

AGREEMENT

Between the

WAKEFIELD SCHOOL COMMITTEE

And the

WAKEFIELD EDUCATION ASSOCIATION

Effective dates of Contract

September 1, 2024 – August 31, 2027

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AGREEMENT
between the
WAKEFIELD SCHOOL COMMITTEE
and the
WAKEFIELD EDUCATION ASSOCIATION

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this AGREEMENT is made and entered into this 1st day of September, 2024 by and between the Wakefield School Committee (herein referred to as the "Committee") and the Wakefield Education Association (herein referred to as the "Association").

PREAMBLE

Recognizing that our purpose is to provide education of the highest possible quality for the children of the Town of Wakefield, and that good morale within the teaching staff of the Wakefield Public Schools is essential to achievement of that purpose, we, the undersigned parties to this contract declare that:

1. Under the laws of Massachusetts, the Committee, elected by the citizens of Wakefield, has final responsibility for establishing the educational policies of the Wakefield Public Schools;
2. The Superintendent of Schools of Wakefield (hereinafter referred to as the "Superintendent") has responsibility for carrying out the policies so established;
3. The teaching staff of the Wakefield Public Schools has responsibility for providing in the classrooms of the school's education of the highest possible quality;
4. Fulfillment of these respective responsibilities can be facilitated and supported by consultations and free exchange of views and information between the Committee, the Superintendent, and the teaching staff in the formulation and application of policies relating to wages, hours, and other conditions of employment for the teaching staff; and so, to give effect to these declarations, the following principles and procedures are hereby adopted.

ARTICLE I

RECOGNITION

The Committee recognizes the Association for the purpose of collective bargaining as the exclusive representative for all professional employees in the Wakefield Public Schools. The Association does not represent those in the classifications of Superintendent, Assistant Superintendent, School Business Administrator, Administrator of Special Education, Principals, Assistant Principals, all Directors, and any employees whose duties are primarily in administration or supervision, not instructional, as Unit A, herein after referred to as "teachers" unless otherwise indicated. Teachers who are serving in a long term substitute role (longer than 90 consecutive days covering for the same recognized unit member) shall be recognized under this collective bargaining agreement.

ARTICLE II

TEACHING HOURS and WORK LOAD

The Committee and the Association recognize and agree that a teacher's responsibility to the students and to the profession generally entails the performance of duties and the expenditure of time beyond the regular workday, but that time and work schedules can and should be established applicable to teachers in the normal course of their employment. To this end, the following conditions of employment shall be effective except in circumstances beyond the control of the Committee in the administration of this Agreement.

Section 1 Work Year

a. The work year shall be up to but not more than 184 workdays. The work year shall include any day when a teacher's attendance is required, whether or not a student session is scheduled. The school year will begin no earlier than the last Wednesday and Thursday of August, with no student days to be scheduled prior to September 1st. The Friday prior to the Labor Day holiday shall not be a school or work day.

b. The Wednesday workday that falls before Thanksgiving shall be a half day for students and staff. The last day of school for students shall be a half day.

c. Teachers, other than newly appointed teachers, shall be required to report for teacher orientation two (2) workday prior to the first scheduled student day in September. These two (2) workdays shall have an hour and a half

each day (1.5 hours) for teacher-directed time for classroom preparation and planning. One additional teacher workday (not to exceed six hours and 50 minutes) shall be scheduled during the school year for professional development. Such workdays shall be included within the work year as defined in paragraph (a) of this section.

d. Newly appointed teachers and teachers who have exercised bumping rights pursuant to Article V into disciplines and/or school levels in which they have not taught within the past five (5) years may be required to serve up to a three (3) day orientation period prior to the first scheduled student day in September, such orientation period is not to be included in the work year of these teachers. The work year for a newly appointed teacher shall not be deemed to include such three (3) day orientation period nor shall it be deemed to include the time which any teacher may be required to serve after the last scheduled student day in June in order to complete work normally associated with the closing of school.

e. Day 184 of the work year is contractually a work day during which all Unit A members are expected to attend to their professional duties. It is to be set as the day after the last day for students (i.e the 180th day of school). It is a day viewed as an unscheduled work day; meaning that administrators shall not schedule meetings, trainings, or required activities of any kind. Teachers, as respected and trusted professionals, are to use the last day to complete all end-of-year duties and ensure the completion of all any checklists necessary to finish out the school year. If these end-of-year teacher duties are completed, the last day is open to teacher discretion.

Section 2 Workday

a. Established starting and dismissal times are subject to modification by the School Committee, provided however, that no such modifications will increase the length of the teacher's workday beyond six hours and 50 minutes. In situations beyond the control of the administration the teacher shall be expected to remain on duty beyond the normal workday. Except in an emergency, the teacher's workday on Fridays and the day preceding a holiday or vacation period shall end with student dismissal.

b. The teacher work day shall consist of six (6) hours and fifty (50) minutes. The parties agree that the teacher work day may, on occasion, be insufficient to meet with the principal if requested to do so, to meet with students who may wish assistance or advice, for parent conferences, for supervision of detention sessions, or for unforeseen situations beyond the control of the administration; on such occasions the teacher shall be expected to remain on duty beyond the teacher's work day. Except in an emergency, the preceding sentence shall not apply on Friday or on the day preceding a holiday or vacation period.

c. At the high school, each teacher shall be assigned to teach five (5) blocks, one (1) duty (e.g. -cafeteria), and one (1) individual planning block. All unit members, including department leaders and teachers of advanced placement courses, shall be assigned a tutorial and/or duty block. Each high school teacher shall have a duty free lunch period at least equal in length to that of the students.

d. High School teachers will work normal hours during the midyear exam period. Any time outside of the exam blocks will be spent providing academic support to students as needed. High school teachers' workday will end at 12:30PM for final exams.

e. At the middle school, each teacher shall be assigned to teach five (5) periods and one (1) individual planning period. Each teacher shall also have a duty free lunch period at least equal in length to that of the students. For purposes of meeting state mandates with respect to Time and Learning, the Committee has designated the Middle School (grades 5-8) as a secondary school".

f. The Committee guarantees forty (40) minutes per day, and twenty (20) minutes per day on half-days, of planning time for all elementary teachers. Each elementary school teacher shall have a thirty (30) minute duty free lunch period. When possible, transition time shall be built into the elementary schedule to allow for travel to and from specialists.

g. POST Academy: At the POST Academy, each teacher shall work 34 hours and 10 minutes per regular five day work week. Given the nature of the Academy, the teachers may not receive a daily prep or a duty free lunch but will receive the equivalent of that time during the same work week.

Section 3 After School Meetings Teachers shall be required to remain after the end of the regular work day without additional compensation to attend 15 professional staff meetings not to exceed one (1) hour. Four (4) of these fifteen (15) afternoon meetings each year shall be dedicated teacher work blocks as scheduled by the building principal. In addition, teachers may be required to attend up to four (4) evening meetings per work year. Chaperone duty shall not be considered to be an after school meeting. Members performing chaperone duty shall be compensated in accordance with Article II, Section 6.

Section 4 Each summer the high school administration shall meet with the Association President/designee to discuss the recommended distribution of non-teaching duties for the upcoming school year.

Section 5 PLCs Definition of a Professional Learning Community (PLC): Professional Learning Community is a term coined by educational research/practitioners Dufour, Dufour, & Eaker, to describe the collaborative work of educators as they analyze student performance to inform their prospective practice. The emphasis is on collective inquiry, with the team generating responsive strategies to promote learning and growth for all students. A PLC is something you are, not something you do.

PLC norms and roles: PLC teams set an agenda and collaboratively lead their sessions as described in the definition above, utilizing administrators for support, guidance, and feedback to continuously improve their practice.

A good practice for PLC teams is to keep a summary report, formal or informal, of their meetings to track progress and plan next steps.

PLC teams establish their own norms and determine formal or informal roles for team members. It is not necessary to take and/or keep attendance unless the team deems it helpful to do so.

Looking at student work:

Student learning and growth is central to a PLC team's discussion. A range of student performances can be used: student projects, common assessment data (including DDMs), and videos of student learning activities, are examples. Educators in certain support roles, grade levels, or programs may wish to study non-academic data

points, like behavior or attendance. The purpose of looking at student performance is to develop collaboratively responsive instructional strategies to support or accelerate the learning and growth of all students.

PLC and Educator Evaluation:

PLC work requires a high level of trust as educators share their students' performances and reflect on their practice. In order to establish this environment, educators must be assured that they can safely share both their successes and challenges, knowing that this information about instruction and assessment will not be used as part of their evaluation.

What can and should be used as evidence for evaluation is Standard 1, Assessment & Analysis: educators review data from common assessments to adjust upcoming instruction, and Standard 4, Reflection, Professional Growth, and Collaboration: educators collaboratively set goals, reflect on their practice, seek learning and growth from colleagues, try new strategies, and focus on improving student learning outcomes. Evaluators will not use observations of an educator's PLC time as part of their total 4-8 classroom observation/feedback visits per school year.

Members of the PLC will collaboratively set the agenda for each PLC meeting. PLC time during the week leading up to conferences or grading may be used to prepare for conferences and/or grading.

Section 6 A chaperone is a duty assigned by the building or district administration defined for purposes of this section as a teacher who supervises students at a school-sanctioned event outside of school hours, including athletic, fine and performing arts, and other events.

Any opportunity for chaperone duty availability shall be posted for at least five school days and applicants shall be asked to note a preference for type of event (athletic, fine and performing arts, or other). All teachers can apply. Best efforts will be made to notify teachers of their initial application result at least five school days before the event.

Posted and filled chaperone assignments will be paid at the established rate of \$75 per event or \$100 for prom and graduation. The Association agrees to encourage members to continue to volunteer for unpaid chaperone activities. Class advisors shall be eligible to receive chaperone pay in addition to their class advisor stipend.

- Section 7** Secondary level teachers may volunteer to serve as substitutes within their own or another department. Each volunteer shall be compensated at the rate of \$35.00 per period taught. A teacher, who volunteers to substitute during their planning or preparation period for more than 30 days, shall be paid at Step 1 pro-rated 1/5 on their existing salary track, non-retroactive.
- Section 8** Teachers shall be given a minimum of six (6) school days when possible to input grades following the close of term, including the last term.
- Section 9** Whenever possible, there will be no after school meetings or professional development during the weeks that report cards are due and conferences/open houses are held.
- Section 10** Part-time professional staff will attend meetings and professional development that is held on their normal contractual work days. If part-time staff members are asked by the administration to attend a meeting or professional development on a day outside of their normal work calendar, they shall be compensated at their regular hourly rate for time spent at the actual meeting.
- Part-time employees, whose regularly scheduled work day is completed before the end of the normal workday, are required by the administration to attend after school meetings or full days of professional development, they shall be compensated at their regular hourly rate for time spent at the actual meeting.
- Section 11** Special Education progress reports will be distributed with report cards and in no event later than 2 weeks after the report card is distributed.
- Section 12** The District shall provide staff who are assigned to implement Individualized Education Plans and/or 504 Plans with access to such plan(s) to the full extent allowable by law.
- Section 13** Educators at all levels shall have access to their classrooms/building during the summer whenever possible. Access schedules will be shared by the end of June each year and shall be kept updated.

ARTICLE III

TEACHER ASSIGNMENT and TRANSFERS

Section 1 Teachers shall be notified in writing of their programs for the coming school year, including the schools which they shall be assigned, the grades and/or subjects they shall teach, and any special or unusual classes they shall have, as soon as practicable, but not later than the last day of school. New teachers shall be notified as soon as appointed. It is understood that the best interests of the Wakefield Public Schools, as determined by the Superintendent, may require reassignment after original notice of assignment. The Superintendent and/or Principal shall notify any reassigned teacher as soon as possible.

Section 2 In order to assure that students are taught by teachers working within their areas of competence, teachers shall not be assigned outside the scope of their teaching licenses and/or major fields of study except temporarily and for good cause.

Section 3 In making changes in grade assignments at the elementary schools and in subject assignment at the secondary schools, the convenience and wishes of the individual teacher shall be honored to the extent that these do not conflict in the judgment of the Superintendent, with the best interests of the Wakefield Public Schools and the students. The determinations of the Superintendent in this regard shall not be made in an arbitrary, capricious, or unreasonable manner.

Section 4 Displaced Teachers. Voluntary Transfers and Assignments

a. Anticipated openings: As they become available, the Superintendent shall post any anticipated openings internally for five (5) business days. No outside candidate shall be interviewed prior to the close of the internal posting. Internal postings shall be made electronically. Based on projected enrollment figures, the Superintendent shall post any potential changes in grade PreK-POST configuration whenever possible by March 1st but no later than April 15th. Internal candidates who meet minimum qualifications will be given an interview.

b. Displaced Teachers: A displaced teacher is defined as a teacher with professional teacher status whose position has been eliminated by school closing or reduction of positions in her/his school. The displaced teacher shall interview with the principal of the school in which he/she would like to be assigned to discuss the available positions. The Superintendent shall assign the displaced teachers based upon the principal's recommendation.

c. After the displaced teachers have been assigned to available positions, teachers requesting voluntary transfers shall be given the opportunity to pursue the remaining available positions for which they are qualified. The teachers requesting the transfer shall interview with the principal of the school to which he/she would like to transfer. A teacher applying for an internal transfer may not vacate her/his current position until and unless he/ she is transferred.

d. The Superintendent, based on the principal's recommendation, shall consider the needs of the system, subject matter knowledge and teaching experience in the affected areas, teaching experience in the affected age grouping, opportunity to save positions and adaptive teaching style within the affected age group, and seniority as defined in Article V. The Superintendent's approval shall not be unreasonably withheld. The Association agrees not to arbitrate any grievance arising from the Superintendent's approval of a teacher's selection based upon seniority.

e. After displaced teachers have been assigned, teachers on layoff status shall be recalled and teachers without professional teacher status who are reappointed shall be returned to their original positions, if available or otherwise to the most comparable position available.

f. Additional laid off teachers shall be recalled and teachers without professional teacher status shall be reappointed subject to the availability of funds and the Superintendent's decision to reappoint teachers without professional teacher status.

g. After displaced teachers and laid off teachers with professional teacher status have been recalled, new staff shall be hired. If a teacher has been displaced and the Committee recreates that position in the next school year, the teacher will be allowed to go back to their original position.

h. In the event of a consolidation or in the case of a primary intermediate transfer where a class and/or grade level moves from one school to another, teachers shall move with their classrooms. However, in the case of a reduction in the number of classes in a particular grade level, the least senior member of the teachers in that grade level in the impacted school(s) shall be displaced. In any event, any teacher affected by this sub-section retains the right to seek an alternative assignment via the voluntary transfer provisions of this section.

i. If necessary, on the day immediately following the August School Committee meeting at which new jobs (any) have been created by the Superintendent and the Committee, teachers who have expressed an interest in being contacted about potential openings created by the August School Committee meeting must be contacted within 48 hours by the Superintendent/Designee. After this procedure has been followed, outside applications can be reviewed.

Section 5 Involuntary Transfers: Involuntary transfers shall only take place after displaced teachers have had an opportunity to apply for the anticipated openings. This section applies to involuntary transfers due to enrollment fluctuations.

a. The parties agree that the primary factor in determining involuntary transfers is to best meet the needs of the students. The Superintendent, in making involuntary transfers, shall consider the needs of the Wakefield Public Schools, subject matter knowledge and teaching experience in the affected areas, teaching experience in the affected age grouping, economy, opportunity to save positions, and adaptive teaching styles within the affected age group and seniority as defined in Article V.

b. In the event an involuntary transfer is necessary, the Superintendent shall seek volunteers prior to making an involuntary transfer.

c. If the Superintendent decides to transfer a teacher involuntarily:

1. The teacher shall be given as much prior notice as possible in writing.
2. The teacher may, within ten (10) school days of receipt of such notice, request in writing a meeting with the Superintendent.
3. Within ten (10) school days of receipt of such request, the Superintendent/designee shall meet with the teacher. The teacher may be accompanied by a representative of the Association.
4. At that meeting the teacher shall be given the reasons for transfer, and the transfer shall be discussed.

5. Within ten (10) school days after such meeting, the teacher shall be given a final decision in writing setting forth the reasons for the transfer made by the Superintendent/designee.
6. If the least senior teacher in the impacted department is transferred involuntarily by the Superintendent, the Association agrees it shall not arbitrate any grievance based on such decision.

d. Any teacher who is involuntarily transferred shall have the right of first refusal when a position becomes available for which he/she is qualified in the department/position from which he/she was involuntarily transferred.

Section 6 In arranging schedules for teachers who are assigned to more than one school, an effort shall be made to limit the amount of interschool travel. Such teachers who are assigned to more than one (1) school in any one (1) school day shall receive the IRS mileage rate per mile for all interschool travel.

