

Collective Bargaining Agreement
between
the Weymouth School Committee and
the Weymouth Educators' Association
for Unit C – Board Certified Behavior Analysts
(BCBAs)

September 1, 2023, through August 31, 2026

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ARTICLE I: RECOGNITION

For the purpose of collective bargaining with respect to wages, hours, standards of productivity and performance, other conditions of employment and the negotiation of collective bargaining agreements and any questions arising thereunder, in accordance with Chapter 150E of the General Laws of the Commonwealth of Massachusetts, the Weymouth School Committee (hereinafter the "Committee") recognizes the Weymouth Educators' Association (hereinafter the "Association") as the sole and exclusive bargaining agent and representative of the professional Unit C Board Certified Behavior Analysts (BCBAs) (hereinafter the "Member" or "Members").

ARTICLE II: COMMITTEE'S RIGHTS

The Committee is a public body established under and with powers provided by the statutes of the Commonwealth of Massachusetts and nothing in this Agreement shall be deemed to derogate from the powers and responsibilities of the Committee under said statutes of the Commonwealth or the rules and regulations of agencies of the Commonwealth.

The Committee retains those rights, powers, and duties it now has, may be granted, or have conferred upon it by law unless modified or changed by a specific written provision of this Agreement.

An arbitrator (or Board of Arbitration) shall have no power to render a decision, nor substitute its judgment for that of the Committee in those areas reserved for the discretion of the Committee by this Agreement and said arbitrator (or Board of Arbitration) shall have power to render a decision only on an interpretation or application of one of the specifically expressed provisions of this Agreement.

ARTICLE III: NO STRIKE

During the term of this Agreement the Association shall not engage in, induce, or encourage any strike, work stoppage, slowdown or withholding of services.

ARTICLE IV: ASSOCIATION RIGHTS

Section A. There shall be no reprisals of any kind taken against any Member by reason of their membership in the Association or participation in its activities.

Section B. The President may approve bargaining unit members to access some or all of the three (3) days available to the Association under Article XI, Temporary Leaves of Absence, Section A, Subsection 8, of the Unit C of this agreement. In the event that a Member is granted days pursuant to this provision and a substitute is employed in that Member's place, the Association shall reimburse the Committee for each day that a substitute BCBA is employed at the substitute educator rate of pay.

Section C. Any Member whose appearance is necessary at an arbitration hearing or fact-finding session, which is set by mutual agreement between the

Committee and the Association or ordered by the neutral party, held during the school day shall, upon notice to their principal or immediate superior and to the Superintendent by the Chairman of the PR & R Committee to be released without loss of pay as necessary in order to permit participation in the foregoing activities.

Section D. The President of the Association shall be provided with a copy of the agenda of all open meetings of the Committee and copies of the minutes of open meetings whenever practical.

Section E. The Committee shall, upon request, provide the Association with any public documents available to the citizens of Weymouth which shall assist the Association in developing intelligent, accurate, informed and constructive proposals for presentation at negotiations

ARTICLE V: GRIEVANCE PROCEDURE

Section A. DEFINITION: For the purpose of this Agreement, a grievance shall be defined as a dispute between a member of Bargaining Unit C or the Association and the Committee over the interpretation, meaning, or application of the provisions of this Agreement or any alleged inequitable or discriminatory treatment of a Member under the provisions of this Agreement.

Section B. PROCEDURE: Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. During the months when the school is in summer recess, school days shall mean business days Monday through Friday.

1. Level One - A Member who has a grievance shall discuss it with their immediate supervisor either personally or through Association representation within fifteen (15) school days from the date on which the incident occurred giving rise to the grievance, or when the Member gained knowledge of such incident.
2. Level Two - If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) school days immediately subsequent to the presentation of the grievance, said grievant and/or the Association may within ten (10) school days appeal to the Superintendent or their designee.
 - a. Such appeal shall be in writing setting forth the details of the grievance, the applicable provisions of this Agreement, and the decision, if any, rendered in Level One.
 - b. Within ten (10) school days after submission of the written appeal to the Superintendent or their designee by the grievant and/or the Association, the Superintendent, or their

designee, shall confer with the grievant.

- c. If the grievant is not represented by the Association, the Superintendent or their designee shall advise the representatives of the Association that an appeal has been made and the date and time of the conference.
 - d. The Superintendent shall make available the written appeal to the Association representative.
 - e. The Association representative shall, at the Association's request, be present at the conference to state the views of the Association.
 - f. The Superintendent shall notify, in writing, both the grievant and the Association of the grievance decision within ten (10) school days after the conference between the grievant and the Superintendent.
3. Level Three - If the grievant is not satisfied with the decision of the Superintendent or their designee, or if no written decision has been rendered within ten (10) school days immediately subsequent to said conference, the grievant and/or the Association may within ten (10) school days thereafter file a written appeal to the Committee.
- a. This written appeal shall set forth therein the details of the grievance, the applicable provisions of the Agreement, and the decision, if any, rendered under Level Two.
 - b. Within ten (10) school days immediately subsequent to the filing of this written appeal or at the next Committee meeting, but in no event later than fifteen (15) school days immediately subsequent to the submission of the written appeal, the Committee shall meet with the grievant and/or their Association Representative(s) in an effort to settle the grievance.
 - c. During July and August, the Committee shall meet in response to the written appeal within twenty (20) business days immediately subsequent to the submission of the written appeal.
 - d. Within ten (10) school days immediately subsequent to the conclusion of said meeting, the Committee shall advise the grievant and/or the Association, in writing, of its decision.
4. Level Four - If the Association is not satisfied with the disposition of the grievance at Level Three or if no written decision has been rendered within ten (10) school days immediately subsequent to said meeting with the Committee, the Association may within twenty (20) school days submit the grievance to arbitration, as hereafter

provided.

5. Arbitration

- a. Within ten (10) school days after receipt of the submission to arbitration, the Committee and the Association shall agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve or shall submit said grievance to an umpire previously selected by the parties.
- b. If the parties are unable to agree upon an arbitrator or to obtain a commitment within the specified period of time, the Committee and the Association shall:
 - 1) select an arbitrator based upon the principles found in Rule 12 of the Employment Arbitration Rules and Mediation Procedures established by the American Arbitration Association.
 - 2) shall determine by lot which of the parties shall strike the first name on the list received and the name remaining after each party has eliminated two (2) names shall be the arbitrator.
- c. The selected arbitrator shall confer with the representatives of the Committee and the Association and promptly hold hearings. Further, the arbitrator shall render their award and the reasons therefore, in writing, not later than thirty (30) days from the close of the hearings or, if oral hearings have been waived, then from the date the final statement and briefs are submitted to the arbitrator.
- d. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement, or which exceeds the submission of the grievance to the arbitrator. The decision of the arbitrator shall be final and binding on all the parties to the arbitration.
- e. The cost of the services of the arbitrator, including per diem expenses, if any, actual and necessary travel expenses, and subsistence expenses shall be borne equally by the Committee and the Association.

ARTICLE VI: WORK HOURS AND WORK YEAR

Section A. The workday for Members shall not exceed seven (7) hours.

Section B. The work year for Members (other than new personnel who may be required to attend an orientation session) shall begin no earlier than

September 1, and terminate no later than June 30, but shall in no event be longer than one hundred eighty-three (183) days, three (3) of which shall include:

1. One (1) day immediately prior to the opening of school, half of which shall be used by Members exclusively to prepare for the opening of the year;
2. Two (2) days during the school year for professional development or training as determined by the system and/or building administration.
 - . The last professional development day may, by mutual agreement between the individual Member and the building administrator, be designed and developed by the individual Member.
 - a. Such professional development days shall begin at 8:00 a.m., shall conclude on or before 3:00 p.m. and shall include a one-hour duty-free lunch period.
 - b. Members may access online professional development on these days.
2. A maximum of one hundred eighty (180) days during the school year shall be with students.
3. The Committee shall determine the exact closing date of the school year on or before May 15 of each school year.
4. The Wednesday before Thanksgiving shall be a half-day.

Section C. All Members shall have a duty-free lunch period of at least twenty-five (25) consecutive minutes.

Section D. Members shall have, in addition to their duty-free lunch periods, an average of sixty (60) minutes per day to work on reports, data analysis, and other related duties during which they shall not be assigned to any other duties.

Section D. Attendance at any meetings, workshops or courses that are conducted before or after the regular workday or work year shall be strictly voluntary with the exception of members' primary assigned schools' Open House and staff meetings at the discretion of the principal per Article XXIX Section C of this Contract. Lack of attendance shall not be used in the evaluation of the work performance of any Member.

ARTICLE VII: EMPLOYMENT

Section A. Applicable service rendered in the Weymouth School District (hereinafter the "District") prior to the effective date of this Agreement shall be credited to a Member for all contractual purposes

- Section B. The initial salaries of experienced Members new to the District shall be set by the Superintendent. The Superintendent shall evaluate experience outside the District in terms of type, length and quality of service, and its relationship to the position to be filled in the District.
- Section C. Additional credit not to exceed three (3) years of military service and not to exceed two (2) years of Action Service may be given upon initial employment in lieu of teaching experience.
- Section D. All Members shall have a duty-free lunch period of at least twenty-five (25) consecutive minutes.
- Section E. Upon returning to the District:
1. Members with previous bargaining unit experience in the District shall receive full credit on the salary schedule for all prior service in the District provided that they are appointed to fill a position substantially the same as that in which they served.
 2. Outside experience and additional credit for military service and Action Service shall also be evaluated as set forth in item VII.B above.
- Section F. The minimum qualifications for regularly appointed new Members shall be a Master's Degree and National Board Certification. All degrees must be from a college or university accredited by a regional or national accreditation association such as the New England Association of Schools and Colleges.
- Section G. Upon appointment to the District, a Member shall be given a formal letter of appointment.
- Section H. The Member shall not be hired or assigned either at the time of initial employment or at any subsequent time, to a course outside the scope of their professional qualifications and/or DESE regulations.
- Section I. Each Member shall be given a copy of their schedule (i.e. buildings, District wide) upon leaving school in June and shall be advised of any changes in their assignment before the opening of school.
1. No changes shall be made after the third week in August unless occasioned by unforeseen conditions not caused by the Committee.
 2. In the event an assignment is changed, the involved Member shall be provided the opportunity to discuss their changed assignment with the administrator involved.
- Section J. Civil Rights
1. The Committee and the Association agree that they shall not discriminate with regard to race, creed, color, religion, national

origin, gender, marital status, sexual orientation, age, disability or gender identity.

