

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

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.

Unit A

1. ARTICLE 27 – REDUCTION IN FORCE

ADD new Article 27.1(f)iii (and renumber the rest):

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.

2. ARTICLE 29 – 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.

3. ARTICLE 34 (SALARY) & APPENDIX B (Pay Scale for 2020-2021)

1.0% COLA increase to 2019-2020 base salary, and
\$225 one-time payment to each bargaining unit member (not to base) in recognition of additional work performed over the summer. Each member will complete a simple form with a short description of the summer work the member performed, which will be submitted to the Director of Human Capital.

4. ARTICLE 42 – DURATION

REVISE first paragraph of Article 42.1:

42.1 Subject only to the right to reopen in accordance with Article 37, this Contract shall be continue in effect from September 1, 2020 2017, to and including August 31, 2021 ~~2020~~ and shall thereafter automatically renew itself for successive terms of one year unless, by the October 15 next prior to the expiration of the contract year involved, either

the Committee or the Association shall have given the other written notice of its desire to modify or terminate this Contract. Otherwise if either party gives notice of its desire to modify the agreement.

5. APPENDIX C – EXTRA COMPENSATORY ASSIGNMENT

- i. **ADD** GSA Advisor Stipend at CMS at \$1,282
- ii. **UPDATE** AP Exam Coordinator stipend to \$3,500 per existing MOA
- iii. **UPDATE** Affinity Group Leader stipend to \$875 per existing MOA

6. APPENDIX F – HANDBOOK FOR EVALUATION

Revise Appendix F 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 F – Administrative Evaluation Handbook:

i. Appendix F.2(R):

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

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

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

iii. Appendix F.11(B):

ADD the following as a 2nd paragraph:

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

iv. Appendix F.11(C):

ADD the following as a 2nd paragraph:

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

v. Appendix F.12(G):

ADD the following as a 2nd paragraph:

“The Educator is not required to provide to the Evaluator more than six (6) pieces of evidence. If the Evaluator informs the Educator that the Educator’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 Educator shall then have

10 calendar days to provide such evidence."

7. Memorandum of Agreement (MOA) re: BHS Schedule, dated April 10, 2019

Continue the pilot of "a modified schedule during the 2019-2020 school year only" for the 2020-2021 school year only.

The last two sentences of the last full paragraph regarding the Joint Labor Management Committee applied to the 2019-2020 school year only, and shall have no effect for the 2020-2021 school year. This MOA and its provisions shall sunset on the last date of this collective bargaining agreement, August 31, 2021, and shall not be carried forward into successor agreements.

8. Memorandum of Agreement (MOA) re: CMS Community Block, last dated June 17, 2019

Continue the pilot of "a modified schedule to accommodate a Community Block during the 2019-20 school year only" for the 2020-2021 school year only.

This MOA and its provisions shall sunset on the last date of this collective bargaining agreement, August 31, 2021, and shall not be carried forward into successor agreements.

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 A bargaining unit and approval by the Belmont School Committee.

For and on behalf of the
BELMONT SCHOOL COMMITTEE:

Andrea (Prastu)
Tavolara
Prastu
Mindy Crooks

Dated: December 23 2020

Amy Checkowz
Veronica Jimenez

For and on behalf of
BELMONT EDUCATION ASSOCIATION:

B. M. C.
Lee
Denise LaPelle
Jim P. Sullivan

Dated: December 22 2020

Meghan Gallagher
Cliff Gallant
Marie Jackson