Section 7 The parties agree to explore the feasibility of a job sharing arrangement should any (2) two members of the bargaining unit so request.

ARTICLE IV

STUDENT-TEACHER RATIO and TEACHING LOAD

The Committee accepts the principle of reducing the student-teacher ratio for improved instruction and learning and/or working toward the recommended student-loads:

- a) A 25:1 ratio at the Elementary Level
- b) The following loads at the Middle School level:

125 students per 5 teacher team
100 students per 4 teacher team
75 students per 3 teacher team
50 students per 2 teacher team

- c) A 125:1 ratio at the High School level

The parties recognize that preserving the integrity of the district school concept and/or the short term exigencies of assignment and scheduling may require deviations from the above principle.

ARTICLE V

REDUCTION IN FORCE*

Section 1 If the Committee should decide to reduce the number of positions in the bargaining unit, such reductions shall be consistent with the General Laws of the Commonwealth, the Regulations of the Department of Elementary and Secondary Education and this Agreement.

Section 2 Definitions:

a. Seniority: Length of a professional teacher status teacher's continuous full time employment in the bargaining unit measured from the first day for which compensation was received including time spent on paid leave of absence;

Effective September 1, 1988, any member(s) of the bargaining unit working less than full-time shall receive seniority credit on a pro-rata basis. The amount of seniority pro-rated is based upon the same fraction used to determine the annual salary and length of time worked. However, permanent part-time teachers employed as of September 1, 1988 shall be considered full-time for service prior to September 1, 1988. Any member of the bargaining unit who leaves the bargaining unit to become an administrative or managerial employee in the Wakefield Public Schools shall be deemed to hold seniority for all prior teaching service in Wakefield provided, however, such seniority shall not be exercised unless and until such employee returns to the bargaining unit in lieu of layoff.

b. Qualified: Licensed or possessing all requirements of licensure by the Massachusetts Department of Elementary and Secondary Education in accordance with M.G. L. Chapter 71, Section 38G as amended. For purposes of this Article, teachers are qualified for the following school year for departments listed in (d) below based on information about new licenses in the Superintendent's Office as of May 1, or, in lieu thereof, teachers are qualified who submit written verification to the Superintendent by May 1 that license(s) shall be achieved by August 1. The Superintendent shall promulgate and forward to the Association by January 1, a list of bargaining unit members on a departmental basis with their seniority date and respective license(s). Teachers shall have until January 31 to verify the information on existing licenses applying to them individually. On or before January 31, the Association shall submit to the Superintendent a list of disputed items on said list. The parties shall sign off on the agreed upon seniority list on or before February 15. It is the responsibility of the teacher to maintain appropriate licensure with the Commonwealth of Massachusetts Department of Elementary and Secondary Education (DESE)

regarding their teacher assignment. Evidence of current appropriate licensure must be on file with the Superintendent in order to maintain employment with the Wakefield Public Schools.

c. Professional Teacher Status Teacher: A teacher who has attained professional teacher status under M. G. L. Chapter 71, Section 41 as amended.

d. Departments: For purposes of this Article the following shall be considered Departments: Art, Business, Elementary (Elementary specialists in Title I, Reading, Music, Art, Library, Moderate Special Needs, Severe Special Needs, Science), English, Foreign Language, Guidance, Home Economics, Industrial Arts, Library, Mathematics, Music, Physical Education, Reading, Science, School Nurse, School Psychologist, Social Studies and Special Education.

Section 3 Layoff Procedures

a. When a reduction in the number of teachers in a school is necessary, volunteers will be transferred first, provided it is in the best interest of the school system. When there are no volunteers, a teacher's area of competence, major and/or minor field of study, quality of teaching performance, and length of service in the School System will be considered in determining which teacher is to be transferred.

Layoffs shall be conducted within disciplines based on a teacher's job performance and the best interest of the students, which is defined as follows: the teacher's past summative overall evaluation ratings as compared to other teachers' past summative overall evaluation ratings in the discipline targeted to be reduced, with ratings of Proficient and Exemplary being considered equal. The number of summative evaluations compared will include all those evaluations written for teachers during the time equal to the most recently hired professional status teacher in the targeted discipline. If there is a tie using the above criteria, the tie shall be broken by seniority, with the least senior teacher in the discipline targeted laid off first.

In order to preserve a specific academic program, the Superintendent may deviate from the principle of layoff by inverse seniority provided, however, that the Superintendent must clearly demonstrate that this deviation is the only way to preserve the specific program in question and that the teacher actually impacted by such layoff be the next least senior teacher within the appropriate department.

In order to preserve a specific academic program, a more senior teacher who is taking the position of a less senior professional teacher status teacher or a nonprofessional teacher status teacher due to reduction in force, may be required by the Superintendent to be retrained in the specific academic program in question. In addition, a professional teacher status teacher who is replacing a nonprofessional teacher status teacher or who is moving into

an open position in a department in which he/she has not taught within the last five (5) years, may be required by Superintendent to be retrained in the specific academic program in question. The Superintendent and the affected member shall agree upon the appropriate retraining program. Any disputes surrounding retraining pursuant to this section shall be submitted to expedited arbitration pursuant to AAA rules prior to the end of the school year in which notice was provided. Funding of this provision shall come from the funds available in Article XXII.

b. A professional teacher status teacher shall not be laid off if there is a nonprofessional teacher status teacher whose position the professional teacher status teacher is qualified to fill.

c. Teachers shall not cross departmental lines unless they are qualified and there is an opening in a department or they are replacing a nonprofessional teacher status teacher in accordance with the preceding paragraph (b); provided, however, an elementary specialist, who is qualified to teach grades K-6, may for the purposes of section 2d, be considered to be in the elementary grade department, upon notification of lay-off from the specialist position.

d. Except as provided in the preceding paragraph (c), teachers may not take the position of a teacher in a department with a full staff of teachers even if they are qualified for that department and have more seniority than teachers in that department.

e. Reductions in force shall be effective as of the first day of any professional work year except in cases of emergency. Teachers to be laid off shall be notified by the June 1 preceding the effective date of the layoff.

f. Every effort shall be made to retain teachers for available positions on the teaching staff.

Section 4 Teachers on Layoff

a. Should a teacher agree in writing to waive a hearing before and after the recall period pursuant to Chapters 71 and 32, he/she shall be placed on recall. The recall period for any teacher laid off shall be two (2) years from the effective date of layoff.

b. Recall shall be by the reverse order of the effective date of layoff; teachers shall not be allowed to cross department lines except as provided in Sections 3b, 3c and 3d of this Article.

c. Teachers shall be notified of recall via certified mail at their last address of record at the office of Superintendent of Schools in the reverse order of the effective date of the layoff to fill only those vacancies for which a teacher is qualified at the time of recall. Should more than one position exist for which a teacher or teachers on layoff be qualified to fill, preference shall be given to the senior teacher regarding the choice of vacancies.

d. A teacher recalled shall have fifteen (15) calendar days to notify the Superintendent of his/her acceptance or rejection; return of the certified letter by the Post Office shall be considered a rejection of the teaching assignment by the teacher, unless the Superintendent has received a written acceptance by the teacher within the said fifteen (15) calendar days.

e. A teacher who rejects a recall for reasons of a contractual agreement with another employer, illness or disability rendering the teacher unable to work or other good reason as approved by the Superintendent shall be moved one (1) position down on the recall list or to the bottom of the recall list, whichever position is higher on the list; and the reason for the rejection must be stated on the teacher's letter of rejection. Proof of a contractual agreement with another employer, illness or disability must be furnished to the Superintendent if requested. Regarding an illness or disability rendering the teacher unable to work, the Superintendent may require a letter from a physician, certifying that the teacher's illness or disability renders him/her unable to work. All teachers who reject a recall with no reason or an unacceptable reason under this section shall be removed from the recall list.

f. A teacher who is recalled shall have the same benefits he/she had at the time he/she was laid off regarding professional teacher status, unused sick leave, seniority, insurance, and placement on the salary schedule; but the teacher shall acquire no benefits of any kind during his/her period of layoff nor shall the Committee pay for any insurance, grant any unused accumulated sick leave, or any other benefit during the period of layoff.

g. All teachers removed from the recall list by the passage of two (2) years or the rejection of a teaching position shall be considered dismissed and all contractual relationship with the Wakefield Public Schools shall be terminated. No teacher who has been lawfully dismissed under this section shall receive compensation for services rendered thereafter.

h. In the event that a Curriculum Coordinator position is eliminated and the Coordinator has professional teacher status in the district, the Curriculum Coordinator will return to a classroom position.

* This Article does not apply to teachers without professional teacher status.

ARTICLE VI

PROMOTIONS

Section 1 For the purposes of this Article a "promotional position" shall be defined as follows:

Unit A Instructional Leadership Positions with Stipends

Grade 5-12 Curriculum Coordinator

High School Department Coordinator

High School Alternative School Coordinator

Middle School Department Coordinator

Middle School Curriculum Liaison

Middle School Team Leader

Elementary School Assistant to the Principal

English Second Language Coordinator (ESL)

Supervisory and Administrative Positions

High School Principal

High School Assistant Principal

High School Director of Guidance

Middle School Principal

Middle School Assistant Principal

Elementary School Principal

Elementary School Assistant Principal

K-12 Director of Athletics, Health and Wellness

PreK-12 Director of Visual and Performing Arts

Other Non-Contract Promotional Positions

High School Special Education Coordinator

Middle School Special Education Coordinator

Elementary Special Education Coordinator

And any other supervisory or administrative position paying a salary differential.

Section 2 Whenever any vacancy in a promotional, non-promotional or extracurricular position occurs during the school year (September to June), it shall be adequately publicized by the Superintendent by means of a notice posted in every school as far in advance of the appointment as possible. During the months of July and August, written notice of any such vacancy shall be given to the President of the Association. In both situations the qualifications for the position, its duties, and the rate of compensation shall be set forth clearly. The qualifications and duties set forth for a particular position shall not be changed during posting of the position vacancy unless the Association has been notified in advance of such changes.

Section 3 All teachers shall be given adequate opportunity to apply for all such positions. Due weight shall be given to the professional background and attainment of each applicant, to length of service in the Wakefield Public Schools and other relevant factors. When, in the judgment of the Superintendent, the qualifications of the candidates are substantially equal, preference shall be given to qualified teachers already employed by the Wakefield Public Schools. Each teacher not selected shall receive a written notification of the action taken by the Superintendent and, upon request, shall receive from the Superintendent written explanation for the selection of the successful applicant. Notwithstanding any of the foregoing, the credentials of all presently employed applicants shall be presented to the Superintendent.

Section 4 Vacancies in promotional positions shall not be filled ordinarily sooner than 20 days after notice of the vacancy has been posted (except on a temporary basis), nor ordinarily later than 60 days after notice of selection has been given under Section 3 of this Article.

Section 5 Any teaching position which pays a nonpromotional salary differential and does not fall within the definition of "promotional position" specified in Section 1 of this Article shall nevertheless conform to the procedures set forth in this Article except that the 20 days referred to in Section 4 shall be five (5) school days.

Section 6 The procedure contained herein shall be subject to the grievance and arbitration procedure except that the Superintendent's decisions as to the qualifications of applicants shall not be arbitrable.

ARTICLE VII

SUMMER SCHOOL and FEDERAL PROGRAMS

Section 1 The Committee and the Association recognize that a summer school program, including any projects financed by federal funds, may vary substantially from year to year, may offer the opportunity for experimentation, and may call for flexibility in approach.

Section 2 Following the determination by the Committee to run a summer program for the year, the Superintendent shall adequately publicize its general scope and content and the positions to be filled by teachers, including a notice posted in every school not later than June 1, said notice to include a reasonable cutoff date for the filing of applications.

Section 3 No teaching position in the summer school program or federally funded program shall be filled by a teacher not covered by this contract if there is an equally qualified applicant for such a position who is so covered. The decision of the Superintendent as to the qualifications of applicants shall not be arbitrable.

Section 4 On or before July 1, the Superintendent shall offer the teacher selected for summer employment a tentative contract specifying the compensation and length of the program.

ARTICLE VIII

TEACHER EVALUATION

Section 1 A teacher shall be furnished with a copy of any formal written report evaluating his/her performance and shall have the right to discuss such reports with his superiors.

Section 2 Complaints regarding a teacher made to any member of the administration by any parent, student, or other person shall not be placed in such teacher's personnel file unless the complaint has been called to the attention of the teacher prior thereto.

Section 3 No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage by the Superintendent, a principal, or any other member of the administration without just cause. A teacher who is being disciplined by a member of the administration at the principal level or above shall be entitled to have a representative of the Association present, upon request. Reprimanding or disciplining of teachers shall not be conducted in the presence of students, parents, other teachers, nor persons not associated with the school district. All monitoring or observation of the work performance of a teacher will be conducted openly and with full knowledge of the teacher.

Section 4 A teacher shall have the right, upon request, to review the contents of his/her personnel file, on appointment, at any reasonable time. No material derogatory to a teacher's conduct, service, character, or personality shall be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material, and his/her answer shall be reviewed by the Superintendent and attached to a file copy.

Section 5 The evaluation standards and procedures are available in the Wakefield Public Schools Educator Resource Manual. Upon approval of the Supervision and Evaluation Committee, the Educator Resource Manual shall be updated to reflect the most recent bargained rubrics and standards issued by the Department of Elementary and Secondary Education with the intent of adapting and implementing the new rubrics within one year of issuance from DESE. A district wide committee has been established to review the evaluation system and make recommendations on the system and/or protocols except for any areas mandated by state regulations. The Supervision and Evaluation Committee will be comprised of up to six (6) members of WEA including the President, and up to six (6) members of the administrative team with the Superintendent or designee facilitating the group. The committee will meet quarterly.

ARTICLE IX

TEMPORARY LEAVE of ABSENCE

Section 1 Sick Leave

a. Every teacher suffering from an injury, illness, or disability rendering him/her unable to perform his/her duties shall be entitled to 15 days sick leave with full pay each school year, accumulative from year to year without limit. Extension of leave beyond that stated heretofore may be granted at the discretion of the Superintendent.

b. A certificate from the teacher's physician may be required by the Superintendent at his/her discretion and in all cases of absences of five (5) or more consecutive absences in any one school year. Failure to comply with providing certification shall be sufficient reason to deny anyone from participating therein. The Superintendent reserves the right to require, in addition, the certificate of the school physician. Failure to comply with the regulations governing cumulative sick leave shall be sufficient reason to deny anyone from participating therein.

c. Any teacher unable to perform his/her duties because of a serious illness in his/her immediate family shall be entitled to leave with full pay not to exceed twelve (12) days in any school year, to be deducted from sick leave. Immediate family includes: mother, mother-in-law, father, father-in-law, son, daughter, sister, brother, husband, wife, partner, grandparent, grandchild, and in the discretion of the Superintendent, son-in-law and daughter-in-law.

Section 2 Absence on Account of Death in the Immediate Family

a. Teachers absent on account of death in the immediate family shall be entitled to full salary for a period not exceeding five (5) school days. The same privilege shall be granted for absence due to death of a relative or friend living with the teacher as a member of the same household. Immediate family includes: mother, mother-in-law, father, father-in-law, son, daughter, sister, brother, husband, wife, partner, grandparent, grandchild, and in the discretion of the Superintendent, son-in-law and daughter-in-law. A teacher shall be allowed one (1) day with full salary to attend the funeral of any relative not listed in this Section. At the discretion of the Superintendent/designee, a teacher shall be allowed one (1) day, with full salary, to attend the funeral of a close friend. Bereavement days shall not be deducted from sick leave. A teacher required to be absent in excess of five (5) days may, in the discretion of the Superintendent, receive up to an additional two (2) days without loss of pay.

b. This leave could be extended at the discretion of the Superintendent due to unique circumstances.

Section 3 Personal Leave Every teacher whose legal, business, household, or family matters, which shall be defined as non-recurring events which require the teacher to be present and necessitates absence from school shall be entitled to three (3) personal leave days with full pay each school year, to be deducted from sick leave. Personal days are

not to be used for vacation. There shall be no compensation for personal leaves for days adjacent to the three (3) vacation periods (Winter Vacation, February Vacation, and April Vacation) except in the discretion of the Superintendent.

The Association agrees to cooperate with the Superintendent where he/she has reason to believe that a personal leave request is improper or that a member is abusing personal leave. Where appropriate, the Association and the Superintendent shall meet with the affected individual. In order to assist the Association in this cooperative effort, the Superintendent shall provide the Association members with a list of bargaining unit members and their personal leave day usage.