2. Members shall be entitled to full rights of citizenship, and no religious or political activities of any Member or lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such Member.

ARTICLE VIII: VACANCIES AND PROMOTIONS

Section A. Posting of Positions

1. Whenever any vacancy in an administrative or supervisory position occurs during the school year (September to June), it shall be adequately publicized by the Superintendent by means of a notice delivered to each school as far in advance as possible.
2. During the months of July and August, written notice of any vacancy shall be delivered to the Association.
3. In both situations, the qualifications for the position and its duties shall be set forth.
4. No vacancies shall be filled, except on a temporary basis, within thirty (30) days from the time that the notice is distributed to the school or notification is given to the Association.
5. All qualified Members shall be given opportunity to make application for such positions, and the Superintendent agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system, the quality of performance and other personal and professional factors relevant to the position.

Section B. Appointments

1. Appointments normally shall be made not later than sixty (60) days after the closing date for application.
2. Appointments shall be made without regard to race, creed, color, religion, national origin, gender, age, sexual orientation, marital status, disability, or gender identity.

Section C. Temporary Appointments

1. Any vacancy filled on a temporary basis shall be compensated at a per-diem rate of 1/184 of the differential paid for that position.
2. A letter of recognition for such temporary appointments shall be placed in the personnel file of such temporary appointees.

ARTICLE IX: DUES DEDUCTION

Section A. So long as agency fee remains unconstitutional, provisions below related to agency fee shall be null and void.

Section B. The Committee agrees to deduct from the salaries of its Members, dues for the Weymouth Educators' Association, the Norfolk County Teachers' Association, the Massachusetts Teachers' Association and the National Education Association and to transmit the monies promptly to the Association.

1. There shall be twenty-one (21) substantially equal payments commencing in September.
2. Thirty (30) days prior to the first deduction, the Association shall provide the Committee with a list of those Members who have voluntarily authorized the Committee to deduct dues for the organizations listed above.
3. Teacher authorization shall be in writing in the form set.

"DUES AUTHORIZATION CARD"

NAME _____

ADDRESS _____

I hereby request and authorize the Weymouth School Committee to deduct from my earnings and transmit to the Weymouth Educators' Association the dues of: the Weymouth Educators' Association, the Norfolk County Teachers' Association, the Massachusetts Teachers' Association, and the National Education Association, in the amount sufficient to provide for the regular payment of the membership dues as certified by such Association in twenty-one (21) equal payments prior to June 30. I understand that the Committee shall discontinue such deductions for any school year only if I notify the Committee in writing to do so not later than sixty (60) days prior to the commencement of the school year. I hereby waive all rights and claim for said monies so deducted and transmitted in accordance with this authorization, and relieve the School Committee and its officers from any liability therefore

DATE _____ MEMBER'S SIGNATURE _____

Section B. Membership Rates

1. Each of the Associations named in Section A shall notify and certify to the Committee in writing the current rate of its membership dues.
2. Any Association which shall change the rate of its membership dues shall give the Committee thirty (30) days' written notice prior to the effective date of such a change.

3. Dues deduction must be authorized by October 1.
4. Members authorizing deductions after September 1 shall begin payroll deductions on the second check of October.
5. The first three payments shall be made to the Association directly by the individual Member, and the remaining payments shall be deducted.

Section C. Agency Fee

1. Any Member who is not a member of the Association in good standing shall as a condition of continued employment pay as an agency fee to the Association an amount equal to membership dues payable to the Association, the Massachusetts Teachers' Association and the National Education Association; provided, however, that the Member may authorize payroll deduction for such agency fee in the same manner as provided in Section A of this Article.
2. Any Member hired subsequent to the execution of this Agreement who is not a member in good standing or who does not make application for membership in the Association within 30 days following commencement of employment, shall as a condition of continued employment pay said agency fee.
3. In the event that a Member shall not pay such a fee directly to the Association, or authorize payment through payroll deductions, as provided in Section A, the Committee shall immediately cause the termination of employment of such Member.
4. The parties expressly recognize that the failure of any Member to comply with the provisions of this Article is just and reasonable cause for discharge from employment.

ARTICLE X: FACILITIES

Section A. Each Member shall have access to the following:

1. Space shall be made available on an as-needed basis by building principals for confidential calls and consultations; a telephone shall be made available in these spaces.
2. Employer-issued laptop computer with Microsoft Excel (or comparable software).
3. Small lockable file cabinet or file box to protect student information in each building assigned to.
4. Relevant key fobs.

- Section B. The Committee agrees to provide all building committees appointed in the future with educational specifications recommending inclusion of the facilities set forth in (A) above.

ARTICLE XI: TEMPORARY LEAVES OF ABSENCE

- Section A. Members shall be entitled to the following temporary leaves of absence with pay each school year:

1. Bereavement Leave
 - a. Five days' leave shall be granted without loss of pay because of death in the immediate family.
 - b. Immediate family shall include mother, father, stepmother, stepfather, foster parent, brother, sister, stepbrother, stepsister, husband, wife, domestic partner, child, foster child, mother-in-law, father-in-law, or grandchildren.
 - c. One day's leave of absence shall be granted without loss of pay for the funeral of grandparents, sister-in-law, brother-in-law, own uncle, own aunt, daughter-in-law or son-in-law, niece or nephew.
 - d. Under this provision and Section A, Sub-section 1(a) above, under exceptional circumstances, a Member may submit a written request to the Superintendent or their designee for consideration of additional days.
2. Personal Business Leave
 - a. Two day's leave of absence shall be granted by the Principal without loss of pay upon certification of the Member requesting such leave that personal business, which cannot reasonably be conducted when school is not in session, necessitates absence.
 - b. This certificate shall be countersigned by the immediate supervisor and forwarded to the Superintendent's office.
 - c. Personal leave days shall be granted without any requirement on the part of the Member to give a reason for taking said day.
 - d. The Superintendent may grant additional days of personal leave upon specific request.
 - e. Members applying for such additional days must submit, in writing, the reason for the additional days.
3. Scheduling Leave
 - a. Requests should not be made for absences on days

preceding or following school vacations.

- b. All Members should be on duty on these days unless ill or absent because of a death in the family, or for personal business, the purpose for which has been stated to the Superintendent and which the Superintendent deems impossible to conduct at another time.
 - c. For the purposes of this Article, school vacations shall mean the Thanksgiving, Winter, February, and Spring school vacation periods.
- 4. The Superintendent may excuse Members upon request to attend school conferences and conventions and for visiting days without a deduction in pay.
- 5. Leaves taken pursuant to this Article shall be in addition to any sick leave to which said Member is entitled.
- 6. Any Member who goes on required short-term military leave shall be paid the difference between their military pay and their regular pay.
- 7. Judicial Leave
 - a. A Member who is required by subpoena or other formal notification to attend a state or federal agency or court hearing arising from job related matters shall be released for the day without loss of pay or benefits.
 - b. A Member who is required to attend a criminal court hearing involving criminal charges against the Member arising from job-related matters shall be released for the day with pay at the discretion of the Superintendent. However, in the event the Member is fully exonerated of the charges against them (that is, found not guilty, a court dismisses the charges, the district attorney's office files nolle pro sequi, or no criminal complaint is issued) they shall be made whole for the day.
- 8. Association Leave
 - a. A pool of three (3) days shall be provided on September 1 each year to the Association for the purpose of member engagement in Association events, professional meetings, union advocacy, and Association business. Unused days shall expire on August 31 each year.
 - b. No more than one (1) day shall be used from the pool on a given day except for MTA Annual Meeting of Delegates.

- c. No individual Association member, other than Association officers shall use more than three (3) days from the pool during a given school year.
 - d. Written notice for use of Association leave shall be made to the Superintendent or designee through the President of the Association twenty-four (24) hours in advance of the anticipated absence.
- 9. Members shall be permitted to be absent from their assignments, with pay, for the purpose of observing a religious holy day which occurs while school is in session. Members shall notify their building principal in writing seventy-two (72) hours in advance of the religious holy day.
- 10. Members who are called to jury duty for state or federal courts shall be compensated pursuant to the applicable state or federal law.

Section B. Excused absences other than those listed in Section A above must be authorized in advance by the Superintendent.

ARTICLE XII: EXTENDED LEAVES OF ABSENCE

The provisions of this Article are applicable to Members with Status only, excepting Section D.

Section A. Association Elected Office Leave

- 1. The Committee agrees that one (1) Member designated by the Association shall, upon request, be granted a leave of absence for no less than one (1) year and no more than two (2) years without pay or with pay reimbursed for the purpose of serving in an Association's national or state elective constitutional office.
- 2. Upon return from such leave, a Member shall be considered as if they were actually employed by the Committee during the leave and shall be placed on the Salary Schedule at the level they would have achieved if they had not been absent.

Section B. Exchange System Leave

- 1. A leave of absence, without pay, of up to two (2) years shall be granted up to three (3) Members per school for the purpose of serving as a Member in an exchange system approved by the Superintendent, and provided further said Member is a full-time participant in either of the afore-described programs.
- 2. Upon return from such leave, a Member shall be considered as if they were actively employed by the Committee during the leave and shall be placed on the Salary Schedule at the level they would

have achieved if they had not been absent on said leave.

