	\$83,811.10	\$85,932.90
6	\$79,567.50	\$81,689.30	\$83,811.10	\$85,932.90	\$88,054.70
7	\$81,689.30	\$83,811.10	\$85,932.90	\$88,054.70	\$90,176.50
8	\$84,217.95	\$86,350.05	\$88,482.15	\$90,614.25	\$92,746.35

Malden Public Schools

FY28 SY27-28

3% Steps 1-7 and 3.5% on Step 8

Steps	BA	MA	MA15	MA45	MA60
	Yearly	Yearly	Yearly	Yearly	Yearly
1	\$71,027.26	\$73,212.71	\$75,398.16	\$77,583.62	\$79,769.07
2	\$73,212.71	\$75,398.16	\$77,583.62	\$79,769.07	\$81,954.53
3	\$75,398.16	\$77,583.62	\$79,769.07	\$81,954.53	\$84,139.98
4	\$77,583.62	\$79,769.07	\$81,954.53	\$84,139.98	\$86,325.43
5	\$79,769.07	\$81,954.53	\$84,139.98	\$86,325.43	\$88,510.89
6	\$81,954.53	\$84,139.98	\$86,325.43	\$88,510.89	\$90,696.34
7	\$84,139.98	\$86,325.43	\$88,510.89	\$90,696.34	\$92,881.80
8	\$87,165.58	\$89,372.30	\$91,579.03	\$93,785.75	\$95,992.47

Unit B Salary Schedules

Malden Public Schools

FY26

September 1, 2025 – August 31, 2026

3%

Unit B Directors	Yearly	Days
Assistant Principals House Principal Program Manager	\$144,397.14	206
Director of Guidance Director of Athletics Director of Literacy & English Language Arts Director of STEM Director of Multilingual Education Director of Social Studies & Arts Director of Intervention and Instructional Support Director of Nursing	\$149,715.89	220

Malden Public Schools

FY27

September 1, 2026 – August 31, 2027

3%

Unit B Directors	Yearly	Days
Assistant Principals House Principal Program Manager	\$148,729.06	206
Director of Guidance Director of Athletics Director of Literacy & English Language Arts Director of STEM Director of Multilingual Education Director of Social Studies & Arts Director of Intervention and Instructional Support Director of Nursing	\$154,207.36	220

Malden Public Schools

FY28

September 1, 2027 – August 31, 2028

3%

Unit B Directors	Yearly	Days
Assistant Principals House Principal Program Manager	\$153,190.93	206
Director of Guidance Director of Athletics Director of Literacy & English Language Arts Director of STEM Director of Multilingual Education Director of Social Studies & Arts Director of Intervention and Instructional Support Director of Nursing	\$158,833.58	220

Unit C Salary Schedules

Malden Public Schools
FY 26 SY25-26
3%

High School SY25-26										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$36,724.13	\$29.89	\$37,948.27	\$30.89	\$39,172.41	\$31.89	\$40,396.55	\$32.88	\$41,620.68	\$33.88
2	\$37,458.62	\$30.49	\$38,682.75	\$31.49	\$39,906.89	\$32.48	\$41,131.03	\$33.48	\$42,355.17	\$34.48
3	\$38,193.10	\$31.09	\$39,417.24	\$32.09	\$40,641.37	\$33.08	\$41,865.51	\$34.08	\$43,089.65	\$35.08
4	\$38,927.58	\$31.69	\$40,151.72	\$32.68	\$41,375.86	\$33.68	\$42,599.99	\$34.68	\$43,824.13	\$35.67
5	\$39,662.06	\$32.28	\$40,886.20	\$33.28	\$42,110.34	\$34.28	\$43,334.48	\$35.27	\$44,558.61	\$36.27
6	\$40,396.55	\$32.88	\$41,620.68	\$33.88	\$42,844.82	\$34.88	\$44,068.96	\$35.87	\$45,293.10	\$36.87
7	\$41,131.03	\$33.48	\$42,355.17	\$34.48	\$43,579.30	\$35.47	\$44,803.44	\$36.47	\$46,027.58	\$37.47
8	\$41,865.51	\$34.08	\$43,089.65	\$35.08	\$44,313.79	\$36.07	\$45,537.92	\$37.07	\$46,762.06	\$38.06
9	\$42,599.99	\$34.68	\$43,824.13	\$35.67	\$45,048.27	\$36.67	\$46,272.41	\$37.67	\$47,496.54	\$38.66
6.75 Hours Per Day (7:30 to 2:45 minus 30-minute lunch) – 182 Days Per Year										