Section 4 Religious Observance Leave Unit members will be entitled to three days additional leave with full pay for the purpose of religious observance. Unit members will provide 15 calendar days advance notice of their intent to take religious observance leave. Exception to this notice requirement may be made for new employees who are not employed for at least 15 days prior to their requested religious observance leave.

Section 5 Absence due to any of the causes listed in this Article shall require customary notification by the teacher. "Customary notification" shall include providing notice to the teacher's supervisor with as much notice as possible.

Section 6 Except as specified in Sections 2 and 4 of this Article, all leave hereunder shall be deducted from sick leave.

Section 7 Absence without Pay Teachers absent for any cause other than those specified in this Article shall forfeit 1/184 of their annual salary for each day of absence. A teacher who deems it imperative that he/she be absent for reasons other than already granted in the rules may do so only with permission of the Superintendent. Such requests must be presented in writing.

Section 8 Family Medical Leave Act (FMLA) The Wakefield School Committee acknowledges that the Association and the Committee are subject to the provisions of the Family Medical Leave Act (FMLA). The FMLA shall not increase or decrease the length of leave available to eligible employees under this agreement.

ARTICLE X

SICK LEAVE BANK

Section 1 The Sick Leave Bank shall be established for use by qualified members whose sick leave accumulation is exhausted through prolonged illness or accident excluding worker's compensation injury and who require additional leave to make full recovery from an extended illness.

Section 2

a. The Sick Leave Bank shall be funded initially by each member of the bargaining unit eligible to receive Sick Leave Bank benefits submitting one (1) sick day of their personal accumulation to the Sick Leave Bank to be utilized by teachers who qualify and who have exhausted their own individual sick leave, both annual and accumulated, and who still have serious extended illness. This one (1) sick day of personal accumulation shall be submitted on the first day that the contract is in effect.

b. If the Sick Leave Bank becomes exhausted, it shall be renewed by a contribution of one (1) additional day of sick leave by each eligible member of the bargaining unit from her/his accumulated sick leave.

c. Sick Leave Bank days unused in one school year shall be carried over to the next school year without expiration.

Section 3

a. Teachers shall not qualify for consideration of extended illness within the framework of the Sick Leave Bank unless they have accumulated at least 20 sick leave days as of the beginning of the school year (after the submission required by Section 2a.).

b. Once a teacher has established eligibility for the Sick Leave Bank, such teacher maintains continued eligibility for the Sick Leave Bank.

c. Teachers shall not be required to contribute to the Sick Leave Bank until they have the required 20 days set forth in this Section.

d. The 15 days credited one's individual sick leave accumulation at the beginning of school shall count toward Sick Leave Bank eligibility. For example, a second-year teacher who utilized five (5) sick leave days in the first year of teaching is eligible to join the Sick Leave Bank as follows:

10	sick leave days carried over from first year
<u>+15</u>	sick leave days credited for second year

25	sick leave days accumulated
-1	day contributed to Sick Leave Bank
24	days balance required for eligibility

Section 4 Sick Leave Bank days shall only be available after the infirmed teacher has exhausted all but one (1) day of his/her entire personal sick leave, both annual and accumulated.

Section 5 The Sick Leave Bank days shall be administered by a Sick Leave Bank Committee consisting of two (2) members designated by the School Committee (not covered by another bargaining unit) to serve at its discretion and two (2) members designated by the Teacher Association.

Section 6 Application for benefits shall be made in writing to the Sick Leave Bank Committee accompanied by a physician's certificate as to the need for and anticipated extent of extended recovery time from illness.

Section 7 Application for benefits may be made prior to the employee's exhaustion of his/her own personal sick leave to expedite benefits, but drawings upon the Bank shall not actually commence until after the employee's own sick leave days are exhausted and adequate medical notification has been provided, and in no event unless the prolonged illness had exceeded 20 consecutive school days.

Section 8 The initial grant of sick leave by the Sick Leave Bank Committee to an eligible employee shall not exceed 30 days.

Section 9 Upon completion of the 30 day period, additional entitlement may be extended by the Sick Leave Bank Committee upon demonstration of need by the applicant, not to exceed 90 days for the same illness or accident.

Section 10 Subject to the foregoing requirements, the Sick Leave Bank Committee shall determine the eligibility for the use of the Bank and the amount to be granted. The following general criteria shall be considered by the Committee in administering the Bank and in determining the amount of the leave:

- a. Medical evidence of serious extended illness.
- b. Prior utilization of all eligible sick leave.

The decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final with any appeal to the Bank Committee itself.

No days may be withdrawn from the Sick Leave Bank for use for any other illness other than prolonged illness or accident. Days may not be withdrawn to permit the individual to stay at home to care for other members of the family.

Section 11 Upon return from extended sick leave during which benefits were received through the Sick Leave Bank, the recipient shall be entitled to commence a new accumulation of individual sick leave in accordance with the provisions of the collective bargaining agreement on the same basis as other teachers.

Section 12 Unit A Members who are retiring are eligible to submit up to twenty-five (25) sick days to the sick leave bank. If the Member opts to donate sick days to the Sick Bank, the days would be added on the last day of school where the Member is employed by the District.

ARTICLE XI

EXTENDED LEAVE of ABSENCE

Section 1 Leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the Armed Forces of the United States, or who serves as a full-time participant in the Peace Corps or as an exchange teacher. Upon return from military service within three (3) years or, from Peace Corps or exchange teacher service within two (2) school years, a teacher shall be placed on the salary schedule at the same step to which he/she would have advanced had he/she not been on such leave.

Section 2 In no event shall a teacher be entitled to commence a leave of absence as a Peace Corps volunteer or exchange teacher during a school year, or to return from leave of absence for any such cause during a school year.

Section 3 The Committee upon the recommendation of the Superintendent may grant up to two (2) percent of the bargaining unit calculated on the basis of units of 100, an unpaid leave of absence of up to two (2) years for the purpose of retraining, family health, or personal illness.

Section 4

a. Parental Leave of Absence

(1) Pursuant to Massachusetts General Laws, Chapter 149, Section 105D, every full-time teacher is entitled to up to eight (8) weeks parental leave if the teacher has completed an initial probationary period of three (3) consecutive months for the birth, foster placement, or adoption of a child and if the teacher gives at least two (2) weeks' notice of the expected departure and return dates. Teachers may also be eligible for up to 12 weeks of leave under the federal Family and Medical Leave Act (FMLA). Leave under both statutes will run concurrently and will also run concurrently with any sick leave taken pursuant to this article. To be granted leave under these laws, teachers will be required to fill out the required forms.

(2) All employees eligible for leave under this section will be allowed to use up to forty (40) days of their own sick leave for this purpose. Employees may also access additional sick leave if they meet the

requirements of the sick leave policy. If two employees are seeking leave for the birth, placement, or adoption of the same child, they shall each be entitled to use up to 40 days of paid parental leave composed of their own accrued sick leave and District-provided parental leave as outlined below for this purpose. Part-time employees, who are seeking leave for the birth, placement, or adoption of a child, will be entitled to use their accrued sick time up to, but not to exceed eight weeks. Starting September 1, 2026, this paid parental leave shall increase to fifty days composed of their own accrued sick leave and District-provided parental leave as outlined below.

(3) Starting September 1, 2024, the District will provide ten paid days of leave, above and beyond any accrued sick time, for employees who are seeking leave for the birth, placement, or adoption of a child for a total of at least 40 days of paid parental leave. Starting September 1, 2026, the District will provide an additional ten paid days of leave for any employees who have less than 40 sick days available at the time they take the leave.

(4) The employee may access up to all of the District-provided parental leave for the purpose of parental leave before accessing their own accrued sick time.

b. Child Rearing Leave of Absence

(1) Following the birth, placement, or adoption of a child, a professional teacher status teacher, may be granted a child-rearing leave of up to one (1) year.

(2) Under ordinary circumstance, such leave may only commence at the beginning of a school year.

(3) In the case where both parents are employed by the Wakefield Public Schools only one (1) parent shall be entitled to a child-rearing leave pursuant to this Article.

(4) Leave taken pursuant to this Article shall be without pay or increment and must be consecutive, and the return of full-time employment shall constitute a termination of child-rearing leave.

(5) Return to service shall be at the beginning of a school year unless the Superintendent consents to a teacher's return during the school year.

Section 5 All benefits to which a teacher was entitled at the time of leave of absence commenced, including unused accumulated sick leave, less any sick leave utilized in Article X, Section 4, shall be restored upon return, and the teacher shall be assigned to the same position which the teacher held when the leave commenced, if available, or if not to a substantially equivalent position. Teachers shall inform the Superintendent in writing by February 1 of their intent to return the following September.

ARTICLE XII

SABBATICAL LEAVE

Section 1 The Committee shall grant, upon recommendation of the Superintendent, a sabbatical leave of absence not to exceed one (1) school year for approved study to a teacher who has served seven (7) or more years in the Wakefield Public Schools.

Section 2 A teacher granted a full year sabbatical leave shall receive one-half (1/2) his/her normal year's salary, excluding supplemental payments for special assignments.

Section 3 Failure to work (other than by reason of death or serious illness or injury) in the Wakefield Public Schools for twice the length of the sabbatical leave (for example, the two (2) school years following one (1) school year of sabbatical leave) following the expiration of the sabbatical leave shall result in the forfeiture by the teacher of the salary received by him/her under Section 2 of this Article.

Section 4 Not more than one (1) per cent of the bargaining unit, calculated on the basis of 100, shall be granted leave during one (1) school year.

Section 5 A teacher on sabbatical leave shall retain all rights of salary, professional teacher status, and seniority.

ARTICLE XIII

PROFESSIONAL DEVELOPMENT and EDUCATIONAL IMPROVEMENT

Section 1 The Committee shall pay the reasonable expenses (including fees, meals, lodging, and/or transportation) incurred by teachers who attend workshops, seminars, conferences, or other professional improvement sessions, exclusive of substitute in-service day at the request of and/or with the advance authorization of the Superintendent.

Section 2 Officer and faculty representatives of the Association may request, and they may be granted professional leave to attend meetings and workshops by the Massachusetts Teachers Association and the National Education Association. Such leave days are not to exceed an aggregate total of fifteen (15) for each school year. It is expressly understood that approval of such released time shall require advance notice to, and approval at the discretion of, the Superintendent. No one member may be permitted to use more than three days of leave under this section per school year.

Section 3 The Association President may utilize up to one (1) workday per month (may not be taken as pro rata work days) for Association business which does not interfere with the educational process; said time may be taken in either half day or full day increments. The Association agrees to pay the cost of the substitute teacher. (The time provided in this Section is in addition to the time required for attendance by the President at Labor Relations Commission and arbitration hearings.)

Section 4 Professional staff members will be compensated at the workshop rate for their preparation and presentation of staff development workshops, including summer workshops and other required work projects beyond the normal contract work hours. The allowable guideline for preparation time to presentation time is two hours of prep time to one hour of presentation time. All preparation must be approved ahead of time by the Superintendent or designee.

Section 5 Teachers participating in professional development beyond contractual work hours and work year will be compensated at the workshop rate. This does not include early release and full day professional development specified in the PD Calendar.

Section 6 Professional development days will not be held on Fridays when possible. The Professional Development Calendar will be developed by the PD Task Force and approved by the Superintendent or designee.

Section 7 The District will issue professional development points (PDP's) for HQPD offered in district before the end of the school year. A digital copy will be provided. To earn PDPs, teachers must attend the scheduled professional development. If a teachers misses a professional development session and wants to earn PDPs for the missed content, a communication must be scheduled at a mutually agreeable time by the teacher and held with their department head/curriculum coordinator to review the material covered at the professional development session in order to earn PDPs. The teacher will note this make-up work on the appropriate form.

Section 8 For whole day professional development days, all teachers will be guaranteed a one hour lunch. The Parties agree that whole day direct instruction for professional development is not an ideal method of conveying concepts and agrees to avoid such a structure except when necessary, such as a certification or recertification program. This will include time to travel to a professional development site within the district. Teachers who are

required to travel to a site outside of the district will be reimbursed gas mileage. On half PD days, teachers will be possible to attend two and one quarter hours of professional development.

Section 9 The professional development and in-service offerings in the Wakefield Public Schools shall be developed, approved, evaluated, and implemented by a Joint Professional Development Task Force. This committee of teachers and administrators will meet at least once per quarter. A Professional Development Task Force will be formed to evaluate, design, and implement PD activities, both district-wide and school-based, that are compliant to MA DESE guidelines, desired by teachers in support of their practice, and complimentary to the goals and priorities of the district. The Joint Professional Development Task Force will be comprised of nine members, six from the WEA appointed by the WEA President and three from the administration with the assistant superintendent and the WEA appointed chair leading and facilitating the group. The parties agree that said Task Force can be divided into building level subcommittees to accomplish their goals. There will be an application period designated by the PD Task force for all interested Unit A members. The ultimate decision as to what professional development will be offered is that of the Superintendent and will not be unreasonably withheld.

ARTICLE XIV

MANAGEMENT RIGHTS

Except as expressly abridged or modified by this Agreement, the Committee and the Superintendent reserve and retain all the regular and customary functions of management.

The Committee shall not be bound as a precedent for actions performed by an MTA bargaining unit member, acting as a supervisor or in any other capacity, which results in a financial precedent without its express knowledge and consent.

The parties recognize and agree that the provisions of this Agreement are intended to be given their full force and effect while, at the same time, they must be construed in accordance with the terms of the Massachusetts Educational Reform Act of 1993, and any subsequent amendment thereto. Accordingly, and by way of example only, there may be instances where the parties have agreed the "Committee" is to act when, in fact, as a result of the Educational Reform Act, the Superintendent, and/or principal(s) must now do so. It is the parties' intention that the

obligations of this Agreement continue to be fulfilled even though statutory powers to act may have been delegated and must be exercised by persons and entities other than those expressly named herein.

ARTICLE XV

GRIEVANCE PROCEDURE

Section 1 Definitions:

- a. A grievance is defined as any complaint by a teacher or a group of teachers.
- b. An aggrieved person is the person or persons making the claim.
- c. A party of interest is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- d. An arbitrable grievance is defined as a complaint based upon alleged violation of, or variation from, or of the interpretation or application of a specified provision of this Agreement.

Section 2 Purpose

a. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise affecting the welfare or working conditions of teachers. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

b. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its view.

Section 3 Procedure The limits specified in this Section shall be considered as maximum limits, but may be extended by mutual agreement. In the event a grievance is filed on or after June 1, which if left unresolved until the

beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

Decisions rendered at Levels One, Two, and Three of the grievance procedure will be in writing setting forth the decision and the reasons therefore and will be transmitted properly to all parties in interest, to the Chairman of the Association's Committee on Professional Rights and Responsibilities (hereinafter called PR&R), and to the WEA President. Decisions rendered at Level Four will be in accordance with the procedures set forth herein.

***The time limits set forth above may be extended by mutual consent.

Level 1 An aggrieved person, either directly or through an Association representative, shall present the grievance in writing to the school principal, or to the immediate supervisor outside of the bargaining unit, who shall attempt to resolve the grievance informally.

Level 2 If the aggrieved person is not satisfied with the disposition of the grievance at Level 1 or if no decision has been rendered within five (5) school days after presentation of the grievance, PR&R Chair may file in writing with the Superintendent within five (5) school days after a decision at Level 1 or ten (10) days after the grievance was presented, whichever is sooner, subject to a majority vote of the PR&R. The Superintendent shall represent the administration at this level of the grievance procedure. Upon notice of the written grievance to the Superintendent, the Superintendent shall meet with the aggrieved person, any building representation involved in the Level One procedure, and the Chairman of the PR&R Committee in an effort to resolve the grievance.

Level 3 If the aggrieved person is not satisfied with the disposition of the grievance at Level 2, or if no decision has been rendered within ten (10) days after its submission at Level 2, the Chairman of the PR&R Committee may file the Grievance in writing with the School Committee within five (5) school days after the decision of the Superintendent, or within 15 school days after the filing of the grievance with the Superintendent, whichever is sooner. Upon notice of the written grievance to the members of the School Committee, the School Committee shall meet with the aggrieved person and the Chairman of the PR&R

committee in an effort to resolve the grievance. Grievances which are not arbitrable grievances shall not be processed beyond Level 3.

Level 4 If the grievance shall not have been disposed of to the satisfaction of the PR&R Committee or if no decision has been rendered at Level 3 within two (2) consecutive regularly scheduled School Committee meetings (but in no event longer than 30 calendar days) after notice of the grievance was given to the members of the School Committee, the PR&R Committee may, by giving written notice to the School Committee within ten (10) days next following the second School Committee meeting (or 30 calendar day period) referred to above, present the grievance for arbitration. Such written notice must be given by the Association to the School Committee by delivery in hand or by mail postage prepaid.

The arbitrator shall be selected by mutual agreement of the parties. If the parties fail to agree on a selection within five (5) days after the receipt by the Committee of the notice of submission to arbitration, either party may request the American Arbitration Association to supply a list of arbitrators from which a selection shall be made in accordance with its rules and regulations. Expenses for the arbitrator's services shall be shared equally by the parties.

The arbitrator shall hold hearings promptly and unless the time shall be extended by mutual agreement shall issue the decision not later than 30 days from the date of the closing of the hearings and the receipt of any final statements and proofs.

The arbitrator's decision shall be in writing and set forth findings of facts, reasoning, and conclusions. The arbitrator shall be without power or authority to alter, amend, add to or subtract from the language of this agreement or to render any decision which is not permitted by law. The decision of the arbitrator shall be submitted to the School Committee and the Association, and the parties agree to accept and implement same in accordance with its terms, to the extent permitted by law.

Section 4 Miscellaneous

a. A grievance not presented in writing to the person's principal or the immediate supervisor in accordance with Level 1 of the procedure set forth in Section 3 above, within 30 school days after the aggrieved person knew

or had reason to know of the act or condition upon which the grievance is based shall be deemed waived. Furthermore, any grievance in process under such procedure shall also be deemed to have been waived if the action required to present the said grievance to the next level in the procedure shall not have been taken within the time specified in Section 3 above. Any dispute as to whether a grievance has been waived under this Section shall be subject to arbitration.

b. If, in the judgment of the PR&R Committee, a grievance affects a teacher or group of teachers, the PR&R Committee may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level 2. The PR&R Committee may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

c. Written submission of grievances at Level 1 shall not be in less than duplicate, on forms to be agreed upon jointly, and shall be signed by the representative of the Association filing the grievance. If a grievance is adjusted at any level of the grievance procedure, the adjustment shall be noted on the grievance form and shall be signed by the Committee's representative and the Association representative reaching the adjustment. At any level of the grievance procedure where no adjustment is reached, the grievance form shall bear a notation that the grievance is unsettled, shall be signed by the Committee representative and the Association representative then handling the grievance, and shall be referred to the next level in the grievance procedure as provided herein.

d. Any incident which occurred or failed to occur prior to the effective date of this Agreement, any matter involving the dismissal of a teacher with professional teacher status or any matter which is subject to the jurisdiction of any retirement board established by law shall not be a subject of grievance or arbitration hereunder.

e. Teachers have the right to representation at all disciplinary/grievance meetings. No reprisals of any kind shall be taken by the School Committee, by any member of the administration or by the Association against any party in interest or any participant in the grievance procedure by reason of such participation.

f. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

g. In matters involving the dismissal of a professional teacher status teacher, the teacher after a hearing before the Superintendent in accordance with Massachusetts General Laws, Chapter 71, Section 42, may elect to have the matter finally determined and resolved by an arbitrator under Article XIV, Level 4, of this Agreement.

Such grievance shall commence at Level 4 of the grievance procedure. A signed grievance filed with the Committee / the employee within ten (10) school days after the Committee has issued its decision shall constitute an election hereunder.

ARTICLE XVI

STABILITY of AGREEMENT

Section 1 No alteration or variation of the agreements, terms or provisions herein contained shall bind the parties hereto unless made and executed in writing by the parties hereto.

Section 2 The failure of the Committee or the Association to insist, in any one or more incidents, upon performance of any of the terms or conditions of this Agreement shall not be considered as a waiver or relinquishment of the right of the Committee or the Association to future performance of any such terms or condition, and the obligations of the Association and the Committee to such future performance shall continue in full force and effect.

ARTICLE XVII

STRIKES

During the term of this Contract the Association shall not cause or sponsor and no professional employee shall participate in any strike, slowdown, or work stoppage. If the Association disclaims in writing to the School Committee responsibility for any act prohibited hereby, it shall not be liable in any way therefore. Employees who participate in any such act may be disciplined or discharged without recourse to arbitration, provided, however, that the question of their participation shall itself be subject to the grievance and arbitration procedure.

ARTICLE XVIII

SALARIES

Section 1 Salaries for all persons covered by this Agreement shall be as set forth in Appendix A attached hereto.

Section 2 Teachers shall be paid, in accordance with current practice, in 26 equally divided payments with the last pay check in June covering the last five (5) pay periods. Notwithstanding the previous sentence, the Committee agrees to consider the feasibility of paying bi-weekly throughout the year.

Section 3 Guidance Counselors are required to work an additional ten (10) days beyond the regular Unit A member work year, which will be worked during the summer or school vacation weeks, based upon a mutually agreeable schedule with building administration. Payment for said additional days shall be 1/184 of the current member's salary.

Section 4 The Committee understands that there are increasing demands on teachers to begin the school year including, but not limited to, the following areas: scheduling, establishing medical concerns, and distributing IEP/504 information. Any days when a teacher is asked to work by Administration during the summer will be compensated at workshop rate.

ARTICLE XIX DUES DEDUCTION

Section 1 The Committee hereby accepts the provisions of Chapter 180, Section 17C of the Massachusetts General Laws, and in accordance therewith shall certify to the Town of Wakefield all payroll deductions of Association dues.

Section 2 Payroll deductions shall be allowed for the Massachusetts Teachers Association Credit Union.

Section 3 The Association agrees to indemnify the School Committee for damages or other financial loss which the School Committee may be required to pay or suffer by an administrative agency or court of competent jurisdiction as a result of the School Committee's compliance with this Article.

ARTICLE XX NEGOTIATION PROCEDURE

Section 1 In the negotiation of any future agreement the parties agree to bargain in good faith relative to wages, hours and conditions of employment. Subject to the provisions of Article XXVII, such negotiations may include any matters covered by this Agreement and any other matters which the parties mutually agree are negotiable or which by law are held to be negotiable.

Section 2 During the negotiations, the Committee and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

ARTICLE XXI **GENERAL**

Section 1 Neither the Committee nor the Association shall discriminate against any teacher on the basis of race, creed, color, religion, nationality, sex, marital status, membership or non-membership in the Association or participation or non-participation in its activities.

Section 2 The private or personal life of a teacher is not within the appropriate attention or concern of the Committee except as it may interfere with the teacher's responsibilities to and relationship with students and/or the Wakefield Public Schools. Subject to the preceding sentence, teachers shall be entitled to full right of citizenship and no religious or political activities of any teacher or lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

Section 3 The Committee shall, upon request, provide the Association with access to any information which is neither confidential nor privileged under law which may be necessary for the Association to process grievances under this Agreement.

Section 4 If any provisions or applications of this Agreement shall be found contrary to law, all other provisions or applications of this Agreement shall continue in force.

Section 5 References herein or in appendix A to "AB" or "BA" shall be deemed to mean "Bachelor's degree" and references to "MA" shall be deemed to mean "Master's degree".

Section 6 The Committee and the administration shall continue an aggressive program for the recruitment of volunteer aides to assist in as many non-teaching duties as possible.

Section 7 At the elementary level, in the fall there will be two (2) conferences on half (1/2) days and one (1) evening conference. In the spring, there will be two (2) conferences on half (1/2) days and one (1) evening conference. The evening conferences will not exceed two (2) hours in duration.

At the middle school level in the fall, there will be one (1) afternoon conference and one (1) evening conference. In the spring there shall be one (1) afternoon conference and (1) evening conference, or in lieu of these two conferences one (1) evening showcase. These conferences will not exceed two (2) hours in duration.

At the high school level in the fall there will be one (1) early release day afternoon conference and one (1) evening conference. There will also be one (1) evening conference in the spring, or in lieu of the spring conference, an evening event at the discretion of the principal. These conferences will not exceed two (2) hours in duration.

Teachers shall make every effort to accommodate parents who cannot make conference appointments during times specified.

Section 8 All standardized tests administered in the Wakefield Public Schools shall be machine scored whenever possible.

Section 9 If the School Committee budget is not adequately funded by the Town Meeting, the Committee and/or the Superintendent may request to meet with the Association's leadership to discuss this matter. Upon the Committee's or the Superintendent's request to meet with the Association's leadership, the Association leadership shall meet with the Committee and/or the Superintendent within ten (10) days of the Town Meeting to discuss the matter. In such event and notwithstanding any decision by the Committee to reduce the number of positions in the bargaining unit under the terms of Article V, the Association's leadership shall meet with the School Committee and the Superintendent in an effort to develop mutually agreeable solutions to any such budgetary shortfall. Any agreements reached shall then be presented promptly by the parties at a public meeting.

Section 10 To enhance student safety and programmatic scheduling, the committee plans to install tracking software/hardware similar to what the bus vendor (NRT) utilizes on all Wakefield buses. This hardware also interfaces with our current student transportation routing software. To include four (4) Special Education Buses, White Activity Van, White Box Truck, and four (4) POST Academy Vans.

ARTICLE XXII

TUITION COST REIMBURSEMENT

Section 1 Subject to availability of funds, teachers shall be entitled to reimbursement of the full bill cost of up to three (3) approved courses satisfactorily completed during the 12-month period commencing September 1. A teacher may be reimbursed hereunder for no more than three (3) credit hours per approved course. In order to qualify for reimbursement hereunder a course must have been commenced subsequent to the execution date of this Agreement.

Satisfactory completion is defined as a grade of "B" or better, "Pass" in a Pass-Fail System, or a certificate indicating "Satisfactory Completion" if specific grades are not issued.

Section 2 An "approved" course, including North Shore Consortium, is one which is in a teacher's subject areas or closely related discipline in any area that would directly affect a teacher's role and be beneficial to the growth of the teacher in his/her area of responsibility and for which approval for reimbursement from the Superintendent has been obtained prior to the teacher's commencement of the course. Courses other than those earning university credits may be accepted for tuition reimbursement at the discretion of the Committee.

Section 3 The Committee shall provide for 100% reimbursement based on the Salem State University tuition and obligatory fees schedule for the first course completed in accordance with the terms of this Article. Fifty thousand dollars (\$50,000) shall be allocated annually for this purpose.

All reimbursement for approved courses shall be distributed twice annually. The first payment will occur on or about July 15 and will cover all first courses for the current contract year. In order to be eligible for the first payment period, the teacher must submit final grades by June 15 of that contract year. The second payment will occur on or about November 1 and teachers shall be reimbursed for any remaining first course submissions. If there are any funds remaining, teachers shall be reimbursed for any second course and then third course. In the event that there are insufficient funds to reimburse teachers for the first course, the funds available shall be apportioned equally among all bargaining unit members who have completed courses in accordance with this Article. If the funds available are insufficient for the second or third course, they shall be apportioned in a similar manner.

Those teachers who resign from the Wakefield Public Schools prior to the date of distribution are not eligible for reimbursement.

ARTICLE XXIII

SCHOOL NURSES

Section 1 Effective September 1, 1998 nurses with a Bachelor's or higher Degree will be placed on the appropriate step and column of the teacher's salary schedule and will be able to proceed each year through the step schedule to maximum of the appropriate column. Placement shall be at the step corresponding to the next highest salary level to that salary which the nurse would have received in the 1998-99 school year had he/ she

not achieved the degree. (NOTE: Degree nurses on the teacher's salary schedule in 1997-98 shall advance one step for 1998-99, one step for 1999-2000 and so on until reaching maximum.).

Section 2 The provisions of Appendix A, Section 3, shall apply hereto.

Section 3 The school nurses will be responsible for providing appropriate health services to the Wakefield Public School students in their respective buildings. The time before and after student contact time within contractual hours will be preserved as "prep time" by the nurses for various data input, record keeping etc. Buildings staffed with two nurses may need to send one nurse to support another building at times. Every effort will be made to "back-fill" the second nurse position on the days that one of the nurses is pulled from their building.

Section 4 Substitute nurses will be provided up to 3 paid school days to train properly in all of the Wakefield Public Schools. Fewer days may be sufficient if the nursing staff determines the training is completed in less time.

Section 5 The school nurses will have a Nurse Coordinator who will be compensated via a stipend.

ARTICLE XXIV

EXTRA-CURRICULAR ACTIVITIES-ATHLETICS

Section 1 Every teacher who performs an extra-curricular activity in athletics as specified in Appendix B shall receive, in addition to his/her regular salary, payments in accordance with the schedule in Appendix B attached hereto and made a part hereof.

a. Except as otherwise provided, coaches may advance on the salary schedule a maximum of one (1) step per year. Advancement shall be based upon the Director of Athletics and Student Activities evaluation and length of service in the position.

b. All coaches who have coached the same sport for ten (10) or more consecutive years shall be paid longevity payments of \$50.00 per year for each year of coaching beginning with their tenth (10th) year of coaching. Assistant coaches who have coached the same sport for ten (10) or more consecutive years shall be paid longevity payments of \$25.00 per year for each year of coaching beginning with the tenth year of coaching unless the assistant

coach's stipend comes within \$100 of the head coach's stipend. When this event occurs, the longevity payment shall be frozen. All coaches employed continuously as coaches for Wakefield Public Schools on/or before June 30, 2010 shall continue to receive and be eligible for longevity pay as delineated in Article XXIV Subsection b. Coaches employed after June 30, 2010 who have not previously served as coaches in the same sport shall not be eligible for longevity pay under Article XXIV subsection b.

c. Coaches shall be compensated for extended post-season competition on the basis of the ratio that the post-season competition bears towards the total season. For example, if the season is ten (10) weeks and the post-season competition one (1) week, then the post-season compensation shall be one-tenth (1/10) of the total season's compensation (pro rata based upon weekly salary).

d. The current stipend schedule represents salaries through the regular season MIAA cutoff date. Post season pay applies up to and including all-state competition.

Section 2 The Committee may cancel any athletic position due to insufficient enrollments and/or for insufficient collection of student fees.

Section 3 The coach is to be notified by the Director of Athletics and Student Activities as to the salary recommendation for the ensuing year. If, for any reason, a coach is not satisfied with this recommendation, he/she may discuss the matter with the Director of Athletics and Student Activities and, if necessary, appeal to the Superintendent.

Section 4 The Director of Athletics and Student Activities shall meet with the coaches prior to the end of the school year to discuss terms of anticipated coaching positions, coaching evaluations and other concerns.

The coaches shall be notified in writing by the principal, within 25 calendar days following the last contest of that season, if they are to be recommended for reappointment for the following year. If reappointment is recommended, the coach shall receive a letter confirming such reappointment from the school principal within 25 days from the date of the last contest of the season or, for spring sports, by the end of the school year. If reappointment is not recommended or if the coach has not received a letter of reappointment from the principal, the coach has the right to request an appeal hearing with the principal within 30 days from the date of the last contest of the season. The principal's decision is final.

Section 5 The minimum paid salary for head coach shall, in all cases, be higher than maximum salary for an assistant coach in that particular sport.

Section 6 If a head coach resigns or a head coaching position is vacated, all assistant coaching contracts associated with that sport shall be null and void commencing on the date of vacancy if such vacancy occurs at least 60 days before the commencement of the season. In all other cases the contracts shall be honored. Head coaches are responsible to find candidates to fill the assistant coaching positions collaboratively with the principal or their designee. Those seeking an assistant role should expect to interview with the head coach at a minimum. The final hiring decision is that of the principal or his/her designee.

Section 7

- a. To qualify for a coaching position a member must have completed the basic Red Cross First Aid Course. All coaches must repeat this course every two (2) years. Coaches shall arrange to take the course at a time that does not conflict with their coaching responsibilities.
- b. All coaches must be in compliance with all certification requirements of the Massachusetts Interscholastic Athletic Association (MIAA).

Section 8 Process for New Positions:

1. Student interest or athletic program need leads the Athletic Director to request an additional program and/or coaching position.
2. The request is reviewed by the Superintendent of Schools and brought forward to the School Committee.
3. With School Committee approval, the program/position will run with provisional status for two years in order to evaluate continuity and sustainability.
4. After two years, the program/position is reviewed by the Superintendent of Schools and brought forward to the School Committee.
5. With School Committee approval, a Side Letter of Understanding will be generated to create the program/position with the Unit A Athletic Stipend Schedule.

ARTICLE XXV

EXTRACURRICULAR ACTIVITIES-OTHER THAN ATHLETICS

Section 1 The parties agree that the full-time annual rate for extra-curricular positions are set forth in Appendix C attached hereto and made a part hereof.

Section 2 The amount of compensation for any position not listed in Appendix C and which is funded by the school district's budget shall be determined by the Superintendent and the Association. The Association shall be notified of any new positions being considered under this Article.

Section 3 The Committee may cancel any extra-curricular position due to insufficient enrollment and/or insufficient collection of student fees. Teachers will be notified in writing of their extracurricular and sports assignments under normal circumstances on the following timeline:

Fall by June 15th (for the next school year)

Winter by September 15

Spring by January 15

Section 4 Process for New Positions:

1. Student interest or school need leads the School Principal or Director to request an additional program and/or position.
2. The request is reviewed by the Superintendent of Schools and brought forward to the School Committee.
3. With School Committee approval, the program/position will run with provisional status for two years in order to evaluate continuity and sustainability.
4. After two years, the program/position is reviewed by the Superintendent of Schools and brought forward to the School Committee.
5. With School Committee approval, a Side Letter of Understanding will be generated to create the program/position with the Unit A Extracurricular Stipend Schedule.

ARTICLE XXVI

SALARY SCHEDULE and SALARY REGULATIONS

Section 1 Salary Schedules The teachers' salary schedule (Appendix A), shall be increased by 3.5% effective September 1, 2024. Effective September 1, 2025, the teachers' salary schedule (Appendix A), shall be increased by 4.0%. Effective September 1, 2026, the teachers' salary (Appendix A), shall be increased by 3.5%. All payroll earnings will be dispersed via Direct Deposit and Electronic Pay stub, removing the need for live checks and paper stubs. All employees will be provided access to district computers and printers in order to produce copies for their records.

Section 2 Athletic and Non-Athletic Extra-Curricular Athletic coaches salary schedule (Appendix B1), and stipends for nonathletic extracurricular activities (Appendix B2) shall be increased 3.5% effective September 1, 2024, 4.0% effective September 1, 2025, and 3.5% effective September 1, 2026.

Section 3 Longevity Longevity payment shall be added to teachers' base pay for all teachers who have completed twelve (12) years of full-time service in the Wakefield Public Schools.

2024-25	12-20 years	\$2,185
	21-29 years	\$2,559
	30-34 years	\$3,251
	35+ years	\$3,944
2025-26	12-20 years	\$2,273
	21-29 years	\$2,661
	30-34 years	\$3,382
	35+ years	\$4,102
2026-27	12-20 years	\$2,352
	21-29 years	\$2,754
	30-34 years	\$3,500
	35+ years	\$4,246

- Longevity will be paid based on length of service stated above at 0.5 FTE. Longevity will be computed on a pro-rated basis (e.g. 05. of \$825 = \$412.50).
- A full year of service for longevity credit will be given to a member who commences employment on or before September 15th of that year.
- Unpaid leave does not count toward years of service for longevity.

Section 4 Health Insurance Upon execution of this agreement, Health Insurance for eligible employees shall in accordance with the Public Employee Committee (PEC) Agreement currently in effect. Any changes to health insurance benefits shall be negotiated pursuant to M.G.L. c.32B or any other applicable law.

ARTICLE XXVII

DURATION of AGREEMENT

Section 1 This Agreement shall be effective on September 1, 2024 and shall remain in force until August 31, 2027.

Section 2 Negotiations for a successor Agreement shall commence on or before October 1, 2027.

By the Association: by written notice delivered to the School Committee in hand to its Chairman on or before October 1, 2027.

By the School Committee: by written notice delivered to the President of the Association in hand on or before October 15, 2027, or by certified or registered mail addressed to his/her home and postmarked no later than October 1, 2027.

ARTICLE XXVIII

SPECIALISTS AND TRAVELING TEACHERS

Section 1 Teachers who travel from school to school during the school day shall be reimbursed for mileage at the IRS rate, established at the time of travel.

Section 2 When possible, teachers who travel during the school day will be given a minimum of 30 minutes to travel between schools, not including time for lunch.

Section 3 When possible, traveling teachers will teach in one school each day.

Section 4 When possible, elementary specialists will not meet with any individual class longer than 40 minutes.

Section 5 Specialists in each building will have an opportunity annually to meet with the building principals and directors to discuss schedules. If these meetings are scheduled by building administration outside of the regularly scheduled work day, teachers will be compensated at the workshop rate for the time worked.

Section 6 Where possible, Library check-out and library media will be separated.

ARTICLE XXIX

WEA RIGHTS

Section 1 The WEA shall have the right to use in-school mailboxes and email utilities.

Section 2 The School Committee shall provide the WEA with the names and addresses of all new professional staff members prior to the opening of school and a complete listing of all professional staff members employed in the system by the end of October of each school year.

Section 3 On the days prior to the opening of the student school year, the WEA shall be given an opportunity to meet with all members to discuss WEA activities.

Section 4 The School Committee shall furnish the WEA President with an agenda and minutes of its meetings except for agendas and minutes of its meetings held in executive session and kept confidential in accordance with the laws governing meetings of the School Committee.

Section 5 There will be bulletin board space in each professional staff room in each school building for the exclusive use of the professional staff.

Section 6 No professional staff member will be prevented from wearing pins or other identification of membership in the Association.

Section 7 The WEA shall be provided with appropriate office/storage space within the school system and connection to the school system's wireless network.

Section 8 The Association shall have the opportunity to announce but not discuss building membership meetings and agenda at regularly scheduled faculty meetings.

Section 9 The Association shall have permission to use school facilities when not otherwise used during hours when building is open.

Section 10 The Association shall have access to teachers at their place of assignment when such access will not interfere with assigned duties of the teachers and when such matters cannot be reasonably conducted after school hours.

Section 11 The Association President shall be relieved of all non-teaching duties.

ARTICLE XXX

WORKERS COMPENSATION

Professional staff members will immediately but in no event later than twenty-four (24) hours report all cases of assault physical injury suffered by them in connection with their employment to the Business Office in writing. If the employee has to take medical leave because of injury under this provision, upon return to employment, the professional staff member having met the requirements of the Workers' Compensation Law, will have all rights and privileges restored to him/her including any unused sick leave accumulated by him/her prior to aforesaid injury. There will be no adverse action taken against an employee for reporting such assault physical injury to the proper authorities.

All of the proper forms and information about Workers Compensation are available in each building main office and in the central office.

ARTICLE XXXI

DATA MANAGEMENT SYSTEM

Section 1 Teachers will continue to report and/or post end of term grades as has been the practice.

Section 2 Powerschool, or another student information system (only one will be used at a time) as chosen by the administration, will be used as an assignment tracking system. Teachers in grades 5-12 shall put on Powerschool the current homework and short and long-term assignments.

Section 3 Teachers in grades 5-12 shall enter grades in Powerschool after assignments have been graded. The intention of Powerschool rank book is to provide ongoing communication with parents in regard to their student's performance.

Section 4 Additional training will be offered by the Administration during the work day to those who communicate, either individually or through the Union, which will be communicated to Administration a need for such training. In the event a teacher needs additional support in the use of Powerschool, this additional support will not be reflected in their evaluation.

Section 5 Teachers doing online grading will have access to a help desk. Teachers will not be held responsible for computer or software issues or problems not under their control, nor will they be held responsible for any issues of computer hacking or sharing of passwords by parents or students.

Section 6 Principals will communicate clear expectations to parents regarding the use of Powerschool

ARTICLE XXXII

EMPLOYEE BENEFITS

Employees covered under this agreement who are Wakefield residents shall receive the following rates for the services listed below. Specifically:

1. 20% discount on the cost of attending Wakefield Academy (excluding school vacations and summer programs)
2. 20% discount on the cost of athletic fees
3. 20% discount on the cost of extracurricular fees

ARTICLE XXXIII

WORKING GROUP ON DIVERSITY

There shall be established a working group on Workforce Diversity and Underrepresented Staff. The Association and superintendent will establish a joint working group consisting of eight (8) members, including four (4) members appointed by the Association and four (4) members appointed by the superintendent. Purposes of this working group will be to review strategies and specific action steps identified by the Union to be taken to enhance the District's ability to attract and retain a diverse workforce, including members of populations underrepresented among licensed teachers in the District. The working group may present written recommendations that will coordinate with other related District efforts. The working group shall meet at least once per school year but may meet more often as determined by the working group each school year. Each meeting of the working group will be outside of the work day and will be at least one hour, and the agendas will be developed by the Union with input from administration.

ARTICLE XXXIV

INVESTIGATIONS

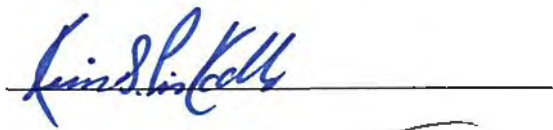
The District will provide regular updates on investigation status. Updates shall be provided upon request.

Agreed to this day of May 2025.

Wakefield School Committee



Peter Davis





Kevin Foutell





By the Superintendent:



Approved as to form:

Town Counsel

Wakefield Teachers' Association



Christopher Paul

Kathy Cristiano

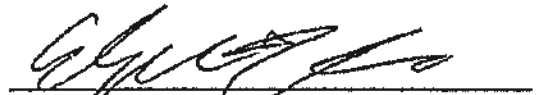
Cynthia Fitzpatrick

Don Carronini

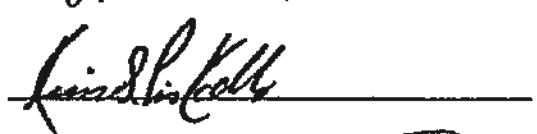
Beth Outage

Agreed to this day of May 2025.

Wakefield School Committee



Peter Davis



Linda Kelly



Kevin Foutell



By the Superintendent:



Approved as to form:

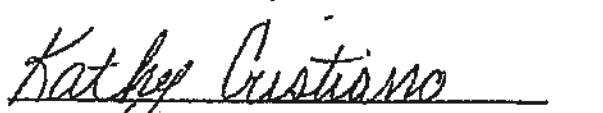
Town Counsel



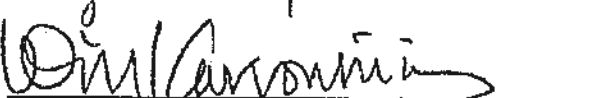
Wakefield Teachers' Association



Jessica Curran



Christopher Paul



Kathy Cristiano



Cynthia Fitzpatrick



Dan Caron



Beth Ostry

APPENDIX A

SALARY REGULATIONS

Section 1 Placement of Appointees

a. Each teacher with no previous teaching experience shall be placed upon the first step of that schedule which fits his/her preparation.

b. The Superintendent shall determine the appropriate placement of the salary schedule for new hires provided that a teacher with a minimum of three (3) or more years or prior comparable teaching experience within the past five (5) years shall be placed on at least Step 4 of the salary schedule and that new hires shall not be placed at a step on the salary schedule that exceeds their experience and/or degree level. The Superintendent shall inform the Association of the placement on the salary schedule of new teachers.

c. Teachers who hold a J.D. degree will be placed on the appropriate step in the doctoral column of the salary schedule.

Section 2 Advance on Schedule

a. Normal advancement on the schedule assumes continuing effort on the part of the teacher to achieve professional growth.

b. No teacher who is serving in the Wakefield Public Schools at the time of the adoption of this schedule shall receive a reduction in his/her present salary.

c. A teacher who plans to advance from one bracket to a high degree level must notify the Superintendent of Schools in writing by December 1 of the year preceding such contemplated advancement. If a master's degree, certificate or any other credits creditable for placement in a new bracket are completed after June 30 during the school year, and if the Superintendent is presented with evidence of completion of the study required for the degree, certificate of credits prior to December 31 of the school year, a bargaining unit member shall be advanced to the new bracket lane on the same step as of February 1. Effective September 1, 2024, Teachers may not advance more than one bracket/column in any one school year.

d. With the prior approval of the Superintendent, which may not be arbitrarily withheld, credits earned through Northeast Consortium Staff Development courses and courses which may or may not be included in a program leading to an advanced degree and which are designed to improve instruction may be used in accordance with the provision of subsection c above.

APPENDIX A-1

SALARY SCHEDULE

September 1, 2024 — August 31, 2025

	FY25		3.50%			
	B	M	M+30	M+45	M+60	D
1	58,809	63,081	67,363	69,720	72,078	73,879
2	61,432	65,896	70,355	72,818	75,280	77,162
3	64,057	68,707	73,356	75,924	78,491	80,454
4	66,687	71,520	76,349	79,021	81,694	83,736
5	69,311	74,332	79,347	82,125	84,902	87,025
6	71,941	77,142	82,345	85,226	88,109	90,311
7	74,563	79,956	85,343	88,330	91,317	93,600
8	77,193	82,764	88,338	91,431	94,522	96,886
9	79,818	85,577	91,336	94,533	97,729	100,172
10	82,444	88,388	94,332	97,633	100,935	103,458
11	85,071	91,200	97,327	100,733	104,140	106,744
12	88,445	94,757	101,071	104,608	108,145	110,849

Appendix A-2
Salary Schedule
September 1, 2025 — August 31, 2026

FY26		4.0%				
B		M	M+30	M+45	M+60	D
1	61,161	65,605	70,057	72,508	74,961	76,835
2	63,889	68,532	73,169	75,730	78,291	80,248
3	66,619	71,455	76,290	78,961	81,631	83,672
4	69,354	74,381	79,403	82,182	84,961	87,086
5	72,084	77,306	82,521	85,410	88,298	90,506
6	74,819	80,227	85,639	88,635	91,633	93,924
7	77,545	83,154	88,756	91,863	94,969	97,344
8	80,280	86,074	91,872	95,088	98,303	100,761
9	83,011	89,000	94,989	98,314	101,638	104,179
10	85,742	91,924	98,105	101,538	104,972	107,596
11	88,474	94,847	101,220	104,763	108,306	111,013
12	91,983	98,547	105,114	108,793	112,471	115,283

Appendix A-3
Salary Schedule
September 1, 2026 — August 31, 2027

	FY27		3.50%			
	B	M	M+30	M+45	M+60	D
1	63,302	67,901	72,509	75,046	77,585	79,524
2	66,126	70,930	75,730	78,381	81,032	83,057
3	68,951	73,956	78,960	81,725	84,488	86,600
4	71,782	76,984	82,183	85,058	87,935	90,134
5	74,607	80,011	85,409	88,400	91,389	93,674
6	77,438	83,035	88,636	91,738	94,841	97,211
7	80,259	86,065	91,863	95,078	98,293	100,751
8	83,090	89,087	95,087	98,416	101,744	104,288
9	85,916	92,115	98,314	101,755	105,196	107,826
10	88,743	95,141	101,538	105,092	108,646	111,362
11	91,570	98,167	104,763	108,429	112,097	114,899
12	95,202	101,996	108,793	112,600	116,408	119,318

Appendix B- 1

ATHLETIC STIPEND SCHEDULES September 1, 2024-August 31, 2025 (Reflects +3.5% increase)

<u>FALL SPORTS</u>		<u>STEP 1</u>	<u>STEP - 2</u>	<u>STEP -3</u>	<u>STEP - 4</u>	<u>STEP -5</u>	<u>STEP - 6</u>
<u>Football</u>	<u>Head</u>	<u>9,967</u>	<u>10,442</u>	<u>10,965</u>	<u>11,492</u>	<u>12,018</u>	<u>12,540</u>
-	<u>Assistant</u>	<u>4,868</u>	<u>5,393</u>	<u>5,912</u>	<u>6,441</u>	<u>6,965</u>	<u>7,488</u>
-	<u>Assistant</u>	<u>4,891</u>	<u>5,393</u>	<u>5,912</u>	<u>6,441</u>	<u>6,965</u>	<u>7,488</u>
-	<u>JV Assistant</u>	<u>4,891</u>	<u>5,393</u>	<u>5,912</u>	<u>6,441</u>	<u>6,965</u>	<u>7,488</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>Freshman</u>	<u>3,492</u>	<u>4,109</u>	<u>4,735</u>	<u>5,362</u>	<u>5,998</u>	<u>6,627</u>
-	<u>Freshman Asst.</u>	<u>2,518</u>	<u>2,987</u>	<u>3,469</u>	<u>3,949</u>	<u>4,427</u>	<u>4,911</u>
-	<u>Freshman Asst.*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Soccer (Boys)</u>	<u>Head</u>	<u>4,355</u>	<u>4,858</u>	<u>5,387</u>	<u>5,908</u>	<u>6,436</u>	<u>6,959</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>JV</u>	<u>2,546</u>	<u>3,057</u>	<u>3,583</u>	<u>4,110</u>	<u>4,633</u>	<u>5,154</u>
-	<u>Freshman</u>	<u>2,254</u>	<u>2,766</u>	<u>3,295</u>	<u>3,819</u>	<u>4,344</u>	<u>4,868</u>
<u>Soccer (Girls)</u>	<u>Head</u>	<u>4,355</u>	<u>4,858</u>	<u>5,387</u>	<u>5,908</u>	<u>6,436</u>	<u>6,959</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>JV</u>	<u>2,546</u>	<u>3,057</u>	<u>3,583</u>	<u>4,110</u>	<u>4,633</u>	<u>5,154</u>
-	<u>Freshman</u>	<u>2,254</u>	<u>2,766</u>	<u>3,295</u>	<u>3,819</u>	<u>4,344</u>	<u>4,868</u>
<u>Field Hockey</u>	<u>Head</u>	<u>3,939</u>	<u>4,440</u>	<u>4,969</u>	<u>5,494</u>	<u>6,016</u>	<u>6,539</u>

-	<u>JV</u>	<u>2,389</u>	<u>2,905</u>	<u>3,425</u>	<u>3,954</u>	<u>4,481</u>	<u>5,001</u>
-	<u>Freshman</u>	<u>2,145</u>	<u>2,657</u>	<u>3,178</u>	<u>3,705</u>	<u>4,231</u>	<u>4,757</u>
<u>Swimming</u>	<u>Head</u>	<u>3,338</u>	<u>3,583</u>	<u>3,846</u>	<u>4,110</u>	<u>4,368</u>	<u>4,633</u>
-	<u>Assistant</u>	<u>2,529</u>	<u>2,686</u>	<u>2,885</u>	<u>3,084</u>	<u>3,276</u>	<u>3,473</u>
-	<u>Diving</u>	<u>1,264</u>	<u>1,343</u>	<u>1,444</u>	<u>1,543</u>	<u>1,641</u>	<u>1,736</u>
<u>Golf</u>	<u>Head</u>	<u>2,674</u>	<u>2,923</u>	<u>3,185</u>	<u>3,449</u>	<u>3,708</u>	<u>3,976</u>
-	<u>JV</u>	<u>1,381</u>	<u>1,499</u>	<u>1,624</u>	<u>1,748</u>	<u>1,873</u>	<u>1,998</u>
<u>Cross Country (Boys)</u>	<u>Head</u>	<u>2,551</u>	<u>3,062</u>	<u>3,590</u>	<u>4,116</u>	<u>4,639</u>	<u>5,165</u>
-	-	-	-	-	-	-	-
<u>Cross Country (Girls)</u>	<u>Head</u>	<u>2,551</u>	<u>3,062</u>	<u>3,590</u>	<u>4,116</u>	<u>4,639</u>	<u>5,165</u>
<u>Volleyball</u>	<u>Head</u>	<u>3,939</u>	<u>4,440</u>	<u>4,969</u>	<u>5,494</u>	<u>6,016</u>	<u>6,539</u>
-	<u>Assistant</u>	<u>2,254</u>	<u>2,766</u>	<u>3,295</u>	<u>3,819</u>	<u>4,344</u>	<u>4,868</u>
-	<u>Freshman/Girls</u>	<u>2,134</u>	<u>2,657</u>	<u>3,178</u>	<u>3,705</u>	<u>4,231</u>	<u>4,757</u>
<u>Cheerleading</u>	<u>Head</u>	<u>1,852</u>	<u>2,105</u>	<u>2,374</u>	<u>2,638</u>	<u>2,898</u>	<u>3,162</u>
<u>Dance Team</u>	<u>Head</u>	<u>1,852</u>	<u>2,105</u>	<u>2,374</u>	<u>2,638</u>	<u>2,898</u>	<u>3,162</u>
-	<u>JV</u>	<u>937</u>	<u>1,059</u>	<u>1,196</u>	<u>1,351</u>	<u>1,528</u>	<u>1,726</u>
<u>Equipment Manager</u>	<u>All Fall Sports</u>	<u>2,555</u>					
<u>Cross Country (Shared by both teams)</u>	<u>Assistant</u>	<u>3,540</u>					
<u>Strength and Conditioning Coach</u>	-	<u>3494*</u>					
<u>WINTER SPORTS</u>							
		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
<u>Basketball (Boys)</u>	<u>Head</u>	<u>6,805</u>	<u>7,330</u>	<u>7,856</u>	<u>8,382</u>	<u>8,906</u>	<u>9,430</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>JV</u>	<u>4,333</u>	<u>4,596</u>	<u>4,858</u>	<u>5,122</u>	<u>5,387</u>	<u>5,647</u>
-	<u>Freshman</u>	<u>3,393</u>	<u>3,652</u>	<u>3,919</u>	<u>4,181</u>	<u>4,438</u>	<u>4,701</u>
<u>Basketball (Girls)</u>	<u>Head</u>	<u>6,805</u>	<u>7,330</u>	<u>7,856</u>	<u>8,382</u>	<u>8,906</u>	<u>9,430</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

-	JV	<u>4,333</u>	<u>4,596</u>	<u>4,858</u>	<u>5,122</u>	<u>5,387</u>	<u>5,647</u>
-	Freshman	<u>3,393</u>	<u>3,652</u>	<u>3,919</u>	<u>4,181</u>	<u>4,438</u>	<u>4,701</u>
Ice Hockey (Boys)	Head	<u>5,878</u>	<u>6,401</u>	<u>6,927</u>	<u>7,450</u>	<u>7,979</u>	<u>8,499</u>
-	Assistant	<u>3,580</u>	<u>4,109</u>	<u>4,632</u>	<u>5,153</u>	<u>5,677</u>	<u>6,205</u>
-	JV	<u>3,342</u>	<u>3,864</u>	<u>4,389</u>	<u>4,916</u>	<u>5,441</u>	<u>5,962</u>
-	Freshman	<u>3,270</u>	<u>3,533</u>	<u>3,798</u>	<u>4,061</u>	<u>4,320</u>	<u>4,584</u>
Ice Hockey (Girls)	Head	<u>5,878</u>	<u>6,401</u>	<u>6,927</u>	<u>7,450</u>	<u>7,979</u>	<u>8,499</u>
-	Assistant	<u>3,580</u>	<u>4,109</u>	<u>4,632</u>	<u>5,153</u>	<u>5,677</u>	<u>6,205</u>
-	JV	<u>3,342</u>	<u>3,864</u>	<u>4,389</u>	<u>4,916</u>	<u>5,441</u>	<u>5,962</u>
-	Freshman	<u>3,270</u>	<u>3,533</u>	<u>3,798</u>	<u>4,061</u>	<u>4,320</u>	<u>4,584</u>
Indoor Track (Boys)	Head	<u>3,774</u>	<u>4,296</u>	<u>4,824</u>	<u>5,347</u>	<u>5,874</u>	<u>6,396</u>
-	Assistant	<u>2,972</u>	<u>3,234</u>	<u>3,497</u>	<u>3,759</u>	<u>4,021</u>	<u>4,275</u>
Indoor Track (Girls)	Head	<u>3,774</u>	<u>4,296</u>	<u>4,824</u>	<u>5,347</u>	<u>5,874</u>	<u>6,396</u>
-	Assistant	<u>2,972</u>	<u>3,234</u>	<u>3,497</u>	<u>3,759</u>	<u>4,021</u>	<u>4,275</u>
Wrestling	Head	<u>4,428</u>	<u>4,692</u>	<u>4,950</u>	<u>5,213</u>	<u>5,479</u>	<u>5,740</u>
-	Assistant	<u>3,242</u>	<u>3,498</u>	<u>3,761</u>	<u>4,022</u>	<u>4,287</u>	<u>4,548</u>
Gymnastics	Head	<u>3,529</u>	<u>3,923</u>	<u>4,314</u>	<u>4,707</u>	<u>5,098</u>	<u>5,497</u>
-	Assistant	<u>2,561</u>	<u>2,823</u>	<u>3,090</u>	<u>3,351</u>	<u>3,613</u>	<u>3,872</u>
Cheerleading	Head	<u>1,852</u>	<u>2,105</u>	<u>2,374</u>	<u>2,638</u>	<u>2,898</u>	<u>3,162</u>
Equipment Manager	All Winter Sports	<u>1,827</u>					
Strength and Conditioning Coach	-	<u>3494*</u>					
SPRING SPORTS							
		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Baseball	Head	<u>4,716</u>	<u>5,242</u>	<u>5,771</u>	<u>6,295</u>	<u>6,818</u>	<u>7,343</u>
-	JV	<u>2,837</u>	<u>3,363</u>	<u>3,884</u>	<u>4,413</u>	<u>4,935</u>	<u>5,460</u>
-	Freshman	<u>2,669</u>	<u>3,197</u>	<u>3,718</u>	<u>4,242</u>	<u>4,771</u>	<u>5,295</u>
Softball	Head	<u>4,716</u>	<u>5,242</u>	<u>5,771</u>	<u>6,295</u>	<u>6,818</u>	<u>7,343</u>
-	JV	<u>2,837</u>	<u>3,363</u>	<u>3,884</u>	<u>4,413</u>	<u>4,935</u>	<u>5,460</u>
-	Freshman	<u>2,669</u>	<u>3,197</u>	<u>3,718</u>	<u>4,242</u>	<u>4,771</u>	<u>5,295</u>
Lacrosse (Boys)	Head	<u>4,716</u>	<u>5,242</u>	<u>5,771</u>	<u>6,295</u>	<u>6,818</u>	<u>7,343</u>

-	<u>Assistant</u>	<u>2,837</u>	<u>3,363</u>	<u>3,884</u>	<u>4,413</u>	<u>4,935</u>	<u>5,460</u>
-	<u>JV</u>	<u>2,837</u>	<u>3,363</u>	<u>3,884</u>	<u>4,413</u>	<u>4,935</u>	<u>5,460</u>
-	<u>Freshman</u>	<u>2,669</u>	<u>3,197</u>	<u>3,718</u>	<u>4,242</u>	<u>4,771</u>	<u>5,295</u>
<u>Lacrosse (Girls)</u>	<u>Head</u>	<u>4,716</u>	<u>5,242</u>	<u>5,771</u>	<u>6,295</u>	<u>6,818</u>	<u>7,343</u>
-	<u>Assistant</u>	<u>2,837</u>	<u>3,363</u>	<u>3,884</u>	<u>4,413</u>	<u>4,935</u>	<u>5,460</u>
-	<u>JV</u>	<u>2,837</u>	<u>3,363</u>	<u>3,884</u>	<u>4,413</u>	<u>4,935</u>	<u>5,460</u>
-	<u>Freshman</u>	<u>2,669</u>	<u>3,197</u>	<u>3,718</u>	<u>4,242</u>	<u>4,771</u>	<u>5,295</u>
<u>Outdoor Track (Boys)</u>	<u>Head</u>	<u>4,484</u>	<u>5,005</u>	<u>5,532</u>	<u>6,063</u>	<u>6,581</u>	<u>7,107</u>
-	<u>Assistant</u>	<u>2,592</u>	<u>3,114</u>	<u>3,636</u>	<u>4,166</u>	<u>4,690</u>	<u>5,212</u>
<u>Outdoor Track (Girls)</u>	<u>Head</u>	<u>4,484</u>	<u>5,005</u>	<u>5,532</u>	<u>6,063</u>	<u>6,581</u>	<u>7,107</u>
-	<u>Assistant</u>	<u>2,592</u>	<u>3,114</u>	<u>3,636</u>	<u>4,166</u>	<u>4,690</u>	<u>5,212</u>
<u>Outdoor Track</u>	<u>Assistant (Shared by both teams)</u>	-	-	-	-	-	-
<u>Tennis</u>	<u>Head</u>	<u>2,366</u>	<u>2,891</u>	<u>3,433</u>	<u>3,937</u>	<u>4,467</u>	<u>4,992</u>
<u>Outdoor Track</u>	<u>Assistant (Shared by both teams)</u>	<u>3,770</u>					
<u>Equipment Manager</u>	<u>All Spring Sports</u>	<u>1,836</u>					
<u>Strength and Conditioning Coach</u>	-	<u>3494*</u>					

SUMMER POSITIONS

<u>Strength and Conditioning Coach</u>	<u>3494*</u>
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***Funded by student activity fees or Booster Organizations**
Additional assistant coaches can be sponsored by Booster Organizations, See School Committee Policy 1109

Appendix B – 2
ATHLETIC STIPEND SCHEDULES
 September 1, 2025-August 31, 2026 (Reflects +4% increase)

FALL SPORTS		STEP 1	STEP - 2	STEP -3	STEP -4	STEP - 5	STEP - 6
Football	Head	<u>10,365</u>	<u>10,860</u>	<u>11,404</u>	<u>11,952</u>	<u>12,498</u>	<u>13,042</u>
-	Assistant	<u>5,062</u>	<u>5,609</u>	<u>6,149</u>	<u>6,699</u>	<u>7,243</u>	<u>7,787</u>
-	Assistant	<u>5,087</u>	<u>5,609</u>	<u>6,149</u>	<u>6,699</u>	<u>7,243</u>	<u>7,787</u>
-	JV Assistant	<u>5,087</u>	<u>5,609</u>	<u>6,149</u>	<u>6,699</u>	<u>7,243</u>	<u>7,787</u>
-	Assistant*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	Freshman	<u>3,632</u>	<u>4,273</u>	<u>4,925</u>	<u>5,577</u>	<u>6,238</u>	<u>6,892</u>
-	Freshman Asst.	<u>2,619</u>	<u>3,107</u>	<u>3,608</u>	<u>4,107</u>	<u>4,604</u>	<u>5,108</u>
-	Freshman Asst.*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Soccer (Boys)	Head	<u>4,529</u>	<u>5,052</u>	<u>5,602</u>	<u>6,144</u>	<u>6,693</u>	<u>7,238</u>
-	Assistant*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	JV	<u>2,648</u>	<u>3,180</u>	<u>3,726</u>	<u>4,274</u>	<u>4,818</u>	<u>5,361</u>
-	Freshman	<u>2,344</u>	<u>2,877</u>	<u>3,427</u>	<u>3,971</u>	<u>4,518</u>	<u>5,062</u>
Soccer (Girls)	Head	<u>4,529</u>	<u>5,052</u>	<u>5,602</u>	<u>6,144</u>	<u>6,693</u>	<u>7,238</u>
-	Assistant*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	JV	<u>2,648</u>	<u>3,180</u>	<u>3,726</u>	<u>4,274</u>	<u>4,818</u>	<u>5,361</u>
-	Freshman	<u>2,344</u>	<u>2,877</u>	<u>3,427</u>	<u>3,971</u>	<u>4,518</u>	<u>5,062</u>
Field Hockey	Head	<u>4,096</u>	<u>4,618</u>	<u>5,168</u>	<u>5,714</u>	<u>6,256</u>	<u>6,801</u>
-	JV	<u>2,484</u>	<u>3,021</u>	<u>3,562</u>	<u>4,112</u>	<u>4,660</u>	<u>5,201</u>
-	Freshman	<u>2,230</u>	<u>2,763</u>	<u>3,305</u>	<u>3,853</u>	<u>4,400</u>	<u>4,947</u>
Swimming	Head	<u>3,471</u>	<u>3,726</u>	<u>4,000</u>	<u>4,274</u>	<u>4,542</u>	<u>4,818</u>
-	Assistant	<u>2,630</u>	<u>2,794</u>	<u>3,000</u>	<u>3,207</u>	<u>3,407</u>	<u>3,612</u>
-	Diving	<u>1,315</u>	<u>1,397</u>	<u>1,502</u>	<u>1,604</u>	<u>1,706</u>	<u>1,805</u>
Golf	Head	<u>2,781</u>	<u>3,040</u>	<u>3,313</u>	<u>3,587</u>	<u>3,856</u>	<u>4,135</u>
-	JV	<u>1,436</u>	<u>1,559</u>	<u>1,689</u>	<u>1,818</u>	<u>1,948</u>	<u>2,078</u>
Cross Country (Boys)	Head	<u>2,653</u>	<u>3,184</u>	<u>3,734</u>	<u>4,281</u>	<u>4,825</u>	<u>5,372</u>

-	-	-	-	-	-	-	-
Cross Country Girls)	<u>Head</u>	<u>2,653</u>	<u>3,184</u>	<u>3,734</u>	<u>4,281</u>	<u>4,825</u>	<u>5,372</u>
Volleyball	<u>Head</u>	<u>4,096</u>	<u>4,618</u>	<u>5,168</u>	<u>5,714</u>	<u>6,256</u>	<u>6,801</u>
-	<u>Assistant</u>	<u>2,344</u>	<u>2,877</u>	<u>3,427</u>	<u>3,971</u>	<u>4,518</u>	<u>5,062</u>
-	<u>Freshman/Girls</u>	<u>2,220</u>	<u>2,763</u>	<u>3,305</u>	<u>3,853</u>	<u>4,400</u>	<u>4,947</u>
Cheerleading	<u>Head</u>	<u>1,926</u>	<u>2,190</u>	<u>2,469</u>	<u>2,744</u>	<u>3,013</u>	<u>3,288</u>
Dance Team	<u>Head</u>	<u>1,926</u>	<u>2,190</u>	<u>2,469</u>	<u>2,744</u>	<u>3,013</u>	<u>3,288</u>
-	<u>JV</u>	<u>975</u>	<u>1,101</u>	<u>1,244</u>	<u>1,405</u>	<u>1,589</u>	<u>1,795</u>
Equipment Manager	<u>All Fall Sports</u>	<u>2,658</u>					
Cross Country (Shared by both teams)	<u>Assistant</u>	<u>3,682</u>					
Strength and Conditioning Coach	-	<u>3634*</u>					