3. Leaves taken pursuant to this section shall commence only at the commencement of a school year; and a Member returning to the school system shall return only at the commencement of the school year. The Superintendent may waive these restrictions aforementioned. It is agreed that if a Member who takes a leave of absence pursuant to this section does not return at the end of two years, said Member shall be presumed to have resigned from the District.

Section C. Military Leave

1. Military leave shall be granted to any Member who is inducted or enlists to satisfy induction requirements in any branch of the armed forces of the United States.
2. Upon return from such leave, a Member shall be placed on the Salary Schedule at the level which they would have achieved had they remained actively employed in the system during the period of their absence up to a maximum of three (3) years.

Section D. Parental Leave

1. Subsequent to the third month following the initial date of entry into employment, a BCBA who so requests it shall be granted leave without pay for reasons of childrearing.
2. Said leave shall not exceed eight (8) weeks.
3. Said request must be made two weeks in advance of the commencement of the leave and must include notice of intent to return.
4. Said Member shall be entitled to the provisions of Article XIII of this Agreement for any period of physical disability due to the pregnancy and/or birth upon written certification of said physical disability by the Member's attending physician.
5. Said Member shall, as soon as practical, submit a medical certificate from the attending physician which shall include:
 - a. The last date on which the Member shall be physically able to perform the normal duties of the position.
 - b. The anticipated delivery date.
6. Members shall be entitled to leaves without pay or increment for a cumulative period not exceeding three hundred and sixty-eight (368) work days for reasons of childrearing.
 - a. Notice of intent to return from said leave must be given by

April 1 of the year in which the Member intends to return and said return shall be at the beginning of the school year.

- b. In determining the placement on the salary schedule of a Member who returns from a child rearing leave, credit for a full year of teaching shall be given for the school year during which the leave began if the Member taught at least ninety- three (93) school days during said school year.
 - c. A Member who has not taught at least this number of school days shall remain on the step on the Salary Schedule held prior to the commencement of the leave.
 - d. The Member shall be restored as soon as practicable to the position held when the leave began or to a substantially equivalent position.
7. Members shall be entitled to reopen bargaining on the topic of paid parental leave if any other WEA Bargaining Unit reaches agreement with the school committee to provide such leave.

Section E. Medical Leave

- 1. A leave of absence without pay or increment of up to one (1) year shall be granted for the purpose of caring for a sick member of the Member's immediate family, where such Member 's personal attendance is required.
- 2. Additional leave may be granted at the discretion of the Committee. (Immediate family for the purpose of this Section shall mean mother, father, foster parent, stepmother, stepfather, brother, sister, stepsister, stepbrother, husband, wife, child, or foster child).
- 3. After five (5) years continuous employment in the District, a Member may be granted a leave of absence without pay or increment for up to one (1) year for personal health reasons. Requests for such leave shall be supported by appropriate medical evidence.
- 4. Any Member whose personal illness extends beyond the period covered by sick leave may be granted a leave of absence without pay or increment for such time as is necessary for complete recovery from such illness. Requests for such leave shall be supported by appropriate medical evidence.
- 5. Family Medical Leave Act of 1993 (FMLA)
 - a. It is the policy of the Town of Weymouth to grant up to 12

weeks of family and medical leave during any 12-month period to eligible Members in accordance with the Family and Medical Leave Act of 1993 (FMLA).

- b. The leave may be paid, unpaid or a combination of paid/unpaid leave as authorized by the District and in conformance with this collective bargaining agreement.
- c. In the event that a Member is granted the use of paid sick leave by the District, upon exhausting all sick leave, the Member may seek similar authorization to use paid personal days.
- d. Upon exhausting personal days, any remaining days taken as FMLA shall be unpaid.
- e. Use of accrued sick time, personal time, or both, during FMLA leave shall run concurrently with FMLA.
- f. The FMLA process can be initiated by either the Member or the employer.
- g. When the employer determines that a Member may qualify for FMLA leave, the employer shall provide written notice to the Member of their rights and responsibilities under FMLA.
- h. Further information may be requested by the WPS Human Resources Department.

Section F. Public Office Leave

The Committee shall grant a leave of absence without pay or increment to any Member to serve in an elected public office for no more than six (6) years.

Section G: General Leave Provisions

- 1. All benefits to which a Member was entitled at the time their leave of absence commenced shall be restored to them upon their return, in accordance with relevant state and federal law and employer policies, and shall be assigned to the same position which they held at the time said leave commenced, or, if not, to a substantially equivalent position, if available.
- 2. All requests for extensions or renewals of leaves shall be applied for before April 1 of each school year, in writing and if granted, such extension or renewal shall be in writing.
- 3. Other leaves of absence without pay may be granted by the Committee.

4. In the event of a leave taken pursuant to this Article being granted to a Member during the course of a school year said Member shall be granted and take the leave for the remaining portion of the school year and shall not return, at least until the commencement of the next school year unless said requirement is specifically waived by the Superintendent.
5. A leave of absence without pay or increment of one (1) school year shall be granted to any member for the purpose of exploring a career change. Application for such leave must be submitted on or before April 15 of the school year immediately preceding the September 1 effective date of such leave.
6. The parties shall reopen bargaining on the topic of paid parental leave if any other WEA Bargaining Unit reaches an agreement with the Committee to provide such leave.

ARTICLE XIII: SICK LEAVE

Section A: Sick Leave Accumulation

1. All full-time Members shall receive sick leave with full pay up to fifteen (15) working days in each school year while they are serving as a full-time Member of the District.
2. Days shall be credited on the first full Unit C workday of each school year.
3. Any Member shall accumulate full paid sick leave from year to year, up to a maximum of one hundred and eighty-four (184) days.
4. Each Member shall:
 - a. Maintain any accumulated sick leave days from prior years of service inside the District.
 - b. Be granted fifteen (15) sick leave days on September 1 of each year.
5. Members shall be notified of the extent of their accumulated sick leave no later than November 1 of the current school year.

Section B: Use of Sick Leave

1. A Member may utilize sick leave for absences due to their own personal illness, injury or disability.
2. A Member may utilize up to fifteen (15) days of accrued sick leave per work year less their annual one (1) day donation to the Sick Leave Bank for absences due to an immediate family members' illness (See Article XII, Section E, Subsection 2 of this

agreement for definition of "immediate family member").

3. Members shall participate in the Unit A Sick Leave Bank as outlined in Article XIV below.
4. In no case may the Sick Leave Bank be utilized for the care of immediate family members.
5. Extensions beyond stated sick leave for family illnesses may be allowed in exceptional circumstances at the discretion of the Superintendent or their designee. Whether such extensions are paid or unpaid shall be at the discretion of the Superintendent.

Section C. Medical Affirmation

A Member using sick leave for themselves or an immediate family member must submit a written statement from a medical doctor, physician's assistant, nurse practitioner, or licensed mental health professional affirming that personal ill health makes absence necessary when such absence extends beyond three (3) consecutive school days and every ten (10) consecutive school days thereafter.

Section D. Non-Birth Parent

1. A non-birth parent shall be entitled to up to five (5) days leave within sixty (60) days following the birth or adoption of a child.
2. The leave may be paid and deducted from accumulated sick leave but may not be paid from the sick leave bank.
3. These five (5) sick days shall be over and above any family sick days as defined in Article XV, Section 2. Non-birth parents may also take as many as eight (8) weeks of unpaid parental leave under the terms and conditions of the Massachusetts Parental Leave Act.

Section E: Workplace Injury

The Committee shall grant sick leave to any Member who is absent because of a personal injury arising out of and during the course of their employment in accordance with Article XIII of this Agreement with no reduction in pay except those required by law.

Section F: Sick Leave Buy Back

Upon death while actively employed by the District or upon resignation for the purpose of retirement within 12 months from the District a member is entitled to thirty dollars (\$30) per accumulated sick day up to a maximum of \$4,000.

ARTICLE XIV: SICK LEAVE BANK

Section A: Purpose: The purpose of the Sick Leave Bank is to enable all members of this bargaining unit who voluntarily participate in accordance with the provisions herein and whose accumulated sick leave is exhausted due to prolonged illness, to access additional sick leave.

1. The Sick Leave Bank is designed for use for prolonged illness.
2. All Members shall be members of the Unit A Sick Leave Bank, whose terms and conditions are described in Subsections B through D below.

Section B: General Provisions:

1. The Sick Leave Bank shall be used only when the Member is prevented from working because of personal illness, injury or disability and when this illness, injury or disability is of a prolonged nature; that is more than ten (10) consecutive working days.
2. In order to be eligible for leave from the Sick Leave Bank, a Member must have been a member of the Sick Leave Bank during the school year preceding the year in which a request for leave from the Bank is made.
3. No eligible Member shall be entitled to receive more than one hundred and eighty-four (184) sick days per prolonged illness from the Sick Leave Bank.
4. The granting of days from the Sick Leave Bank shall be in increments of twenty (20) workdays. A certificate from a medical doctor, physician's assistant, nurse practitioner, or licensed mental health professional shall be required for each request for Sick Leave from the bank.
5. Leave Bank days under the Sick Leave Bank and any reapplication or extension of benefits from the Sick Leave Bank shall require a new and updated medical certification from a medical doctor, physician's assistant, nurse practitioner, or licensed mental health professional.
6. The Sick Leave Bank shall cover prolonged illness, but only after the applicant's accumulated sick leave days are exhausted.

Section C: Membership

1. Membership in the Sick Leave Bank shall be automatic at the beginning of the school year.
2. Any new member hired after ratification must contribute one (1)

day to join the Sick Leave Bank; each member shall contribute (1) day each year thereafter to maintain membership.