K-8 SY25-26										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$34,439.08	\$29.89	\$35,587.04	\$30.89	\$36,735.01	\$31.89	\$37,882.98	\$32.88	\$39,030.95	\$33.88
2	\$35,127.86	\$30.49	\$36,275.83	\$31.49	\$37,423.80	\$32.48	\$38,571.76	\$33.48	\$39,719.73	\$34.48
3	\$35,816.64	\$31.09	\$36,964.61	\$32.09	\$38,112.58	\$33.08	\$39,260.55	\$34.08	\$40,408.52	\$35.08
4	\$36,505.42	\$31.69	\$37,653.39	\$32.68	\$38,801.36	\$33.68	\$39,949.33	\$34.68	\$41,097.30	\$35.67
5	\$37,194.20	\$32.28	\$38,342.17	\$33.28	\$39,490.14	\$34.28	\$40,638.11	\$35.27	\$41,786.08	\$36.27
6	\$37,882.98	\$32.88	\$39,030.95	\$33.88	\$40,178.92	\$34.88	\$41,326.89	\$35.87	\$42,474.86	\$36.87
7	\$38,571.76	\$33.48	\$39,719.73	\$34.48	\$40,867.70	\$35.47	\$42,015.67	\$36.47	\$43,163.64	\$37.47
8	\$39,260.55	\$34.08	\$40,408.52	\$35.08	\$41,556.48	\$36.07	\$42,704.45	\$37.07	\$43,852.42	\$38.06
9	\$39,949.33	\$34.68	\$41,097.30	\$35.67	\$42,245.27	\$36.67	\$43,393.23	\$37.67	\$44,541.20	\$38.66
6.33 Hours Per Day (7:55 to 2:45 minus 30-minute lunch) - 182 Days Per Year										

ELC SY25-26										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$32,643.67	\$29.89	\$33,731.80	\$30.89	\$34,819.92	\$31.89	\$35,908.04	\$32.88	\$36,996.16	\$33.88
2	\$33,296.55	\$30.49	\$34,384.67	\$31.49	\$35,472.79	\$32.48	\$36,560.91	\$33.48	\$37,649.04	\$34.48
3	\$33,949.42	\$31.09	\$35,037.50	\$32.09	\$36,125.67	\$33.08	\$37,213.79	\$34.08	\$38,301.91	\$35.08
4	\$34,602.29	\$31.69	\$35,690.42	\$32.68	\$36,778.54	\$33.68	\$37,866.66	\$34.68	\$38,954.78	\$35.67
5	\$35,255.17	\$32.28	\$36,343.29	\$33.28	\$37,431.41	\$34.28	\$38,519.53	\$35.27	\$39,607.66	\$36.27
6	\$35,908.04	\$32.88	\$36,996.16	\$33.88	\$38,084.29	\$34.88	\$39,172.41	\$35.87	\$40,260.53	\$36.87
7	\$36,560.91	\$33.48	\$37,649.04	\$34.48	\$38,737.16	\$35.47	\$39,825.28	\$36.47	\$40,913.40	\$37.47
8	\$37,213.79	\$34.08	\$38,301.91	\$35.08	\$39,390.03	\$36.07	\$40,478.15	\$37.07	\$41,566.28	\$38.06
9	\$37,866.66	\$34.68	\$38,954.78	\$35.67	\$40,042.91	\$36.67	\$41,131.03	\$37.67	\$42,219.15	\$38.66
6.00 Hours Per Day (7:45 to 2:15 minus 30-minute lunch) - 182 Days Per Year										

Malden Public Schools
FY 27 SY26-27
4%

High School SY26-27										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$38,193.10	\$31.09	\$39,466.20	\$32.13	\$40,739.30	\$33.16	\$42,012.41	\$34.20	\$43,285.51	\$35.23
2	\$38,956.96	\$31.71	\$40,230.06	\$32.75	\$41,503.17	\$33.78	\$42,776.27	\$34.82	\$44,049.37	\$35.86
3	\$39,720.82	\$32.33	\$40,993.92	\$33.37	\$42,267.03	\$34.41	\$43,540.13	\$35.44	\$44,813.23	\$36.48
4	\$40,484.68	\$32.95	\$41,757.79	\$33.99	\$43,030.89	\$35.03	\$44,303.99	\$36.06	\$45,577.10	\$37.10
5	\$41,248.55	\$33.58	\$42,521.65	\$34.61	\$43,794.75	\$35.65	\$45,067.86	\$36.69	\$46,340.96	\$37.72
6	\$42,012.41	\$34.20	\$43,285.51	\$35.23	\$44,558.61	\$36.27	\$45,831.72	\$37.31	\$47,104.82	\$38.34
7	\$42,776.27	\$34.82	\$44,049.37	\$35.86	\$45,322.48	\$36.89	\$46,595.58	\$37.93	\$47,868.68	\$38.97
8	\$43,540.13	\$35.44	\$44,813.23	\$36.48	\$46,086.34	\$37.51	\$47,359.44	\$38.95	\$48,632.54	\$39.59
9	\$44,303.99	\$36.06	\$45,577.10	\$37.10	\$46,850.20	\$38.14	\$48,123.30	\$39.17	\$49,396.41	\$40.21
6.75 Hours Per Day (7:30 to 2:45 minus 30-minute lunch) – 182 Days Per Year										