WINTER SPORTS		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Basketball (Boys)	<u>Head</u>	<u>7,043</u>	<u>7,587</u>	<u>8,131</u>	<u>8,676</u>	<u>9,217</u>	<u>9,760</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>JV</u>	<u>4,485</u>	<u>4,757</u>	<u>5,028</u>	<u>5,302</u>	<u>5,575</u>	<u>5,845</u>
-	<u>Freshman</u>	<u>3,512</u>	<u>3,780</u>	<u>4,056</u>	<u>4,327</u>	<u>4,593</u>	<u>4,866</u>
Basketball (Girls)	<u>Head</u>	<u>7,043</u>	<u>7,587</u>	<u>8,131</u>	<u>8,676</u>	<u>9,217</u>	<u>9,760</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>JV</u>	<u>4,485</u>	<u>4,757</u>	<u>5,028</u>	<u>5,302</u>	<u>5,575</u>	<u>5,845</u>
-	<u>Freshman</u>	<u>3,512</u>	<u>3,780</u>	<u>4,056</u>	<u>4,327</u>	<u>4,593</u>	<u>4,866</u>
Ice Hockey (Boys)	<u>Head</u>	<u>6,084</u>	<u>6,625</u>	<u>7,170</u>	<u>7,710</u>	<u>8,259</u>	<u>8,796</u>
-	<u>Assistant</u>	<u>3,705</u>	<u>4,252</u>	<u>4,794</u>	<u>5,334</u>	<u>5,875</u>	<u>6,423</u>
-	<u>JV</u>	<u>3,459</u>	<u>4,000</u>	<u>4,543</u>	<u>5,088</u>	<u>5,632</u>	<u>6,171</u>
-	<u>Freshman</u>	<u>3,384</u>	<u>3,657</u>	<u>3,931</u>	<u>4,203</u>	<u>4,471</u>	<u>4,744</u>
Ice Hockey (Girls)	<u>Head</u>	<u>6,084</u>	<u>6,625</u>	<u>7,170</u>	<u>7,710</u>	<u>8,259</u>	<u>8,796</u>

-	<u>Assistant</u>	<u>3,705</u>	<u>4,252</u>	<u>4,794</u>	<u>5,334</u>	<u>5,875</u>	<u>6,423</u>
-	<u>JV</u>	<u>3,459</u>	<u>4,000</u>	<u>4,543</u>	<u>5,088</u>	<u>5,632</u>	<u>6,171</u>
-	<u>Freshman</u>	<u>3,384</u>	<u>3,657</u>	<u>3,931</u>	<u>4,203</u>	<u>4,471</u>	<u>4,744</u>
<u>Indoor Track (Boys)</u>	<u>Head</u>	<u>3,906</u>	<u>4,447</u>	<u>4,993</u>	<u>5,534</u>	<u>6,080</u>	<u>6,620</u>
-	<u>Assistant</u>	<u>3,076</u>	<u>3,348</u>	<u>3,619</u>	<u>3,890</u>	<u>4,162</u>	<u>4,424</u>
<u>Indoor Track (Girls)</u>	<u>Head</u>	<u>3,906</u>	<u>4,447</u>	<u>4,993</u>	<u>5,534</u>	<u>6,080</u>	<u>6,620</u>
-	<u>Assistant</u>	<u>3,076</u>	<u>3,348</u>	<u>3,619</u>	<u>3,890</u>	<u>4,162</u>	<u>4,424</u>
<u>Wrestling</u>	<u>Head</u>	<u>4,583</u>	<u>4,856</u>	<u>5,123</u>	<u>5,395</u>	<u>5,671</u>	<u>5,940</u>
-	<u>Assistant</u>	<u>3,355</u>	<u>3,620</u>	<u>3,893</u>	<u>4,163</u>	<u>4,437</u>	<u>4,707</u>
<u>Gymnastics</u>	<u>Head</u>	<u>3,652</u>	<u>4,060</u>	<u>4,465</u>	<u>4,871</u>	<u>5,276</u>	<u>5,689</u>
-	<u>Assistant</u>	<u>2,650</u>	<u>2,922</u>	<u>3,199</u>	<u>3,468</u>	<u>3,739</u>	<u>4,007</u>
<u>Cheerleading</u>	<u>Head</u>	<u>1,917</u>	<u>2,179</u>	<u>2,457</u>	<u>2,731</u>	<u>2,999</u>	<u>3,273</u>
<u>Equipment Manager</u>	<u>All Winter Sports</u>	<u>1,900</u>					
<u>Strength and Conditioning Coach</u>	-	<u>3634*</u>					

<u>SPRING SPORTS</u>		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
<u>Baseball</u>	<u>Head</u>	<u>4,881</u>	<u>5,425</u>	<u>5,972</u>	<u>6,515</u>	<u>7,057</u>	<u>7,600</u>
-	<u>JV</u>	<u>2,936</u>	<u>3,481</u>	<u>4,020</u>	<u>4,568</u>	<u>5,107</u>	<u>5,651</u>
-	<u>Freshman</u>	<u>2,763</u>	<u>3,309</u>	<u>3,849</u>	<u>4,390</u>	<u>4,938</u>	<u>5,480</u>
<u>Softball</u>	<u>Head</u>	<u>4,881</u>	<u>5,425</u>	<u>5,972</u>	<u>6,515</u>	<u>7,057</u>	<u>7,600</u>
-	<u>JV</u>	<u>2,936</u>	<u>3,481</u>	<u>4,020</u>	<u>4,568</u>	<u>5,107</u>	<u>5,651</u>
-	<u>Freshman</u>	<u>2,763</u>	<u>3,309</u>	<u>3,849</u>	<u>4,390</u>	<u>4,938</u>	<u>5,480</u>
<u>Lacrosse (Boys)</u>	<u>Head</u>	<u>4,881</u>	<u>5,425</u>	<u>5,972</u>	<u>6,515</u>	<u>7,057</u>	<u>7,600</u>
-	<u>Assistant</u>	<u>2,936</u>	<u>3,481</u>	<u>4,020</u>	<u>4,568</u>	<u>5,107</u>	<u>5,651</u>
-	<u>JV</u>	<u>2,936</u>	<u>3,481</u>	<u>4,020</u>	<u>4,568</u>	<u>5,107</u>	<u>5,651</u>
-	<u>Freshman</u>	<u>2,763</u>	<u>3,309</u>	<u>3,849</u>	<u>4,390</u>	<u>4,938</u>	<u>5,480</u>
<u>Lacrosse (Girls)</u>	<u>Head</u>	<u>4,881</u>	<u>5,425</u>	<u>5,972</u>	<u>6,515</u>	<u>7,057</u>	<u>7,600</u>
-	<u>Assistant</u>	<u>2,936</u>	<u>3,481</u>	<u>4,020</u>	<u>4,568</u>	<u>5,107</u>	<u>5,651</u>
-	<u>JV</u>	<u>2,936</u>	<u>3,481</u>	<u>4,020</u>	<u>4,568</u>	<u>5,107</u>	<u>5,651</u>
-	<u>Freshman</u>	<u>2,763</u>	<u>3,309</u>	<u>3,849</u>	<u>4,390</u>	<u>4,938</u>	<u>5,480</u>

<u>Outdoor Track (Boys)</u>	<u>Head</u>	<u>4,641</u>	<u>5,180</u>	<u>5,725</u>	<u>6,275</u>	<u>6,811</u>	<u>7,356</u>
-	<u>Assistant</u>	<u>2,682</u>	<u>3,223</u>	<u>3,764</u>	<u>4,312</u>	<u>4,854</u>	<u>5,394</u>
<u>Outdoor Track (Girls)</u>	<u>Head</u>	<u>4,641</u>	<u>5,180</u>	<u>5,725</u>	<u>6,275</u>	<u>6,811</u>	<u>7,356</u>
-	<u>Assistant</u>	<u>2,682</u>	<u>3,223</u>	<u>3,764</u>	<u>4,312</u>	<u>4,854</u>	<u>5,394</u>
<u>Outdoor Track</u>	<u>Assistant (Shared by both teams)</u>	-	-	-	-	-	-
<u>Tennis</u>	<u>Head</u>	<u>2,448</u>	<u>2,992</u>	<u>3,553</u>	<u>4,075</u>	<u>4,623</u>	<u>5,167</u>
<u>Outdoor Track</u>	<u>Assistant (Shared by both teams)</u>	<u>3,921</u>					
<u>Equipment Manager</u>	<u>All Spring Sports</u>	<u>1,909</u>					
<u>Strength and Conditioning Coach</u>	-	<u>3634*</u>					

SUMMER POSITIONS

<u>Strength and Conditioning Coach</u>	<u>3634*</u>
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***Funded by student activity fees or Booster Organizations**
Additional assistant coaches can be sponsored by Booster Organizations, See School Committee Policy 1109

Appendix – B-3
ATHLETIC STIPEND SCHEDULES
 September 1, 2026-August 31, 2027 (Reflects + 3.5% increase)

FALL SPORTS		STEP 1	STEP - 2	STEP - 3	STEP - 4	STEP - 5	STEP - 6
Football	Head	<u>10,728</u>	<u>11,240</u>	<u>11,803</u>	<u>12,370</u>	<u>12,936</u>	<u>13,498</u>
-	Assistant	<u>5,239</u>	<u>5,805</u>	<u>6,364</u>	<u>6,933</u>	<u>7,497</u>	<u>8,060</u>
-	Assistant	<u>5,265</u>	<u>5,805</u>	<u>6,364</u>	<u>6,933</u>	<u>7,497</u>	<u>8,060</u>
-	JV Assistant	<u>5,265</u>	<u>5,805</u>	<u>6,364</u>	<u>6,933</u>	<u>7,497</u>	<u>8,060</u>
-	Assistant*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	Freshman	<u>3,759</u>	<u>4,422</u>	<u>5,097</u>	<u>5,772</u>	<u>6,456</u>	<u>7,133</u>
-	Freshman Asst.	<u>2,711</u>	<u>3,215</u>	<u>3,734</u>	<u>4,250</u>	<u>4,766</u>	<u>5,287</u>
-	Freshman Asst.*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Soccer (Boys)	Head	<u>4,687</u>	<u>5,229</u>	<u>5,798</u>	<u>6,359</u>	<u>6,927</u>	<u>7,491</u>
-	Assistant*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	JV	<u>2,741</u>	<u>3,291</u>	<u>3,857</u>	<u>4,424</u>	<u>4,987</u>	<u>5,548</u>
-	Freshman	<u>2,426</u>	<u>2,978</u>	<u>3,547</u>	<u>4,110</u>	<u>4,676</u>	<u>5,239</u>
Soccer (Girls)	Head	<u>4,687</u>	<u>5,229</u>	<u>5,798</u>	<u>6,359</u>	<u>6,927</u>	<u>7,491</u>
-	Assistant*	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	JV	<u>2,741</u>	<u>3,291</u>	<u>3,857</u>	<u>4,424</u>	<u>4,987</u>	<u>5,548</u>
-	Freshman	<u>2,426</u>	<u>2,978</u>	<u>3,547</u>	<u>4,110</u>	<u>4,676</u>	<u>5,239</u>
Field Hockey	Head	<u>4,240</u>	<u>4,779</u>	<u>5,348</u>	<u>5,914</u>	<u>6,475</u>	<u>7,039</u>
-	JV	<u>2,571</u>	<u>3,127</u>	<u>3,687</u>	<u>4,256</u>	<u>4,823</u>	<u>5,383</u>
-	Freshman	<u>2,308</u>	<u>2,860</u>	<u>3,421</u>	<u>3,988</u>	<u>4,554</u>	<u>5,120</u>
Swimming	Head	<u>3,593</u>	<u>3,857</u>	<u>4,140</u>	<u>4,424</u>	<u>4,701</u>	<u>4,987</u>
-	Assistant	<u>2,722</u>	<u>2,892</u>	<u>3,105</u>	<u>3,320</u>	<u>3,526</u>	<u>3,739</u>
-	Diving	<u>1,361</u>	<u>1,446</u>	<u>1,555</u>	<u>1,660</u>	<u>1,766</u>	<u>1,868</u>
Golf	Head	<u>2,878</u>	<u>3,146</u>	<u>3,429</u>	<u>3,712</u>	<u>3,991</u>	<u>4,280</u>
-	JV	<u>1,486</u>	<u>1,613</u>	<u>1,748</u>	<u>1,882</u>	<u>2,016</u>	<u>2,150</u>

<u>Cross Country (Boys)</u>	<u>Head</u>	<u>2,745</u>	<u>3,296</u>	<u>3,865</u>	<u>4,430</u>	<u>4,994</u>	<u>5,560</u>
-	-	-	-	-	-	-	-
<u>Cross Country (Girls)</u>	<u>Head</u>	<u>2,745</u>	<u>3,296</u>	<u>3,865</u>	<u>4,430</u>	<u>4,994</u>	<u>5,560</u>
<u>Volleyball</u>	<u>Head</u>	<u>4,240</u>	<u>4,779</u>	<u>5,348</u>	<u>5,914</u>	<u>6,475</u>	<u>7,039</u>
-	<u>Assistant</u>	<u>2,426</u>	<u>2,978</u>	<u>3,547</u>	<u>4,110</u>	<u>4,676</u>	<u>5,239</u>
-	<u>Freshman/Girls</u>	<u>2,297</u>	<u>2,860</u>	<u>3,421</u>	<u>3,988</u>	<u>4,554</u>	<u>5,120</u>
<u>Cheerleading</u>	<u>Head</u>	<u>1,993</u>	<u>2,266</u>	<u>2,555</u>	<u>2,840</u>	<u>3,119</u>	<u>3,403</u>
<u>Dance Team</u>	<u>Head</u>	<u>1,993</u>	<u>2,266</u>	<u>2,555</u>	<u>2,840</u>	<u>3,119</u>	<u>3,403</u>
-	<u>JV</u>	<u>1,009</u>	<u>1,139</u>	<u>1,287</u>	<u>1,454</u>	<u>1,644</u>	<u>1,858</u>
<u>Equipment Manager</u>	<u>All Fall Sports</u>	<u>2,751</u>					
<u>Cross Country (Shared by both teams)</u>	<u>Assistant</u>	<u>3,810</u>					
<u>Strength and Conditioning Coach</u>	-	<u>3761*</u>					

<u>WINTER SPORTS</u>		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
<u>Basketball (Boys)</u>	<u>Head</u>	<u>7,289</u>	<u>7,852</u>	<u>8,415</u>	<u>8,979</u>	<u>9,540</u>	<u>10,102</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>JV</u>	<u>4,642</u>	<u>4,923</u>	<u>5,204</u>	<u>5,487</u>	<u>5,770</u>	<u>6,049</u>
-	<u>Freshman</u>	<u>3,635</u>	<u>3,912</u>	<u>4,198</u>	<u>4,479</u>	<u>4,754</u>	<u>5,036</u>
<u>Basketball (Girls)</u>	<u>Head</u>	<u>7,289</u>	<u>7,852</u>	<u>8,415</u>	<u>8,979</u>	<u>9,540</u>	<u>10,102</u>
-	<u>Assistant*</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
-	<u>JV</u>	<u>4,642</u>	<u>4,923</u>	<u>5,204</u>	<u>5,487</u>	<u>5,770</u>	<u>6,049</u>
-	<u>Freshman</u>	<u>3,635</u>	<u>3,912</u>	<u>4,198</u>	<u>4,479</u>	<u>4,754</u>	<u>5,036</u>
<u>Ice Hockey (Boys)</u>	<u>Head</u>	<u>6,297</u>	<u>6,856</u>	<u>7,421</u>	<u>7,980</u>	<u>8,548</u>	<u>9,104</u>
-	<u>Assistant</u>	<u>3,835</u>	<u>4,401</u>	<u>4,962</u>	<u>5,520</u>	<u>6,081</u>	<u>6,647</u>
-	<u>JV</u>	<u>3,580</u>	<u>4,140</u>	<u>4,702</u>	<u>5,266</u>	<u>5,829</u>	<u>6,387</u>
-	<u>Freshman</u>	<u>3,502</u>	<u>3,785</u>	<u>4,069</u>	<u>4,350</u>	<u>4,627</u>	<u>4,911</u>