3. In order to ensure that the Sick Leave Bank is never depleted, if the number of days available in the Sick Leave Bank falls below three hundred (300) days, an additional day shall be deducted from all Sick Leave Bank members.
 - a. Should a member of the Sick Leave Bank be unable to contribute a sick leave day under this provision, they shall make up the contribution in the subsequent school year should they wish to remain a member.
 - b. Should the number of days available in the Sick Leave Bank fall below three hundred (300) days, members of the Sick Leave Bank shall be able to donate one (1) sick day to the Sick Leave Bank on a voluntary basis.
 - c. Should a member of the Sick Leave Bank retire when the number of days available in the Sick Leave Bank is below three hundred (300) days, they shall be able to donate unused sick days to the Sick Leave Bank.
4. All days held in the Sick Leave Bank shall be carried over from one year to the next.
5. If a member of the Sick Leave Bank declines to contribute a day, when so requested, that person shall no longer be a member of the Sick Leave Bank.
6. Any balance of days not used by a recipient of the Sick Leave Bank, shall be returned to the Sick Leave Bank.
7. Sick Leave Bank days are to be used for personal illness and injury and not for the care of a sick or injured family member.

Section D. Administration

1. The Sick Leave Bank shall be administered by a committee of four: two (2) members appointed by the Association and two (2) members appointed by the Superintendent of Schools.
2. All requests for use of the Sick Leave Bank days shall be directed to this committee that is to be named the Sick Leave Bank Committee.
3. In the event of a tie vote, the tie shall be broken by an individual mutually agreed upon by the parties.
4. The provisions of the Sick Leave Bank are not subject to the grievance or arbitration procedures, nor shall the final decision of the Sick Leave Bank Committee be subject to the grievance or

arbitration procedure.

5. Only those Members who voluntarily join the Sick Leave Bank and contribute to the Sick Leave Bank shall be eligible for its benefits.

Section E. Incentive

If a Member has no sick absences in a given school year, the Member shall receive a payment of \$250 in a lump sum payable on or before the first pay period in December of the following school year.

ARTICLE XV: SABBATICAL

Section A: Duration and Purpose

Upon recommendation of the Superintendent of Schools and with the endorsement of both the building principal and of the applicant and the TEPS Committee, one-year sabbatical leaves of absence shall be granted for study or travel to Members covered by this Agreement by the Committee subject to the following conditions:

Section B: Conditions

1. The number of leaves in any one year shall exceed no more than one (1) of the Members covered by this agreement.
2. Such leaves must be filed in writing on or before April 1 if they are to become effective in September of that year.
3. Action by the Committee shall be taken on such leaves by April 15 in the calendar year in which they are to become effective.
4. Such leaves shall be granted only to Members who have served in the District for six (6) years or longer. A second or third such leave shall not be authorized unless and until one shall have re-established eligibility by serving another period of six (6) years.
5. Members on sabbatical leave shall receive half pay.
6. A Member on sabbatical leave shall return to regular service in the District at the expiration of the leave for a period equal to twice the length of the leave.
7. A Member's Status and regular salary increments shall not be impaired by a sabbatical leave.

ARTICLE XVI: PROBATION AND BCBA STATUS

Section A. All Members are subject to a probationary period not to exceed ninety (90) days.

Section B. Following this 90-day period, no Member shall be dismissed during the

work year without notification from the Superintendent, and an opportunity to meet to review this decision.

Section C. Status

1. Following three (3) consecutive years of service with the District, Members shall attain Status.
2. Those with Status shall have an expectation of employment in subsequent school years unless dismissed for just cause or subject to a reduction in force.

ARTICLE XVII: TERMINATION OF EMPLOYMENT

Section A. When the Superintendent determines there is just cause for termination of a Member, the Superintendent shall provide the Member a notice of termination and shall include reason for termination and copies of any documentation that the employer is relying on.

Section B. Terminated Members shall have the right to collect their personal belongings.

Section C. Terminated Members shall have the right to place a letter of response to their termination in their district employment file.

Section D. Terminated Members shall have the right to a full copy of their district employment file.

Section E. Compensation of Terminated Members

1. Terminated Members shall, at a minimum, be paid for a full day of work on their last day of employment in the district.
2. Upon termination, Members shall be paid all compensation owed to them on the day of their termination.
3. The acceptance of final compensation shall not in any way establish an implied agreement with the Member's termination.

ARTICLE XVIII: RBT SUPERVISION

Section A. Supervision Guarantee

Members shall be required to provide supervision for Unit D members who are RBT Certified or seeking RBT certification in the District in accordance with the Registered Behavior Technician Handbook, including the identified amount of supervision. In addition to providing supervision to an ABA with RBT Certification, Members shall provide supervision to ABA Unit D members assigned to the ABA position in the District if they initiate the process to become RBT Certified. Supervision to Unit D RBT member shall align with the supervision requirements outlined in the Registered Behavior Technician Handbook

Section B. Nature of RBT Supervision Hours

1. The BCBA and the assigned RBT shall be mutually responsible for meeting all necessary requirements for maintenance and renewal before the RBT's certification renewal date.
2. All members providing RBT supervision shall adhere to the BACB Supervision Guidelines.

Section C. The purpose of RBT supervision by a Unit C Member shall be to support the Unit D Member in meeting the annual RBT certificate maintenance requirements.

Section D. Assignment of Members for RBT Supervision

1. The District shall work with Members to determine the best fit for RBT Supervision based on the following criteria:
 - a. Worksite
 - b. Opportunities for supervision
 - c. Rapport between the RBT Supervisor and the RBT
 - d. Workload of the Member
2. No single Member shall supervise more than eight (8) ESPs concurrently unless an exception to this provision has been mutually agreed upon in writing by the Administration and the Member on a case-by-case basis.
3. No Unit C Member shall be a Primary Evaluator for any Unit D Member.

Section E. Members who provide supervision shall be paid a \$300 stipend per Unit D Member receiving RBT supervision.

Section F. This article and the conditions for the stipend allowance in Section B above shall be referenced in Appendix A.IIc.

Section G. This article does not negate any obligations for consultation and supervision of programming by a BCBA in accordance with a student's IEP.

ARTICLE XIX: EVALUATION

Section A. Observation

1. All monitoring or observation of the work performance of a Member shall be conducted openly and with the full knowledge of the Member.
2. The use of the public address system or any other audio system shall be strictly prohibited as an evaluation observation device.

3. Observations shall only be conducted in person unless the Member and their evaluator mutually agree to other conditions.

Section B. Conditions of Evaluation

1. Member evaluations shall be completed in the district-determined evaluation system.
2. The formative evaluation shall be reviewed collaboratively, providing the opportunity for discussion and learning for the Member.
3. Members shall provide redacted evidence of work product or performance (i.e. evidence of support to those who implement behavior plans) which must be considered in the summative evaluation.
4. Members shall provide information on student learning, growth, and achievement.
5. The summative evaluation rating must be based on evidence from multiple categories of evidence. Individual student lack of progress shall not be the sole basis for a summative evaluation rating.

Section C. Notice and Right of Response

1. Members shall be provided with their formative and summative evaluations.
2. Members shall have the right to attach a letter of response to any evaluation.
3. Members shall have the right to discuss their evaluation reports with their supervisor(s).

Section D. Timeframes

1. For Members in their first three (3) years of employment with the District, a formative evaluation shall be issued no later than January 15, and a summative evaluation shall be issued no later than June 1.
2. For Members with Status, the evaluation cycle shall last two (2) years. A formative evaluation shall be issued no later than June 1 of the first year of the two-year plan. A summative evaluation shall be issued no later than June 1 of the second year of the two-year plan.

Section E. Evaluators

1. The designated primary evaluators shall be an Administrator from the District Student Services

Department and the designated secondary evaluators shall be Administrators.

2. By October 15 of each school year, the Member shall be told who the evaluator shall be.
3. If it is necessary to change the evaluator during the course of the school year, the Member shall be promptly notified of said change.
4. The evaluator and the Member may request a meeting with their evaluator no later than December 15 to discuss the evaluation process, unique working conditions, and goals.

Section F. Joint Labor Management Committee (JLMC)

1. A Joint Labor Management Committee shall meet regularly starting in 2024 to:
 - a. establish an evaluation process and related tools.
 - b. clarify who shall be the primary and secondary evaluators.
2. This new evaluation process shall be subject to ratification by the constituents of both parties before implementation.
3. The ratified evaluation process shall be signed as a Memorandum of Agreement and attached to this Agreement.

ARTICLE XX: PERSONNEL FILE

Section A. All personnel files shall have an inventory sheet as their first page. Said inventory sheet shall list any and all material contained in the file and shall list material as it is added.

1. All material added to the file subsequent to the establishment of the inventory system shall be date and time stamped.
2. The establishment of this inventory system shall be subject to funding by the Association. Thereafter, expenses for maintaining such inventory sheets shall be borne by the Committee.

Section B. Upon written request given twenty-four (24) hours in advance, the Superintendent shall make available the personnel file of a Member to said Member and they shall be permitted to make copies of said personnel file. A Member shall be entitled to have an appropriate representative of the Association accompany them during such interview.

Section C. No material derogatory to a Member 's conduct, service, character or personality shall be placed in their personnel file unless the Member has had an opportunity to review such material.

1. The Member shall acknowledge that they had the opportunity to

review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof.

2. The Member shall also have the right to submit a written answer to such material and their answer shall be reviewed by the Superintendent and attached to the file copy.

Section D. Any complaints regarding a Member which form the basis for an adverse entry in the personnel file made to any member of the administration by any parent, student or other person shall be promptly called to the attention of the Member.

1. If determined to be meritorious by the Superintendent, documentation of the complaint shall be placed in the Member's personnel file.
2. The Member shall be allowed to place a statement which shall be attached to the complaint in their file and/or retains the right to challenge such judgment.
3. In the event that the Superintendent is unable to determine that the complaint is meritorious, the complaint shall be placed, with the Member's statement if they so choose, in a special file and may be accessed only if a similar complaint is made against the Member during the next three (3) years.
4. If no similar complaint is made, at the end of said three (3) year period, any and all copies of any and all documents related to the matter in the special file shall be destroyed.

ARTICLE XXI: JUST CAUSE

Section A. No Member shall be disciplined, reprimanded, reduced in compensation, suspended, terminated, or deprived of any rights or benefits provided for in this Agreement without just cause.

Section B. It is agreed, however, that in matters involving the decision of the Superintendent not to re-employ a Member who has not obtained Status in the District, such decision shall not be replaced by that of an arbitrator acting under the procedures cited in Article V of this Agreement.

ARTICLE XXII: REDUCTION IN FORCE

Section A: If there is to be a reduction in the number of BCBAs in Weymouth Public Schools, the following procedure shall be implemented:

1. Definitions:
 - a. Seniority: Member's length of consecutive service

in years, months and days in the bargaining unit.

- 1) Part-time Members shall have their seniority pro-rated.
 - 2) Leaves of absence shall not be considered as breaks in said consecutive service, except that only paid leaves of absence shall be counted as years, months, and days for the purposes of this definition.
 - 3) Where the total number of years, months, and days are equal, seniority shall be determined by lot.
- b. Length of Service: A Member's length of service shall be calculated starting from the date of the said Member's execution of their initial contract or employment with the District.
- c. Layoff: An unpaid leave of absence for a period of thirty-six (36) months commencing from and pursuant to a Reduction in Force.
- d. Recall: The right to return to service during the thirty-six (36)-month layoff period.
- e. Notice: Written notification to the Association and the affected Members prior to May 30 of the school year next preceding the effective date of the Reduction in Force.
- f. Seniority List: A list specifying the order of seniority of each Member.
- 1) The Seniority List shall include the areas in which a Member is qualified.
 - 2) Said list shall be prepared by the Committee and the Association by November 1 of each school year.
 - 3) Placement on the Seniority List for the areas in which a Member becomes qualified subsequent to the effective date of the initial list shall be as of the date of filing of evidence of said qualifications with the Committee.
 - 4) The Association shall promulgate the Seniority List to each Member within thirty (30) calendar days after receipt of said list from the Committee.

Section B. Provisions for Reduction in Force

1. When a Reduction in Force is to take place, the Committee shall give written notice to the Association and the affected Members prior to May 30 of the school year next preceding the effective date of the Reduction in Force.
2. The Seniority List shall include the areas in which a Member is qualified; and said list shall be prepared by the Committee and the Association by November 1 of each school year.
 - a. Placement on the Seniority List for the areas in which a Member becomes qualified subsequent to the effective date of the initial list shall be as of the date of
 - b. filing of evidence of said qualifications with the Committee.
 - c. The Association shall promulgate the Seniority List to each Member within thirty (30) calendar days after receipt of said list from the Committee.
3. Members serving at the discretion of the Committee under the provisions of M.G.L. c.71, s.41 who re-enter the bargaining unit described in Article I, shall be placed on the Seniority List in accordance with their previous service within that unit.
4. Any Member who wishes to challenge their position on the Seniority List shall submit the challenge in writing setting forth the basis of their challenge to the President of the Association no later than January 1.
 - a. Thereafter, any challenges remaining unresolved shall be forwarded to the Committee on or before January 15.
 - b. Notwithstanding the provisions of Article V of this Agreement, a tripartite Panel, consisting of a person appointed by the Association, a person appointed by the Committee and a third person chosen by the appointed persons, shall meet to decide the validity of the unresolved challenges.
 - 1) This Panel shall render its decision prior to February 1.
 - 2) A Member who has filed timely in accordance with the provision of this Article, a challenge to the Seniority List which remains unresolved, shall be advised of the date, time and place of the meeting of the said Panel.
 - 3) The Member shall have the opportunity to clarify

their challenge before the Panel; provided, however, they shall have submitted a request for said opportunity in writing to the President of the Association prior to the meeting of the Panel.

- 4) The decision of a majority of the Panel shall be final and binding on the Member, the Association, and the Committee.
- 5) The cost, if any, of the services of the neutral member of the Panel shall be borne equally by the Committee and the Association.
- 6) The list as finally determined by the Panel shall be the Seniority List for the purposes of this Article.
- 7) In the event there are no unresolved challenges as of the January 1 list, then the promulgated list shall be the final list.

Section C. Layoff Order

After the Committee has determined the number of Members covered by this Agreement to be placed on layoff, then it shall layoff Members on the basis of inverse seniority.

Section D: Recall

1. When a Member has been placed on layoff in accordance with the provisions of this Article, said Member shall be placed on a recall list for a period of 36 calendar months from the effective date of the layoff.
2. If not recalled during said period, the Member shall be terminated.
3. During said layoff period, the Member shall be considered to be on leave of absence without pay or increment.
4. The Member shall be entitled to membership in any group health or life insurance coverage in existence at the time of the effective date of their layoff, provided, however, that the Member pays the entire cost of said insurance in quarterly payments in advance of the premium due, and there shall be no contribution by the Committee for such Member's insurance.
5. The Member during the period of recall shall inform the Superintendent of their current mailing address and any other circumstances which could affect their recall status.
6. In the event that the Committee determines to re-establish the eliminated positions, the Members who have been placed on

layoff status who are qualified for the available position and who are on recall status shall be notified by certified mail that such a position is available.

- a. The Members so notified shall within 10 calendar days from the date of the receipt of the notice respond in writing by certified mail of their intention to return or not return to the school system.
 - b. Upon expiration of said 10 days, if the Superintendent has not been notified by said Member, or if the Member has given notice of their intention not to return, then, in such event, said Member shall terminate the leave of absence and the Member shall be considered to have resigned from the school system.
7. The reference to the "eliminated positions" above includes positions which become open as a result of resignation, retirement, termination or leave granted for the school year, which the Committee intends to fill.
 - a. If prior to October 1, "an eliminated position" as in the paragraph above occurs, then such position shall be filled in accordance with Section D.6.
 - b. The Superintendent shall assign the most senior qualified Member among those notified above in Paragraph (e) to the available position, provided said Member has complied with the provisions of said section.
8. Those Members who have complied with Paragraph D.5 of this Article, and who have not been assigned in accordance with Paragraph D.6 of this Article shall continue in recall status.
9. In the event of a layoff pursuant to this Article, no duties performed by members of the bargaining unit may be performed by persons not in the bargaining unit except to the degree consistent with the practices in effect on the effective date of this Agreement.

ARTICLE XXIII: HEALTH, SAFETY & WELL-BEING

The School Committee and the Association are committed to maintaining a safe and healthy workplace.

Section A Members who identify concerns related to workplace health and safety should bring them to the attention of the building Principal.

Section B The Committee, with the assistance of the Association, shall continue to maintain a Health and Safety Committee composed equally of

administrators designated by the Superintendent and Members designated by the Association President.

This Health and Safety Committee shall also discuss matters pertaining to Unit A and Unit D. This body shall issue reports and make appropriate recommendations annually to both parties.

Section C The children of Members shall be given priority (after student parents) in the process of selecting participants in the District Child Care Center.

ARTICLE XXIV: COMPENSATION

Section A. The Basic Salary Schedules for Members covered by this Agreement are attached hereto as Appendix A.

Section B. Salary payments shall be made throughout the school year in twenty-one (21) substantially equal payments or, if a Member so elects, in 26 substantially equal payments over the entire contract year.

1. In the event a Member elects the 26-payment plan, such an election shall be made in writing to the Superintendent on or before May 1 for the subsequent school year.
2. Additionally, a Member electing the 26-payment plan has the option of receiving their summer pay in one lump sum providing (s)he notifies the Superintendent in writing on or before May 1 of each school year. The payment shall be made with the first paycheck following the end of the school year.

Section C. Longevity

1. Members shall receive compensation in addition to that specified in Appendix A.I for their service in the District in accordance with the following provisions:
2. Said compensation shall be made in a lump-sum payment as a separate check. Longevity shall be paid no later than September 30th in the year the Member qualifies (i.e. 16th, 21st, 26th year) for any given longevity tier.

	FY 2023-24	FY 2024-25	FY 2025-26
After 15 Years	\$1,530.29	\$1,576.20	\$1,615.61
After 20 Years	\$2,404.75	\$2,476.90	\$2,538.82
After 25 Years	\$3,880.40	\$3,996.82	\$4,096.74

Section D. Cafeteria Plan

Members shall be provided the pre-tax aspects of the so-called "Cafeteria Plan" for the Member's contributions to the medical insurance plans.

Section E. Banking

1. Direct Deposit: Members shall be required to utilize direct deposit of their paychecks into the banking institution of their choice.
2. The Committee agrees that Members may divide their automatic deposit over multiple banking accounts, not to exceed three (3) banking accounts at any given time.

Section F. Lane Movement

1. Courses for movement horizontally on the Salary Schedule (M to M+15, M+15 to M+30, M+30 to M+45, M+45 to M+60, and M+60 to M+75/PHD) must be graduate level courses from accredited colleges or universities.
2. It is understood that any and all credits earned prior to September 1, 2003, shall continue to be valid for horizontal movement subsequent to this date, provided these credits met the approval standards of the TEPS Committee at the time they were earned.

Section G. Mileage

Personnel required to use private vehicles in the performance of their duties shall be reimbursed at the IRS reimbursement rate posted on the day of travel.

Section H. Extended School Year

Members who have applied and been selected to work during the Extended School Year in the summer months shall be compensated at the hourly rate of \$50.00 for Special Education Extended School Year work hours.

ARTICLE XXV: ANNUITY PLAN

Teachers shall be eligible to participate in a "tax sheltered " Annuity Plan established pursuant to United States Public Law No. 87-370. Annuity deductions shall be made on a semi-monthly basis.

ARTICLE XXVI: TRANSFER POLICY

Section A: All members of the bargaining unit are eligible for transfer to any vacant position for which they are certified. All requests for transfer should be in writing and submitted to the Superintendent prior to April 15.

Section B: When a reduction in the number of Members in a school or department is necessary, volunteers shall be transferred first. When involuntary

transfers are necessary because of a reduction in the number of Members required, a Member's area of competence, major and/or minor fields of study, quality of performance, and length of service in the District shall be considered. Any Member being transferred involuntarily shall be notified of the reasons for the transfer prior to August 15.

ARTICLE XXVII: CASELOADS

- Section A. Caseloads shall be determined by the Executive Director of Student Services in group consultation with Members and shall take into account:
1. The interests of the students in accordance with providing access to a free and appropriate public education
 2. The amount of IEP service time required to be implemented by a BCBA
 3. Complexity of Cases
 4. Affiliation to District programs
 5. Number of buildings for consultation
 6. Supervision of RBTs
 7. Historical data of the number of FBA/BA's as defined by the average annual amount of FBA/BA's conducted per school building over the preceding 3 years.
- Section B. For the duration of this agreement, a JLMC shall be formed to review and discuss caseloads, creating criteria for ABA services, and best practices for supervision and caseload management. The parties agree to meet regularly (at least every other month for the first twelve (12) months), with the first meeting of the JLMC occurring within two (2) months of ratification.
- Section C. Taking into account the criteria listed in Section A of this article, Members shall have an average of thirty (30) students in their caseload at the start of the school year. The average shall be computed by removing the lowest caseload from the calculation and the average shall not include Home Services under Article XXVIII.
- Section D. After September 1st, caseloads shall be subject to change based on student need and District enrollment.
- Section E. Functional Behavior Assessment/Behavior Assessment: On an as-needed basis, the Member shall work collaboratively with other Members to share the responsibility of assessments.

ARTICLE XXVIII: HOME SERVICES

- Section A. The District shall guarantee that Members have the name and contact information for the Administrator on duty after hours whom they shall contact if and when the need arises. Members assigned to provide home services shall provide a schedule of visits to Administration.
- Section B. Home services and home assessments are a requirement of the role of the District BCBAs. Each year, up to two Members shall be assigned home services as part of their caseload. These Members shall be compensated with a stipend of \$5,000 each for providing home-based services to all eligible Weymouth students in grades Pre-K-Post Grad. The administration shall seek volunteers prior to assigning members with this task.
- Section C. Any Member who is required to perform a home-based Functional Behavior Assessment (“FBA”) shall receive compensation in the amount of \$50.00 per hour for the time spent in-home portion of the evaluation.
1. A Member who is required to perform a home-based FBA shall communicate with their Administrator prior to the home visit to discuss any safety concerns.
 2. The Member and the Administrator shall determine whether there is a need for a second Member to assist in the home visit.
 3. If it is determined that a second Member is needed, both Members shall be eligible for compensation in the amount of \$50.00 per hour for the in-home portion of the evaluation.

ARTICLE XXIX: DUTIES

- Section A. Based on FBA and student need, Members may need to observe or service students during student lunch, recess periods, or during transitions to transportation, therefore, Members shall not be assigned any other duties.
- Section B. Members shall not be required to attend Parent-Teacher Conferences, unless requested by a Parent/Guardian. If such a conference is requested, and a Member is unable to meet during Parent-Teacher Conferences, the Member shall arrange a mutually agreeable time to conference with the Parent-Guardian.
- Section C. Members’ attendance at faculty and staff meetings shall be at the discretion of the building principal. A member who is assigned to more than one building shall not be required to attend more than one faculty and staff meeting in a month.

ARTICLE XXX: REIMBURSEMENT FOR COURSES

Section A. The Committee agrees to reimburse Members for the costs of all courses required by the Committee.

1. An ad hoc Tuition Reimbursement Fund (TRF) Committee shall be established consisting of two (2) members selected by the Association and two (2) members selected by the Superintendent. The TRF Committee shall develop and promulgate the procedure and application for accessing the TRF.
2. In an effort to encourage and support the professional development of the educators of the District, the Committee agrees to reimburse Members for the costs associated with taking courses at accredited colleges or universities. The Committee shall establish a Tuition Reimbursement Fund (TRF) which shall be subject to the following:
3. Members are eligible for reimbursement to a maximum of the costs associated with taking a three (3) credit hour graduate level course at Bridgewater State College. The rate of reimbursement in each contract year shall be the rate effective on September 1st of said contract year.

Section B. Budget

1. Each fiscal year, there shall be eighty thousand dollars (\$80,000) for the summer semester, sixty thousand dollars (\$60,000) available for the fall semester and sixty thousand dollars (\$60,000) for the spring semester for an annual budget of two hundred thousand dollars (\$200,000).
2. This fund shall cover Members covered by this agreement and Unit A.
3. Any monies not used in the summer semester shall be rolled over to the fall semester and from the fall to the spring semester.
4. Any monies not used in the spring semester shall be used to reimburse members, if any, who applied for reimbursement earlier in the year and were denied for lack of funds.

Section C: Process

1. Reimbursement shall be provided upon successful completion of the course as evidenced by a grade of B (or its equivalent) or better.
2. In the event the demand for course reimbursement exceeds the amount available in a semester, first priority shall be given to Members who are applying for courses for a degree or certificate program.

3. Next, reimbursement shall be provided on a first-come, first-served basis; however, Members who are making an application for their first course of the year shall be given preference over Members who are applying for a second or third course.

ARTICLE XXXI: PROFESSIONAL DEVELOPMENT

In-service training shall be held at the discretion of the Superintendent.

ARTICLE XXXII: LEGAL COMPLIANCE

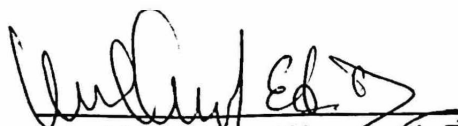
- Section A. If any provisions of this Agreement or any application of this Agreement shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- Section B. The parties agree that all provisions that allow sharing of resources with other WEA bargaining units shall be subject to a separate, executed, Memoranda of Agreement between the Committee and the Association prior to the ratification of this collective bargaining agreement.
- Section C. The Committee shall provide the mandatory protection required by Chapter 258 of the General Laws of the Commonwealth of Massachusetts whenever any Member shall become eligible therefore under the provisions of said law.

ARTICLE XXXIII: DURATION

This Agreement shall become effective beginning September 1, 2023, and shall remain in effect through August 31, 2026. Either party to this Agreement may initiate negotiations for a successor Agreement to this Agreement to be effective beginning September 1, 2026, by tendering written notice to the other party on or after September 1, 2025.

IN WITNESS WHEREOF, the School Committee of the Town of Weymouth has caused this AGREEMENT, to be signed in its name and behalf by its Chair, and the Weymouth Educators' Association has caused this AGREEMENT to be signed in its name and behalf by its President, this 25 day of April 2024.


Chairperson of the School Committee


President of the Weymouth Educators' Association

APPENDIX A.1 – UNIT C SALARY SCHEDULE

<i>As of 9/1/23</i>						
STEP	LANE					
	M	M15	M30	M45	M60	PHD*/M75
1	\$57,714.35	\$59,210.01	\$61,301.13	\$63,392.29	\$65,484.69	\$67,449.04
2	\$60,403.53	\$61,599.52	\$64,293.67	\$66,392.29	\$68,490.89	\$70,544.74
3	\$62,799.26	\$64,293.67	\$67,337.15	\$69,251.77	\$71,167.62	\$73,303.53
4	\$66,681.97	\$67,884.17	\$70,282.43	\$72,250.29	\$74,754.42	\$76,998.48
5	\$69,080.19	\$70,282.43	\$73,565.86	\$75,359.88	\$77,155.12	\$79,470.07
6	\$72,064.00	\$73,565.86	\$75,594.14	\$78,195.73	\$80,437.34	\$82,850.48
7	\$74,812.85	\$75,954.14	\$79,252.51	\$81, 049.01	\$82,843.02	\$85,328.29
8	\$78,051.53	\$79,844.28	\$82,243.78	\$84,485.36	\$86,724.45	\$89,325.35
9	\$82,243.78	\$83,422.38	\$86,724.45	\$88,516.00	\$90,312.50	\$93,020.30
10	\$87,024.10	\$88,218.86	\$90,905.52	\$92,999.17	\$95,092.82	\$97,946.08
11	\$92,629.92	\$94,421.44	\$96,823.43	\$99,915.81	\$101,010.71	\$104,040.51
12	\$96,798.26	\$98,670.41	\$101,180.48	\$103,367.02	\$105,556.19	\$108,722.34

<i>As of 9/1/24 [3.0%]</i>						
STEP	LANE					
	M	M15	M30	M45	M60	PHD*/M75
1	\$59,445.78	\$60,986.31	\$63,140.16	\$65,294.06	\$67,449.23	\$69,472.51
2	\$62,215.64	\$63,447.50	\$66,222.48	\$68,384.06	\$70,545.62	\$72,661.08
3	\$64,683.24	\$66,222.48	\$69,357.26	\$71,329.32	\$73,302.64	\$75,502.64
4	\$68,682.43	\$69,920.70	\$72,390.90	\$74,695.90	\$76,997.05	\$79,308.43
5	\$71,152.60	\$72,390.90	\$75,772.84	\$77,620.68	\$79,469.77	\$81,854.17
6	\$74,225.92	\$75,772.84	\$78,232.76	\$80,541.60	\$82,850.46	\$85,335.99
7	\$77,057.24	\$78,232.76	\$81,630.08	\$83,480.48	\$85,328.31	\$87,888.14
8	\$80,393.07	\$82,239.61	\$84,711.09	\$87,019.92	\$89,326.18	\$92,005.11

9	\$84,711.09	\$85,925.05	\$89,326.18	\$91,171.48	\$93,021.88	\$95,810.91
10	\$89,634.82	\$90,865.43	\$93,632.69	\$95,789.15	\$97,945.60	\$100,884.46
11	\$95,408.81	\$97,254.08	\$99,728.13	\$101,883.28	\$104,041.03	\$107,161.73
12	\$99,702.21	\$101,630.52	\$104,215.90	\$106,468.04	\$108,722.88	\$111,984.00

APPENDIX A.1 – UNIT C SALARY SCHEDULE (CONT.)