K-8 SY 26-27										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$35,816.64	\$31.09	\$37,010.53	\$32.13	\$38,204.41	\$33.16	\$39,398.30	\$34.20	\$40,592.19	\$35.23
2	\$36,532.97	\$31.71	\$37,726.86	\$32.75	\$38,920.75	\$33.78	\$40,114.63	\$34.82	\$41,308.52	\$35.86
3	\$37,249.30	\$32.33	\$38,443.19	\$33.37	\$39,637.08	\$34.41	\$40,830.97	\$35.44	\$42,024.86	\$36.48
4	\$37,965.64	\$32.95	\$39,159.52	\$33.99	\$40,353.41	\$35.03	\$41,547.30	\$36.06	\$42,741.19	\$37.10
5	\$38,681.97	\$33.58	\$39,875.86	\$34.61	\$41,069.75	\$35.65	\$42,263.63	\$36.69	\$43,457.52	\$37.72
6	\$39,398.30	\$34.20	\$40,592.19	\$35.23	\$41,786.08	\$36.27	\$42,979.97	\$37.31	\$44,173.85	\$38.34
7	\$40,114.63	\$34.82	\$41,308.52	\$35.86	\$42,502.41	\$36.89	\$43,696.30	\$37.93	\$44,890.19	\$38.97
8	\$40,830.97	\$35.44	\$42,024.86	\$36.48	\$43,218.74	\$37.51	\$44,412.63	\$38.95	\$45,606.52	\$39.59
9	\$41,547.30	\$36.06	\$42,741.19	\$37.10	\$43,935.08	\$38.14	\$45,128.96	\$39.17	\$46,322.85	\$40.21
6.33 Hours Per Day (7:55 to 2:45 minus 30-minute lunch) - 182 Days Per Year										

ELC 26-27										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$33,949.42	\$31.09	\$35,081.07	\$32.13	\$36,212.71	\$33.16	\$37,344.36	\$34.20	\$38,476.01	\$35.23
2	\$34,628.41	\$31.71	\$35,760.06	\$32.75	\$36,891.70	\$33.78	\$38,023.35	\$34.82	\$39,155.00	\$35.86
3	\$35,307.40	\$32.33	\$36,439.04	\$33.37	\$37,570.69	\$34.41	\$38,702.34	\$35.44	\$39,833.99	\$36.48
4	\$35,986.39	\$32.95	\$37,118.03	\$33.99	\$38,249.68	\$35.03	\$39,381.33	\$36.06	\$40,512.97	\$37.10
5	\$36,665.37	\$33.58	\$37,797.02	\$34.61	\$38,928.67	\$35.65	\$40,060.32	\$36.69	\$41,191.96	\$37.72
6	\$37,344.36	\$34.20	\$38,476.01	\$35.23	\$39,607.66	\$36.27	\$40,739.30	\$37.31	\$41,870.95	\$38.34
7	\$38,023.35	\$34.82	\$39,155.00	\$35.86	\$40,286.65	\$36.89	\$41,418.29	\$37.93	\$42,549.94	\$38.97
8	\$38,702.34	\$35.44	\$39,833.99	\$36.48	\$40,965.63	\$37.51	\$42,097.28	\$38.95	\$43,228.93	\$39.59
9	\$39,381.33	\$36.06	\$40,512.97	\$37.10	\$41,644.62	\$38.14	\$42,776.27	\$39.17	\$43,907.92	\$40.21
6.00 Hours Per Day (7:45 to 2:15 minus 30-minute lunch) - 182 Days Per Year										