Ice Hockey (Girls)	Head	<u>6,297</u>	<u>6,856</u>	<u>7,421</u>	<u>7,980</u>	<u>8,548</u>	<u>9,104</u>
-	Assistant	<u>3,835</u>	<u>4,401</u>	<u>4,962</u>	<u>5,520</u>	<u>6,081</u>	<u>6,647</u>
-	JV	<u>3,580</u>	<u>4,140</u>	<u>4,702</u>	<u>5,266</u>	<u>5,829</u>	<u>6,387</u>
-	Freshman	<u>3,502</u>	<u>3,785</u>	<u>4,069</u>	<u>4,350</u>	<u>4,627</u>	<u>4,911</u>
Indoor Track (Boys)	Head	<u>4,043</u>	<u>4,602</u>	<u>5,167</u>	<u>5,728</u>	<u>6,292</u>	<u>6,852</u>
-	Assistant	<u>3,184</u>	<u>3,465</u>	<u>3,746</u>	<u>4,027</u>	<u>4,308</u>	<u>4,579</u>
Indoor Track (Girls)	Head	<u>4,043</u>	<u>4,602</u>	<u>5,167</u>	<u>5,728</u>	<u>6,292</u>	<u>6,852</u>
-	Assistant	<u>3,184</u>	<u>3,465</u>	<u>3,746</u>	<u>4,027</u>	<u>4,308</u>	<u>4,579</u>
Wrestling	Head	<u>4,744</u>	<u>5,026</u>	<u>5,302</u>	<u>5,584</u>	<u>5,870</u>	<u>6,148</u>
-	Assistant	<u>3,473</u>	<u>3,747</u>	<u>4,029</u>	<u>4,309</u>	<u>4,592</u>	<u>4,872</u>
Gymnastics	Head	<u>3,780</u>	<u>4,202</u>	<u>4,622</u>	<u>5,042</u>	<u>5,461</u>	<u>5,888</u>
-	Assistant	<u>2,743</u>	<u>3,024</u>	<u>3,311</u>	<u>3,589</u>	<u>3,870</u>	<u>4,148</u>
Cheerleading	Head	<u>1,984</u>	<u>2,255</u>	<u>2,543</u>	<u>2,826</u>	<u>3,104</u>	<u>3,387</u>
Equipment Manager	All Winter Sports	<u>1,967</u>					
Strength and Conditioning Coach	-	<u>3761*</u>					

SPRING SPORTS		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Baseball	Head	<u>5,052</u>	<u>5,615</u>	<u>6,182</u>	<u>6,743</u>	<u>7,304</u>	<u>7,866</u>
-	JV	<u>3,039</u>	<u>3,603</u>	<u>4,160</u>	<u>4,728</u>	<u>5,286</u>	<u>5,849</u>
-	Freshman	<u>2,860</u>	<u>3,425</u>	<u>3,983</u>	<u>4,544</u>	<u>5,110</u>	<u>5,672</u>
Softball	Head	<u>5,052</u>	<u>5,615</u>	<u>6,182</u>	<u>6,743</u>	<u>7,304</u>	<u>7,866</u>
-	JV	<u>3,039</u>	<u>3,603</u>	<u>4,160</u>	<u>4,728</u>	<u>5,286</u>	<u>5,849</u>
-	Freshman	<u>2,860</u>	<u>3,425</u>	<u>3,983</u>	<u>4,544</u>	<u>5,110</u>	<u>5,672</u>
Lacrosse (Boys)	Head	<u>5,052</u>	<u>5,615</u>	<u>6,182</u>	<u>6,743</u>	<u>7,304</u>	<u>7,866</u>
-	Assistant	<u>3,039</u>	<u>3,603</u>	<u>4,160</u>	<u>4,728</u>	<u>5,286</u>	<u>5,849</u>
-	JV	<u>3,039</u>	<u>3,603</u>	<u>4,160</u>	<u>4,728</u>	<u>5,286</u>	<u>5,849</u>
-	Freshman	<u>2,860</u>	<u>3,425</u>	<u>3,983</u>	<u>4,544</u>	<u>5,110</u>	<u>5,672</u>
Lacrosse (Girls)	Head	<u>5,052</u>	<u>5,615</u>	<u>6,182</u>	<u>6,743</u>	<u>7,304</u>	<u>7,866</u>
-	Assistant	<u>3,039</u>	<u>3,603</u>	<u>4,160</u>	<u>4,728</u>	<u>5,286</u>	<u>5,849</u>
-	JV	<u>3,039</u>	<u>3,603</u>	<u>4,160</u>	<u>4,728</u>	<u>5,286</u>	<u>5,849</u>

-	<u>Freshman</u>	<u>2,860</u>	<u>3,425</u>	<u>3,983</u>	<u>4,544</u>	<u>5,110</u>	<u>5,672</u>
<u>Outdoor Track (Boys)</u>	<u>Head</u>	<u>4,803</u>	<u>5,362</u>	<u>5,926</u>	<u>6,494</u>	<u>7,049</u>	<u>7,614</u>
-	<u>Assistant</u>	<u>2,776</u>	<u>3,336</u>	<u>3,895</u>	<u>4,463</u>	<u>5,024</u>	<u>5,583</u>
<u>Outdoor Track (Girls)</u>	<u>Head</u>	<u>4,803</u>	<u>5,362</u>	<u>5,926</u>	<u>6,494</u>	<u>7,049</u>	<u>7,614</u>
-	<u>Assistant</u>	<u>2,776</u>	<u>3,336</u>	<u>3,895</u>	<u>4,463</u>	<u>5,024</u>	<u>5,583</u>
<u>Outdoor Track</u>	<u>Assistant (Shared by both teams)</u>	-	-	-	-	-	-
<u>Tennis</u>	<u>Head</u>	<u>2,534</u>	<u>3,097</u>	<u>3,677</u>	<u>4,217</u>	<u>4,785</u>	<u>5,348</u>
<u>Outdoor Track</u>	<u>Assistant (Shared by both teams)</u>	<u>4,058</u>					
<u>Equipment Manager</u>	<u>All Spring Sports</u>	<u>1,976</u>					
<u>Strength and Conditioning Coach</u>	-	<u>3761*</u>					

SUMMER POSITIONS

<u>Strength and Conditioning Coach</u>	<u>3761*</u>
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*Funded by student activity fees or Booster Organizations
Additional assistant coaches can be sponsored by Booster Organizations, See School Committee Policy 1109

Appendix C

EXTRACURRICULAR STIPEND SCHEDULES

DISTRICTWIDE

<u>TYPE</u>	<u>TITLE</u>	<u>SOURCE OF FUNDING</u>	<u>2024-2025 3.5%</u>	<u>2025- 2026 4%</u>	<u>2026- 2027 3.5%</u>
<u>Academic</u>	<u>English Second Language Coordinator</u>	<u>Local</u>	3,061	3,183	3,294
-	<u>Mentor Coordinator</u>	<u>Local</u>	5,670	5,897	6,104
-	<u>Mentor Teachers</u>	<u>Local</u>	1,419	1,476	1,527
-	<u>Nurse Coordinator</u>	<u>Local</u>	2,689	2,796	2,894
-	<u>512 Curriculum Coordinators</u>	<u>Local</u>	9,277	9,648	9,986
-	<u>Instructional Leadership Team</u>	<u>Local</u>	1,338	1,391	1,440
-	<u>Workshop Rate</u>	<u>Local</u>	43	44.59	46
<u>Technology</u>	<u>BBSP - Social Media and Curriculum</u>	<u>Local</u>	2,185	2,273	2,352
-	-	-			
<u>Music</u>	Music Teachers directed by admin to attend 4 or more evenings or weekends (In a school year)	<u>Local</u>	750	780	807

SUMMER SCHOOL

<u>TYPE</u>	<u>TITLE</u>	<u>SOURCE OF FUNDING</u>	<u>2024-2025 3.5%</u>	<u>2025- 2026 4%</u>	<u>2026- 2027 3.5%</u>
<u>Academic</u>	<u>Special Education PK12 Coordinator</u>	<u>Local</u>	6971	7250	7503
-	<u>Coordinator 712</u>	<u>Local</u>	3,826	3,979	4118
-	<u>Nurses (Hourly)</u>	<u>Local</u>	43.71	45.46	47.05
-	<u>Teachers (Hourly)</u>	<u>Local</u>	34.97	36.37	37.64
-	<u>Teacher Assistant (Hourly)</u>	<u>Local</u>	18.73	19.48	20.16

ELEMENTARY

<u>TYPE</u>	<u>TITLE</u>	<u>SOURCE OF FUNDING</u>	<u>2024-2025 3.5%</u>	<u>2025- 2026 4%</u>	<u>2026- 2027 3.5%</u>
<u>Academic</u>	<u>Assistant to the Principal</u>	<u>Local</u>	4,612	4,796	4,964
	<u>Elementary Newspaper Advisor</u>	<u>Local</u>	2060	2,142	2,217
<u>Technology</u>	<u>Building Troubleshooter One Per Building</u>	<u>Local</u>	2,196	2,284	2,364

MIDDLE SCHOOL

<u>TYPE</u>	<u>TITLE</u>	<u>SOURCE OF FUNDING</u>	<u>2024-2025 3.5%</u>	<u>2025- 2026 4%</u>	<u>2026- 2027 3.5%</u>
<u>Academic</u>	<u>Department Coordinator</u>	<u>Local</u>	6,971	7,250	7,503
-	<u>Team Leader</u>	<u>Local</u>	763	794	822
-	<u>Per Teacher (includes Leader)</u>	<u>Local</u>	285	296	306
-	<u>Specialist Team Leader</u>	<u>Local</u>	2,446	2,543	2,632
-	<u>Testing Coordinator</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Breakfast Supervisor I</u>	<u>Local</u>	4,523	4,704	4,869
-	<u>Breakfast Supervisor II</u>	<u>Local</u>	4,523	4,704	4,869
-	<u>Curriculum Liaison</u>	<u>Local</u>	3,485	3,624	3,751
<u>Technology</u>	<u>Building Troubleshooter</u>	<u>Local</u>	2,196	2,284	2,364
<u>Extracurricular</u>	<u>Aspirations</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Band</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Camp Bournedale</u>	<u>Other</u>	1,576	1,639	1,696

-	<u>Camp Galvin (Grade 5)</u>	<u>Local</u>	672	698	723
	<u>Camp Galvin (Grade 6)</u>	<u>Local</u>	672	698	723
-	<u>Chorus</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Community Service</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Drama Advisor</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Drama Assistant</u>	<u>Other</u>	1,430	1,487	1,539
-	<u>Galvin Buddies</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Homework/Organization Advisor</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Jazz Band</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Math Club</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Nature's Classroom</u>	<u>Other</u>	2,185	2,273	2,352
	<u>Orchestra</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Science Olympiad</u>	<u>Local</u>	2,185	2,273	2,352
	<u>Science Olympiad Assistant</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Student Accounts Bookkeeper</u>	<u>Local</u>	5,479	5,699	5,898
-	<u>Student Council</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Student Mentors Advisor</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>TV/Media Advisor</u>	<u>Local</u>	2,185	2,273	2,352
-	<u>Yearbook Advisor</u>	<u>Local</u>	2,185	2,273	2,352
	<u>Musical Assistant Director</u>	<u>Local</u>	1,341	1,395	1,443
-	<u>7th Grade Trip Coordinator</u>	<u>Other</u>	2,132	2,217	2,295
-	<u>8th Grade Trip Coordinator</u>	<u>Other</u>	2,132	2,217	2,295

HIGH SCHOOL

<u>TYPE</u>	<u>TITLE</u>	<u>SOURCE OF FUNDING</u>	<u>2024-2025 3.5%</u>	<u>2025- 2026 4%</u>	<u>2026- 2027 3.5%</u>
<u>Academic</u>	<u>Alternative School Coordinator</u>	<u>Local</u>	3,300	3,433	3,553
-	<u>Department Coordinators</u>	<u>Local</u>	6,647	6,913	7,155
-	<u>Per Teacher</u>	<u>Local</u>	284	295	305
-	-	-			
<u>Technology</u>	<u>Building Based Support IT</u>	<u>Local</u>	2,196	2,284	2,364
-	-	-			
<u>Extracurricular</u>	<u>Freshman Class Advisor</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Sophomore Class Advisor</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Junior Class Advisor</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Senior Class Advisor</u>	<u>Local</u>	3,692	3,839	3,974
-	<u>Amnesty International</u>	<u>Local</u>	1,094	1,138	1,177
-	<u>Art Club</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Bank Advisor</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Best Buddies</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Channel 15</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>A Cappella I</u>	<u>Local</u>	3,167	3,294	3,409
-	<u>A Cappella II</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Culinary</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Cultural Exchange Program Coordinator</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Business Club</u>	<u>Local</u>	2,196	2,284	2,364

-	<u>Gay/Straight Alliance</u>	<u>Local</u>	2,196	2,284	2,364
	<u>Jazz Band Director</u>	<u>Local</u>	4,708	4,896	5,067
-	<u>Jazz Band II Director</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Literary Magazine</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Marching Band Director</u>	<u>Local</u>	6,251	6,501	6,729
-	<u>Marching Band Percussion Director</u>	<u>Local</u>	4,284	4,456	4,612
-	<u>Marching Band Color Guard Director</u>	<u>Local</u>	4,284	4,456	4,612
-	<u>Marching Band Visual Director</u>	<u>Local</u>	4,284	4,456	4,612
-	<u>Math Team</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>National Honor Society</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>National Honor Society Art</u>	<u>Other</u>	2,196	2,284	2,364
	<u>Newspaper</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Peer Leadership</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Recycling Club</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Science Club</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Ski and Snowboard</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Social Awareness</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Student Accounts Bookkeeper</u>	<u>Local</u>	5,479	5,699	5,898
-	<u>Student Council</u>	<u>Local</u>	2,196	2,284	2,364
-	<u>Theater Arts Advisor</u>	<u>Local</u>	2,196	2,284	2,364
	<u>Theater Director, Non Musical</u>	<u>Local</u>	2,762	2,872	2,973
	<u>Non Musical Assistant Director</u>	<u>Other</u>	-	-	-
	<u>Non Musical Technical Director*</u>	<u>Other</u>	-	-	-

	<u>Festival Play Assisant Director</u>	<u>Other</u>	-	-	-
	<u>Festival Play Technical Director*</u>	<u>Other</u>	-	-	-
	<u>Theater Director, Festival Play</u>	<u>Local</u>	2,762	2,872	2,973
	<u>Theater Director, Musical</u>	<u>Local</u>	5,761	5,991	6,201
	<u>Theater, Music Director</u>	<u>Local</u>	4,284	4,456	4,612
	<u>Musical Assistant Director</u>	<u>Other</u>	-	-	-
	<u>Musical Technical Director</u>	<u>Other</u>	-	-	-
	<u>Musical Choreographer</u>	<u>Other</u>	-	-	-
	<u>WMHS TriM Honor Society Advisor</u>	<u>Local</u>	2,196	2,284	2,364
	<u>Winter Percussion Director</u>	<u>Local</u>	3,673	3,819	3,953
	<u>Winter Percussion Assistant Director</u>	<u>Local</u>	1,837	1,910	1,977
	<u>Winter Color Guard Director</u>	<u>Local</u>	3,673	3,819	3,953
	<u>Winter Color Guard Assistant Director</u>	<u>Local</u>	1,837	1,910	1,977
	<u>Yearbook Advisor</u>	<u>Local</u>	4,370	4,545	4,704
	<u>Chess Club</u>	<u>Local</u>	2,060	2,132	2,207
	<u>Mock Trial</u>	<u>Local</u>	2,060	2,132	2,207
	<u>Book Club</u>	<u>Local</u>	2,060	2,132	2,207
	<u>Black Student Union Advisor</u>	<u>Local</u>	2,060	2,142	2,217

Local = Funded by District Budget

Other = Funded by student activity fees or booster organizations.

WMHS DAILY BELL SCHEDULE (24-25)

Warning Bell 7:25 am	Time	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
Block 1 HR/Advisory	7:30 - 7:34						
Block 2 (56 min)	7:38 - 8:34	A	C	B	A	C	B
Block 3 (56 min)	8:38 - 9:34	B	A	C	B	A	C
Block 4 (74 min)	9:38 - 10:52	C	B	A	F	G	E
Block 5 (49 min)	10:55 - 12:10	D	D	D	D	D	D
Block 6 (56 min)	12:14 - 1:10	G	E	F	G	E	F
Block 7 (56 min)	1:14 - 2:10	E	F	G	E	F	G

This schedule represents the new bell schedule for WMHS students, and replaces the 2016 schedule in the new CBA dated September 1, 2024 – August 31, 2027.

LUNCH 1 SCHEDULE:

LUNCH 1 10:55-11:18
CLASS 11:21-12:10

LUNCH 2 SCHEDULE:

CLASS 10:55-11:44
LUNCH 2 11:47-12:10