As of 9/1/25 [2.5%]						
STEP	LANE					
	M	M15	M30	M45	M60	Ph.D.*/M75
1	\$60,931.92	\$62,510.97	\$64,718.66	\$66,926.41	\$69,135.46	\$71,209.32
2	\$63,771.03	\$65,033.69	\$67,878.04	\$70,093.66	\$72,309.26	\$74,447.61
3	\$66,300.32	\$67,878.04	\$71,091.19	\$73,112.55	\$75,135.22	\$77,390.21
4	\$70,399.49	\$71,668.72	\$74,200.67	\$76,563.30	\$78,921.98	\$81,291.11
5	\$72,931.42	\$74,200.67	\$77,667.16	\$79,561.20	\$81,456.51	\$83,900.52
6	\$76,081.57	\$77,667.16	\$80,188.58	\$82,555.14	\$84,921.72	\$87,469.39
7	\$78,983.67	\$80,188.58	\$83,670.84	\$85,567.49	\$87,461.52	\$90,085.34
8	\$82,402.91	\$84,295.60	\$86,828.87	\$89,195.42	\$91,559.33	\$94,305.24
9	\$86,828.87	\$88,073.18	\$91,559.33	\$93,450.77	\$95,347.43	\$98,206.18
10	\$91,875.69	\$93,137.07	\$95,973.51	\$98,183.88	\$100,394.24	\$103,406.57
11	\$97,794.04	\$99,685.43	\$102,221.33	\$104,430.36	\$106,642.06	\$109,840.77
12	\$102,194.77	\$104,171.28	\$106,821.29	\$109,129.74	\$111,440.94	\$114,783.60

*Additional annual stipend of \$3500 for those holding a Ph.D./Ed.D.

*The parties agree that all bargaining unit members employed as of 8/31/23, shall move to the next Step in the salary schedule, effective 9/1/23. Due to renumbering, those on Step 1 as of 8/31/23, shall be placed on the new Step 1, and so on.

APPENDIX A.I a – LONG TERM SUBSTITUTES

2023-2024: 2.5% Increase		
EFFECTIVE DATE	Step Level	Master's Annual Salary
09/01/2023	1	\$ 53,854.35
09/01/2023	2	\$ 55,896.73
09/01/2023	3	\$ 58,242.77

APPENDIX A.I a – LONG TERM SUBSTITUTES (cont.)

2024-2025: 3% Increase		
EFFECTIVE DATE	Step Level	Master's Annual Salary
09/01/2024	1	\$ 55,460.71
09/01/2024	2	\$ 57,573.63
09/01/2024	3	\$ 59,990.05

2025-2026: 2.5% Increase		
EFFECTIVE DATE	Step Level	Master's Annual Salary
09/01/2025	1	\$ 56,847.23
09/01/2025	2	\$ 59,012.97
09/01/2025	3	\$ 61,489.80

APPENDIX A.II a – COMPENSATION FOR COACHES*

	POSITION	23/24 (2.5%)	24/25 (3%)	25/26 (2.5%)
1	Head Football	\$ 12,987	\$ 13,376	\$ 13,711
2	Faculty Manager	\$ 8,483	\$ 8,738	\$ 8,956
	Head Basketball (Boys and Girls)	\$ 8,483	\$ 8,738	\$ 8,956
	Head Hockey (Boys and Girls)	\$ 8,483	\$ 8,738	\$ 8,956
3	Assistant Football (4 Positions)	\$ 6,429	\$ 6,622	\$ 6,788
	Head Baseball	\$ 6,429	\$ 6,622	\$ 6,788
	Head Field Hockey (Boys and Girls)	\$ 6,429	\$ 6,622	\$ 6,788
	Head Indoor Track (Boys and Girls)	\$ 6,429	\$ 6,622	\$ 6,788
	Head Lacrosse (Boys and Girls)	\$ 6,429	\$ 6,622	\$ 6,788
	Head Outdoor Track (Boys and Girls)	\$ 6,429	\$ 6,622	\$ 6,788
	Head Soccer (Boys and Girls)	\$ 6,429	\$ 6,622	\$ 6,788
	Head Softball	\$ 6,429	\$ 6,622	\$ 6,788
	Head Wrestling (Boys and Girls)	\$ 6,429	\$ 6,622	\$ 6,788
4	Head Cross Country (Boys and Girls)	\$ 5,353	\$ 5,513	\$ 5,651
	Head Gymnastics (Boys and Girls)	\$ 5,353	\$ 5,513	\$ 5,651
	Unified Sports (Boys and Girls)	\$ 5,353	\$ 5,513	\$ 5,651
	Head Volleyball (Boys and Girls)	\$ 5,353	\$ 5,513	\$ 5,651
5	Freshman Football	\$ 4,036	\$ 4,157	\$ 4,261
	JV Basketball (Boys and Girls)	\$ 4,036	\$ 4,157	\$ 4,261
	JV Hockey (Boys and Girls)	\$ 4,036	\$ 4,157	\$ 4,261
6	Assistant Outdoor Track (Boys and Girls)	\$ 3,572	\$ 3,679	\$ 3,771
	Assistant Wrestling (Boys and Girls)	\$ 3,572	\$ 3,679	\$ 3,771
	Head Cheerleading (Per Season)	\$ 3,572	\$ 3,679	\$ 3,771
	Head Dance Team (Per Season)	\$ 3,572	\$ 3,679	\$ 3,771
	Head Golf (Boys and Girls)	\$ 3,572	\$ 3,679	\$ 3,771
	Head Swimming & Diving (Boys and Girls)	\$ 3,572	\$ 3,679	\$ 3,771
	Head Tennis (Boys and Girls)	\$ 3,572	\$ 3,679	\$ 3,771
	JV Baseball	\$ 3,572	\$ 3,679	\$ 3,771
	JV Field Hockey	\$ 3,572	\$ 3,679	\$ 3,771
	JV Lacrosse (Boys and Girls)	\$ 3,572	\$ 3,679	\$ 3,771

	Rugby	\$ 3,572	\$ 3,679	\$ 3,771
	JV Soccer (Boys and Girls)	\$ 3,572	\$ 3,679	\$ 3,771
7	Assistant Freshman Football	\$ 3,219	\$ 3,316	\$ 3,399
	Assistant Gymnastics (Boys and Girls)	\$ 3,219	\$ 3,316	\$ 3,399
	Assistant Indoor Track (Boys and Girls)	\$ 3,219	\$ 3,316	\$ 3,399
	Freshman Baseball	\$ 3,219	\$ 3,316	\$ 3,399
	Freshman Basketball (Boys and Girls)	\$ 3,219	\$ 3,316	\$ 3,399
	Freshman Hockey (Boys and Girls)	\$ 3,219	\$ 3,316	\$ 3,399
	Freshman Lacrosse (Boys and Girls)	\$ 3,219	\$ 3,316	\$ 3,399
	Freshman Soccer (Boys and Girls)	\$ 3,219	\$ 3,316	\$ 3,399
	Freshman Softball	\$ 3,219	\$ 3,316	\$ 3,399
	Freshman Volleyball (Boys and Girls)	\$ 3,219	\$ 3,316	\$ 3,399
8	Strength and Conditioning (Per Season) (Summer S&C = Step 9)	\$ 2,812	\$ 2,896	\$ 2,968
9	Assistant Cross Country (Boys and Girls)	\$ 2,149	\$ 2,213	\$ 2,268
	Assistant Tennis (Boys and Girls)	\$ 2,149	\$ 2,213	\$ 2,268
	Summer Strength and Conditioning	\$ 2,149	\$ 2,213	\$ 2,268
	Middle School Basketball (Boys and Girls)	\$ 2,149	\$ 2,213	\$ 2,268
	Middle School Strength and Conditioning	\$ 2,149	\$ 2,213	\$ 2,268
	Middle School Tennis (Boys and Girls)	\$ 2,149	\$ 2,213	\$ 2,268
	Middle School Volleyball (Boys and Girls)	\$ 2,149	\$ 2,213	\$ 2,268
	Middle School Wrestling	\$ 2,149	\$ 2,213	\$ 2,268
10	Assistant Swimming (Boys and Girls)	\$ 1,778	\$ 1,832	\$ 1,878
	JV Dance Team (Per Season)	\$ 1,778	\$ 1,832	\$ 1,878
	JV Cheerleading (Per Season)	\$ 1,778	\$ 1,832	\$ 1,878
	JV Golf	\$ 1,778	\$ 1,832	\$ 1,878
11	Equipment Manager (Per Season)	\$ 1,345	\$ 1,385	\$ 1,420
	Laundry Person (Per Season)	\$1,345	\$ 1,385	\$ 1,420

*All head coaches must be evaluated one time during their season by the Athletics Director using the District's Evaluation instrument.

APPENDIX A.II b: EXTRA CURRICULAR ACTIVITIES

High School	23/24 (2.5%)	24/25 (3%)	25/26 (2.5%)
Academic Decathlon	\$ 2,102	\$ 2,165	\$ 2,219
ADL Advisor	\$ 1,210	\$ 1,246	\$ 1,277
Amnesty International	\$ 1,210	\$ 1,246	\$ 1,277
AP Coordinator	\$ 4,840	\$ 4,985	\$ 5,110
Art Club	\$ 1,210	\$ 1,246	\$ 1,277
Assistant Band Director	\$ 1,457	\$ 1,500	\$ 1,538
Band Director	\$ 3,370	\$ 3,842	\$ 3,938
Best Buddies	\$ 1,210	\$ 1,246	\$ 1,277
Black Student Union	\$ 1,210	\$ 1,246	\$ 1,277
Board Games	\$ 1,210	\$ 1,246	\$ 1,277
Book Club	\$ 1,210	\$ 1,246	\$ 1,277
Chess Clubs	\$ 1,210	\$ 1,246	\$ 1,277
Color Guard Instructor	\$ 854	\$ 880	\$ 902
Computer Science Team	\$ 2,102	\$ 2,165	\$ 2,219
Creative Writing Club	\$ 1,210	\$ 1,246	\$ 1,277
Debate Team	\$ 2,820	\$ 2,905	\$ 2,978
DECA	\$ 2,820	\$ 2,905	\$ 2,978
Faculty Allies	\$ 1,210	\$ 1,246	\$ 1,277
FCCLA	\$ 1,306	\$ 1,345	\$ 1,378
Friends of ELL Club	\$ 1,210	\$ 1,246	\$ 1,277
Freshman Class Advisor	\$ 3,151	\$ 3,246	\$ 3,327
GSA Advisor	\$ 1,210	\$ 1,246	\$ 1,277
High School Quiz Team	\$ 1,210	\$ 1,246	\$ 1,277
Homework Hotspot	\$ 1,210	\$ 1,246	\$ 1,277
Human Rights Coalition	\$ 2,420	\$ 2,492	\$ 2,555
Junior Class Advisor	\$ 3,151	\$ 3,246	\$ 3,327
KPOP Club	\$ 1,210	\$ 2,246	\$ 1,277
Literary Magazine	\$ 2, 671	\$ 2,275	\$ 2,819
Mathematics Team	\$ 2,820	\$ 2,905	\$ 2,978
Model UN Club	\$ 1,210	\$ 1,246	\$ 1,277

Multinational Club	\$ 1,210	\$ 1,246	\$ 1,277
National Honor Society	\$ 3,560	\$ 3,667	\$ 3,758
Newspaper	\$ 1,599	\$ 1,647	\$ 1,688
Peer Leaders	\$1,210	\$ 1,246	\$ 1,277
Robotics	\$ 2,129	\$ 2,193	\$ 2,248
Rotary Interact	\$ 1,210	\$ 1,246	\$ 1,277
SADD	\$ 1,210	\$ 1,246	\$ 1,277
Salsa Club	\$ 1,210	\$ 1,246	\$ 1,277
School Musical	\$ 2, 930	\$ 3,018	\$ 3,094
Select Choir	\$ 1,210	\$ 1,246	\$ 1,277
Senior Class Advisor	\$ 4,361	\$ 4,492	\$ 4,604
Skills USA (VICA)	\$ 2,820	\$ 2,905	\$ 2,978
Sophomore Class Advisor	\$ 3,151	\$ 3,246	\$ 3,327
Step Dance Club	\$ 1,210	\$ 1,246	\$ 1,277
Student Citizen Advisor	\$ 1,210	\$ 1,246	\$ 1,277
Student Senate Leaders	\$ 2,671	\$ 2,751	\$ 2,819
Theater Competition	\$ 1,599	\$ 1,647	\$ 1,688
TRI-M Honor Society	\$ 1,210	\$ 1,246	\$ 1,277
WCAT Production	\$ 1,210	\$ 1,246	\$ 1,277
World Language Honor Society	\$ 1,210	\$ 1,246	\$ 1,277
Yearbook	\$ 4,798	\$ 4,942	\$ 5,066
Yearbook Art Advisor	\$ 3, 467	\$ 3,577	\$ 3,660
Intramural Sports (Per Season)*	\$ 1,788	\$ 1,841	\$ 1,887
Special Interest Clubs (1 Day per Week)**	\$ 1,120	\$ 1,647	\$ 1,277
Special Interest Clubs (2 Days per Week)**	\$ 2,421	\$ 2,494	\$ 2,556
Special Interest Clubs (3 Days per Week)**	\$ 3,632	\$ 3,740	\$ 3,833

APPENDIX A.II b: EXTRA CURRICULAR ACTIVITIES (Continued)

Middle School	23/24 (2.5%)	24/25 (3.0%)	25/26 (2.5%)
Advisory	\$ 1,210	\$ 1,246	\$ 1,277
BOKs	\$ 3,631	\$ 3,740	\$ 3,834
Chess Club**	\$ 1,599	\$ 1,647	\$ 1,688
Chorus**	\$ 1,210	\$ 1,246	\$ 1,277
Diversity Club**	\$ 1,210	\$ 1,246	\$ 1,277
Drama Assistant (Per Production)	\$ 1,210	\$ 1,246	\$ 1,277
Drama Club**	\$ 1,210	\$ 1,246	\$ 1,277
Drama Director (Per Production)	\$ 1,599	\$ 1,647	\$ 1,688
Film	\$ 1,210	\$ 1,246	\$ 1,277
French Club**	\$ 1,210	\$ 1,246	\$ 1,277
Gaming (Video)	\$ 1,210	\$ 1,246	\$ 1,277
Garden Club**	\$ 1,210	\$ 1,246	\$ 1,277
Homework Club**	\$ 3,631	\$ 3,739	\$ 3,833
Intramural Basketball	\$ 1,210	\$ 1,246	\$ 1,277
Intramural Soccer	\$ 1,210	\$ 1,246	\$ 1,277
Intramural Sports (Per Season)	\$ 1,788	\$ 1,841	\$ 1,877
Investigations in Science**	\$ 1,210	\$ 1,246	\$ 1,277
Jazz and Stage Band**	\$ 1,210	\$ 1,246	\$ 1,277
Junior Honor Society	\$ 1,599	\$ 1,647	\$ 1,688
Math Club Counts**	\$ 1,210	\$ 1,246	\$ 1,277
Math Help	\$ 1,210	\$ 1,246	\$ 1,277
Math Lab**	\$ 1,210	\$ 1,246	\$ 1,277
Mindful Moments	\$ 1,210	\$ 1,246	\$ 1,277
Newspaper**	\$ 1,210	\$ 1,246	\$ 1,277
Open Computers	\$ 1,210	\$ 1,246	\$ 1,277
Outdoor Adventure Club**	\$ 1,210	\$ 1,246	\$ 1,277
Photography Club**	\$ 1,210	\$ 1,246	\$ 1,277
Poetry Club**	\$ 1,210	\$ 1,246	\$ 1,277
Robotics Club**	\$ 1,210	\$ 1,246	\$ 1,277
Roots and Shoots Club**	\$ 1,210	\$ 1,246	\$ 1,277

Science Club**	\$ 1,210	\$ 1,246	\$ 1,277
Spanish Club**	\$ 1,210	\$ 1,246	\$ 1,277
Student Council/Government**	\$ 1,210	\$ 1,246	\$ 1,277
Walking Club**	\$ 1,210	\$ 1,246	\$ 1,277
Web Publishing Club**	\$ 1,210	\$ 1,246	\$ 1,277
Wildcat Publishing Club**	\$ 1,210	\$ 1,246	\$ 1,277
Wildcat Media Club**	\$ 1,210	\$ 1,246	\$ 1,277
7 th Grade Girls Club**	\$ 1,210	\$ 1,246	\$ 1,277
8 th Grade Girls Club**	\$ 1,210	\$ 1,246	\$ 1,277
Special Interest Clubs (1 Day per Week)	\$ 1,210	\$ 1,246	\$ 1,277
Special Interest Clubs (2 Days per Week)	\$ 2,422	\$ 2,494	\$ 2,557
Special Interest Clubs (3 Days per Week)	\$ 3,631	\$ 3,740	\$ 3,833
Student Council	\$ 1,599	\$ 1,647	\$ 1,688
Yearbook	\$ 1,210	\$ 1,246	\$ 1,277

APPENDIX A.II c: STIPENDS

Title	23/24 (2.5%)	24/25 (3%)	25/26 (2.5%)
Assessment Coordinator	\$ 4,343	\$ 4,473	\$ 4,585
Capstone Advisor	\$ 1,232	\$ 1,269	\$ 1,301
Capstone Coordinator	\$ 1,874	\$ 1,931	\$ 1,979
Classroom Coverage Resulting in Loss of Preparation Period	\$30.00 per preparation period	\$30.00 per preparation period	\$30.00 per preparation period
Science Fair Coordinator	\$ 606	\$ 624	\$ 640
Technology Liaison	\$ 857	\$ 883	\$ 905
Capstone Chair shall receive a course reduction equivalent to one period per day without any loss in compensation.			
BCBAs who provide RBT supervision shall be paid three hundred dollars (\$300) per Unit D member receiving RBT supervision. BCBAs who provide Home Services shall be paid five thousand dollars (\$5,000). Maximum two (2) members per year. BCBAs who provide Home Services for Functional Behavior Analysis (FBA) shall receive fifty dollars per hour (\$50/hr). If it is determined that two BCBAs are needed to perform the FBA, the second BCBA shall also receive fifty dollars per hour (\$50/hr).			

APPENDIX A.II d: COMPENSATION FOR DRIVER EDUCATION*

23/24 (2.5%)	24/25 (3%)	25/26 (2.5%)
\$20.55/Hour	\$21.17/Hour	\$21.70/Hour

*Instructors in Driver Education shall receive the above-listed per hour compensation for on-the-road instruction beyond the length of the school day effective September 1, 2010.

APPENDIX B – EVALUATION POLICY, PROCEDURE & INSTRUMENT

See Article XIX Evaluation, Section F:

Section F. Joint Labor Management Committee (JLMC)

4. *A Joint Labor Management Committee shall meet regularly starting in 2024 to:
 - a. *establish an evaluation process and related tools.*
 - b. *clarify who shall be the primary and secondary evaluators.**
5. *This new evaluation process shall be subject to ratification by the constituents of both parties before implementation.*
6. *The ratified evaluation process shall be signed as a Memorandum of Agreement and attached to this Agreement.*

[The evaluation policy, procedure, and instrument(s) agreed to by the JMLC and ratified by the parties' constituents shall be inserted here as "Appendix B".]