Malden Public Schools
FY 28 SY27-28
4.5%

High School SY27-28										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$39,911.79	\$32.49	\$41,242.18	\$33.58	\$42,572.57	\$34.65	\$43,902.97	\$35.74	\$45,233.26	\$36.82
2	\$40,710.02	\$33.14	\$42,040.42	\$34.22	\$43,370.81	\$35.30	\$44,701.20	\$36.39	\$46,031.59	\$37.47
3	\$41,508.26	\$33.78	\$42,838.65	\$34.87	\$44,169.04	\$35.96	\$45,499.44	\$37.04	\$46,829.83	\$38.12
4	\$42,306.49	\$34.43	\$43,636.89	\$35.52	\$44,967.28	\$36.60	\$46,297.67	\$37.69	\$47,628.07	\$38.77
5	\$43,104.73	\$35.09	\$44,435.12	\$36.17	\$45,765.52	\$37.25	\$47,095.91	\$38.34	\$48,426.30	\$39.42
6	\$43,902.97	\$35.74	\$45,233.36	\$36.82	\$46,563.75	\$37.90	\$47,894.14	\$38.99	\$49,224.54	\$40.07
7	\$44,701.20	\$36.39	\$46,031.59	\$37.47	\$47,361.99	\$38.55	\$48,692.38	\$39.64	\$50,022.77	\$40.72
8	\$45,499.44	\$37.04	\$46,829.83	\$38.12	\$48,160.22	\$39.20	\$49,490.62	\$40.70	\$50,821.01	\$41.37
9	\$46,297.67	\$37.69	\$47,628.07	\$38.77	\$48,958.46	\$39.86	\$50,288.85	\$40.94	\$51,619.24	\$42.02
6.75 Hours Per Day (7:30 to 2:45 minus 30-minute lunch) – 182 Days Per Year										

K-8 SY 27-28										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$37,428.39	\$32.49	\$38,676.00	\$33.58	\$39,923.61	\$34.65	\$41,171.23	\$35.74	\$42,418.84	\$36.82
2	\$38,176.95	\$33.14	\$39,424.57	\$34.22	\$40,672.18	\$35.30	\$41,919.79	\$36.39	\$43,167.41	\$37.47
3	\$38,925.52	\$33.78	\$40,173.14	\$34.87	\$41,420.75	\$35.96	\$42,668.36	\$37.04	\$43,915.97	\$38.12
4	\$39,674.09	\$34.43	\$40,921.70	\$35.52	\$42,169.32	\$36.60	\$43,416.93	\$37.69	\$44,664.54	\$38.77
5	\$40,422.66	\$35.09	\$41,670.27	\$36.17	\$42,917.88	\$37.25	\$44,165.50	\$38.34	\$45,413.11	\$39.42
6	\$41,171.23	\$35.74	\$42,418.84	\$36.82	\$43,666.45	\$37.90	\$44,914.06	\$38.99	\$46,161.68	\$40.07
7	\$41,919.79	\$36.39	\$43,167.41	\$37.47	\$44,415.02	\$38.55	\$45,662.63	\$39.64	\$46,910.25	\$40.72
8	\$42,668.36	\$37.04	\$43,915.97	\$38.12	\$45,163.59	\$39.20	\$46,411.20	\$40.29	\$47,658.81	\$41.37
9	\$43,416.93	\$37.69	\$44,664.54	\$38.77	\$45,912.15	\$39.85	\$47,159.77	\$40.94	\$48,407.38	\$42.02
6.33 Hours Per Day (7:55 to 2:45 minus 30-minute lunch) - 182 Days Per Year										

ELC 27-28										
	Class I HQ/Para Pro or 48 Credits		Class II Associate's Degree		Class III Bachelor's Degree		Class IV Bachelor's Degree + Teaching License		Class V Master's Degree	
Step	Ann.	Hr.	Ann	Hr.	Ann.	Hr.	Ann.	Hr.	Ann.	Hr.
1	\$35,477.14	\$32.49	\$36,659.79	\$33.58	\$37,842.29	\$34.65	\$39,024.86	\$35.74	\$40,207.43	\$36.82
2	\$36,186.69	\$33.14	\$37,369.26	\$34.22	\$38,551.83	\$35.30	\$39,734.40	\$36.39	\$40,916.97	\$37.47
3	\$36,896.23	\$33.78	\$38,078.80	\$34.87	\$39,261.37	\$35.96	\$40,443.94	\$37.04	\$41,626.52	\$38.12
4	\$37,605.77	\$34.43	\$38,788.34	\$35.52	\$39,970.92	\$36.60	\$41,153.49	\$37.69	\$42,336.06	\$38.77
5	\$38,315.32	\$35.09	\$39,497.89	\$36.17	\$40,680.46	\$37.25	\$41,863.03	\$38.34	\$43,045.60	\$39.42
6	\$39,024.86	\$35.74	\$40,207.43	\$36.82	\$41,390.00	\$37.90	\$42,572.57	\$38.99	\$43,755.14	\$40.07
7	\$39,734.40	\$36.39	\$40,916.97	\$37.47	\$42,099.54	\$38.55	\$43,282.12	\$39.64	\$44,464.69	\$40.72
8	\$40,443.94	\$37.04	\$41,626.52	\$38.12	\$42,809.09	\$39.20	\$43,991.66	\$40.29	\$45,174.23	\$41.37
9	\$41,153.49	\$37.69	\$42,336.06	\$38.77	\$43,518.83	\$39.85	\$44,701.20	\$40.94	\$45,883.77	\$42.02
6.00 Hours Per Day (7:45 to 2:15 minus 30-minute lunch) - 182 Days Per Year										