

**Belmont School Committee and Belmont Education Association (BEA)
Memorandum of Agreement for one-year Unit B successor collective
bargaining agreement for 2020-2021**

Unit B

Following successor contract negotiations pursuant to G.L. c. 150E, this Memorandum of Agreement ("MOA") is entered into by Unit A of the Belmont Education Association ("BEA") and the Belmont School Committee ("School Committee") (collectively, "Parties").

Except as amended by this MOA, the express provisions of the Unit A 2017-2020 Collective Bargaining Agreement shall be incorporated into the successor 2020-2021 collective bargaining agreement. Provisions to be deleted are struck-through, additions are underlined.

This MOA is subject to ratification by the BEA and approval by vote of the School Committee.

1. ARTICLE 14 – AUTHORIZED ABSENCE – WORKSHOPS AND CONFERENCES

REVISE TO READ:

No salary deductions shall be made for absences for attendance at conferences and meetings as a representative of the Belmont Public Schools and for other absences authorized by the Superintendent or designee. Administrators desiring to attend a conference or workshop must seek and gain approval from Superintendent or designee prior to registering for the conference.

The process for approval is as follows:

1. Administrator requests approval from the Superintendent, Assistant Superintendent, and their respective administrative assistants, via e-mail, prior to registering for the conference.
2. Superintendent or designee responds in writing, via email, within three (3) school days of receipt of the email request.

2. ARTICLE 17 – REDUCTION IN FORCE

ADD new Section 17.1(c) and reletter existing 17.1(c) & (d):

(c) A Unit B member who has not worked in a Unit A position for at least three years but has worked in a Unit B position for at least three years that includes teaching one course shall be entitled to be transferred to a Unit A position that is vacant or held by a teacher without professional status.

3. ARTICLE 18 – VOUCHERS FOR TUITION CREDIT

REVISE to read:

The distribution of vouchers for tuition credit shall be the responsibility of the appropriate committee of the Association, on which the Assistant Superintendent for Curriculum, Instruction, and Assessment may sit.

4. ARTICLE 27 – LEAVE OF ABSENCE WITHOUT PAY

REVISE Article 27.3:

A leave of absence to explore other career possibilities ~~with be available~~ may be granted by the Superintendent of Schools to administrators with seven (7) years of continuous employment in the District and who have served three (3) continuous years in their same position. Application should be filed as soon as practical during the school year preceding the year in which the leave is to be effective and must be filed by ~~June 1~~ May 1. The Superintendent or designee will respond within five (5) school days of receipt of the application.

[The remainder of Article 27.3 continues unchanged].

5. ARTICLE 31 – DURATION

REVISE Article 31.1 to read:

Subject only to the right to reopen, as set forth in Paragraph 4 below, this contract shall be ~~continue~~ in effect from July 1, 2020 to June 30, 2021.

6. ARTICLE 32 – TUITION REIMBURSEMENT

REVISE:

The intent of this article is to allow and encourage administrators' professional growth while meeting their responsibilities to the BPS. The Committee agrees to budget and expend up to \$7,500 ~~\$5,000~~ in each year of the contract, which will be used to reimburse administrators who take graduate level courses from accredited degree granting institutions. The following guidelines will be followed:

- a. The course work must have prior approval of the Superintendent or designee.
- b. The administrator must present evidence of payment and receipt of credit for qualifying courses.
- c. The maximum amount of tuition reimbursement will be \$1,500 ~~\$1,000~~ per unit member per year.
- d. Should claims for tuition reimbursement exceed the total budgeted amount; each administrator will receive a prorated amount of their claim.

7. APPENDIX A – SALARY/PERFORMANCE PAY

DELETE sunsetted 2017-2020 provision:

For the 2017-2020 Agreement only: In addition to the salary increases above, the members listed below shall receive the following salary increases to their base salaries, as long as they continue to be employed in these positions. This clause will sunset on the last date of this collective bargaining agreement, June 30, 2020, and shall not be carried forward into successor agreements:

Name	Position	7/1/2017	7/1/2018
<u>7/1/2019</u> Torrance Lewis	CMS Assistant Principal	1%	1.5%
1.5% Jonathan Hartunian	CMS Assistant Principal	1%	1.5%
1.5% Mary Jane Weinstein	Assistant Director of	\$500	\$500

\$500

Student Services

8. ARTICLE 23 & APPENDIX A SALARY

For 2020-2021

1.0% COLA increase to 2019-2020 base salary, and

\$1,100 one-time payment to each bargaining unit member (not to base)

9. APPENDIX C – ADMINISTRATIVE EVALUATION PROCEDURE

Revise Appendix C as follows:

Make permanent the pilot evaluation changes negotiated on 11/6/18, and thereby replacing that MOA, by incorporating the following changes to APPENDIX C – Administrative Evaluation Handbook:

i. Appendix C.2(S):

ADD: “Effective September 1, 2020, Exemplary Ratings shall no longer be awarded.”

ii. Appendix C.10(A)(iv)(c):

REVISE to read: “Describe actions the Administrator should take to improve his/her performance and which standard(s) within the rubric the Administrator is expected to provide evidence for their next evaluation.”

iii. Appendix C.11(B):

ADD the following as a 2nd paragraph:

“For an Administrator on a self-directed growth plan, provided the Administrator demonstrates proficiency as noted in the observations, the Evaluator rates the Administrator proficient for the standards and overall, provides no written feedback on the standards, and provides written feedback about the Administrator’s progress towards attaining the goals.”

iv. Appendix C.11(C):

ADD the following as a 2nd paragraph:

“For an Administrator on a self-directed growth plan, following a Summative Evaluation report in which an Administrator earned a proficient rating on all standards and overall, the Administrator does not need to provide evidence related to the standards, but shall provide update/progress on goals.”

v. Appendix C.12(G):

ADD the following as a 2nd paragraph:

“The Administrator is not required to provide to the Evaluator more than six (6) pieces of evidence. If the Evaluator informs the Administrator that the Administrator’s evidence is insufficient for a Proficient rating for any Standard or Goal, the Evaluator shall explain in writing what evidence would be sufficient for each such Standard or Goal. The Administrator shall then have 10 calendar days to provide such evidence.”

The School Committee and BEA hereto duly execute this Memorandum of Agreement on by the respective signatures of their authorized representatives, subject to ratification by the Unit B bargaining unit and approval by the Belmont School Committee.

For and on behalf of the
BELMONT SCHOOL COMMITTEE:

Andrea H Prestich
Tadanner
CRB
Michael J...

Dated: December 22 2020

Amy Cheeky
Verónica Gómez

For and on behalf of
BELMONT EDUCATION ASSOCIATION:

Eileen B...
Art Gil...
J...
John P...

Dated: December 22 2020