

School Committee Negotiations Documents
May 22, 2014

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*ABRSD and APS School Committees
Collective Bargaining Agreement
with the
Acton Education Association*

May 22, 2014

Negotiations Process

- Began August, 2012
- School Committee Appointed Negotiations Subcommittee
Maria Neyland
Dennis Bruce
Kim McCosker
- Tentative Agreement May, 2014
- Teachers ratified May 22, 2014

Two Agreements – Totaling 4 Years

Two agreements:

- One year agreement FY '14
Sept 1, 2013 – June 30, 2014
- Three year agreement FY '15 – FY '17
July 1, 2014 – June 30, 2017

Cost of Living Adjustments (COLA)

Two agreements:

- One year FY '14 agreement Sept 1, 2013 – June 30, 2014
0.5% salary increase paid at the end of the year, not added to base salary going forward
- Three year FY '15 – FY '17 agreement
July 1, 2014 – June 30, 2017

FY '15	1% COLA
FY '16	1% COLA; additional 1% on top step (cost 1.5%)
FY '17	1% COLA; additional 1% on top step (cost 1.5%)

Restructuring and decrease of Supermax July 1, 2014

Total COLA

Total Cost of Living Increase over four years

4%

- Plus 0.5% not added to the base going forward
- Average 1% COLA per year

Elementary Early Release Days

Thursday Early Releases

- Eighteen (18) Full Day Thursdays
- Eighteen (18) Early Release Thursdays
- Four of the early release Thursdays will be used for required professional learning for teachers

Additional Schedule Changes

- Each school day will be shortened by five (5) minutes
- Teachers will have increased planning time (increase from 3 to 4 periods per week)
- K – 12 will increase from one professional day per year to two

Benefits of Schedule Changes

- