

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE NEW BEDFORD SCHOOL COMMITTEE  
AND

THE NEW BEDFORD EDUCATORS ASSOCIATION, INC. – UNIT B

MARCH 16, 2016

WHEREAS, Hayden McFadden Elementary School (“HMES”) has been designated a Level 4 school by the Commissioner of Education for the Commonwealth of Massachusetts;

WHEREAS, the New Bedford School Committee (“Committee”) and the New Bedford Educators Association, Inc. – Unit B (“Association”) have negotiated changes in terms and conditions of employment for employees represented by the Association at HMES as a result of such Level 4 school designation;

NOW THEREFORE, the Committee and the Association collectively referred to as the “parties”, hereby agree as follows:

1. The Collective Bargaining Agreement between the Committee and the Association shall be modified only as specifically provided herein and such modification shall apply to employees and positions at Hayden-McFadden Elementary School. Current contract language prevails unless otherwise amended in this MOA.
2. Work Year and Work Day for Administrators at Hayden-McFadden Elementary School
  - A. Administrator Work Day: Effective with the start of the 2016-2017 work year, the work day for full-time administrator professional employees at Hayden-McFadden Elementary School shall be eight (8) hours and thirty (30) minutes except as otherwise provided in this MOA, inclusive of lunch.

Administrators may be assigned a staggered start and end times to their work day provided the employees starting time is within in the hour of the regular start time and the time is continuous that is equitable and agreeable.

- B. Administrator Work Year: The work year shall consist of two hundred and eighteen (218) days, including the 190 instructional days for students, and eighteen (18) Professional Development Days/Convocation Day for teachers, and ten additional work days, five (5) of the additional ten work days may be scheduled in August before the start of the work year for teachers in the HMES.

The calendar for the work year for the 2017-2018 and 2018-2019 work years will be available on or about May 15<sup>th</sup> prior to the start of the work year.

C. Professional Development: Professional employees at Hayden-McFadden Elementary School shall be required to participate in the district full-day professional development activities as well as the Orientation Day. Additionally, professional employees shall participate in fifteen (15) additional professional development sessions and may be required to create and deliver professional development to employees in the Hayden-McFadden Elementary School.

F. Evening Meetings: At Hayden-McFadden, administrators may be required to attend evening meetings. The meeting shall not last more than one and one-half (1-½) hours and shall end no later than 8:00 PM. The purpose of such meetings will be open houses, parent information/welcome events, plays, shows, and recreation events for students. The number of meetings shall not exceed 5 per work year.

3. Compensation: See attached Career Ladder (Exhibit 1)

Appendix A, Schedule A and C of the Collective Bargaining Agreement will not apply.

4. Vacancies and Bumping: Notwithstanding any provision in the parties' collective bargaining agreement or the parties' practice to the contrary, Administrative vacancies at Hayden-McFadden Elementary School will be posted electronically on the NBPS website. Generally postings will be in effect for ten (10) days, but in no event less than five (5) school days during the school year before the final date when applications must be submitted. Outside of the school year business days shall apply. The District may simultaneously post such vacancies internally and externally. The employer will consider qualified applicants in Unit B before making a selection. No vacancies or anticipated vacancies at Hayden-McFadden Elementary School shall be placed on any "bid" list. Notwithstanding any provision in the parties' collective bargaining agreement or the parties' practice to the contrary, no professional employee outside of Hayden-McFadden Elementary School may displace (bump) any employee at Hayden-McFadden Elementary School. Professional employees outside of Hayden-McFadden Elementary School may apply for vacancies at Hayden-McFadden Elementary School. The Principal or designee will make recommendations of hire of all staff for Hayden-McFadden Elementary School with the Superintendent as the final appointing authority.

5. Grievance Procedure: Amend Article 19, Section B4 by replacing "thirty (30) days" with "fifteen (15) days".

6. Opt Out Clause: Administrators with Professional Teacher Status (PTS) will have the ability to opt out of their position at Hayden-McFadden Elementary School. Those electing to opt out will be eligible to bid on any Unit B vacancy on or before Friday, April 8, 2016. For the

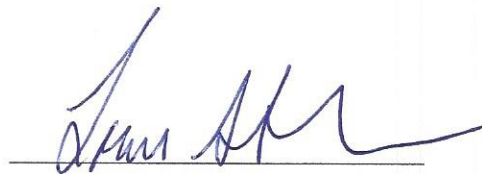
spring 2016 year only; non PTS administrators at Hayden-McFadden Elementary School may apply for other District openings for which they are licensed. This language in no way limits the Superintendent's statutory right to non-renew professionals without PTS.

7. Duration: Unless the parties agree otherwise, when the designation of Level 4 expires this MOA shall sunset.

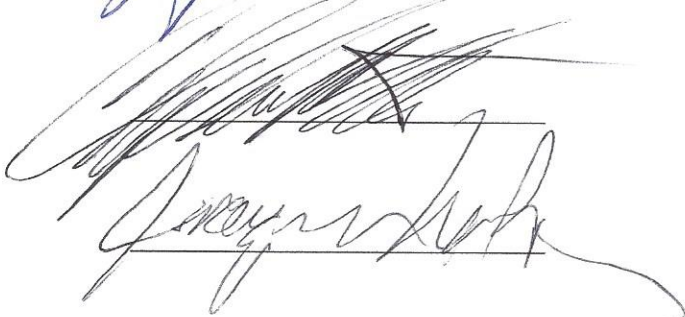
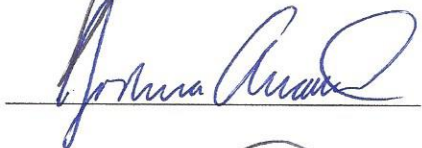
8. This Memorandum of Agreement is subject to ratification by the Association membership (Unit B) in the Hayden McFadden Elementary School and the approval of the New Bedford School Committee.



New Bedford School Committee Chair



New Bedford Educators Association



DATE: 4/11/2016

DATE: 4/11/16



## **UNIT B PROFESSIONAL COMPENSATION SYSTEM**

Effective July 1, 2016, the District and NBEA Unit B agree to implement the following new performance-based compensation system which contains a career path and which compensates professional employees based on individual effectiveness, professional growth, and student academic growth. This new system replaces the salary schedule (Appendix A and Appendix C) in the NBEA Unit B collective bargaining agreement for all staff appointed to serve at Hayden-McFadden on or after July 1, 2016.

Basic principles of the plan:

- Provides competitive compensation for administrators
- Rewards administrators for excellent performance and effectiveness
- Provides a career ladder for Administrators to grow professionally
- Provides opportunities to reward Administrators for their contributions to school and student growth

The new professional compensation system will be implemented for professional employees in the Hayden-McFadden Elementary School and will include a administrators career ladder containing four tiers—Level I, Level II, Level III, Level IV—that will compensate Administrators commensurate with their development and impact on both the school and students.

It is envisioned that student outcomes will improve by creating a professional compensation system that will attract new high-potential Administrators and retain our best performers and leaders.

### **CAREER LADDER**

#### **Definitions:**

**Level I:** Administrators are typically early career Administrators.

**Level II:** Career Administrators

**Level III:** Are outstanding Administrators who serve as school wide models of excellence. Advanced administrators must possess deep expertise.

**Level IV:** Are outstanding Administrators who serve as school and District wide models of excellence. Master administrators have experience and possess deep expertise. Master administrators will assume additional roles and responsibilities to support the school's and district's improvement.

### **Transition to the Career Ladder**

Administrators newly hired and assigned to the Hayden-McFadden Elementary School will be placed on one of the Levels as determined by the Principal in conjunction with the Superintendent:

### **Career Ladder 2016-2017 Salaries**

I	\$84,000
II	\$87,000
III	\$91,000
IV	\$97,000

### **Career Ladder 2017-2018 Salaries**

I	\$84,000
II	\$87,500
III	\$91,500
IV	\$97,500

### **Career Ladder 2018-2019 Salaries**

I	\$84,000
II	\$88,000
III	\$92,000
IV	\$98,000

### **Advancement on the Career Ladder**

A Level I Administrator shall advance to Level II provided that the Administrator does not receive an end-of year overall evaluation rating of "unsatisfactory" and provided that such administrator's employment is renewed.

An Administrator may advance on the salary scale more rapidly than described at the recommendation of the Principal.

Administrators who continue in employment at the Hayden-McFadden Elementary School shall not have their salary reduced based on their performance evaluation.

Consistent with the School Turnaround Plan, based on past experience and performance, a newly-hired administrator may be placed above level I at the recommendation of the Principal.

The roles, expectations, and selection criteria for Level III and Level IV Administrator will be determined by the Principal in conjunction with the Superintendent

An administrator who has attained the status of Level II or a higher level and received "proficient" or "exemplary" overall end-of-year ratings the previous two years can apply to become a Level III administrator through a cumulative career portfolio, including demonstrated success in attaining specific student growth benchmarks for the assigned classrooms as recommended by the Principal.

An administrator who has attained the status of Level III or a higher level and received "exemplary" overall end-of-year ratings can apply to become a Level IV administrator through a cumulative career portfolio including demonstrated success in attaining specific student growth benchmarks for the assigned classrooms as recommended by the Principal. The portfolio may include 1) student growth data over time; 2) endorsements from peers, parents, students, and administrators; 3) and evidence of effective leadership.

The career ladder will be reviewed and may be adjusted periodically by the Superintendent and in conjunction with the NBEA to reflect market conditions.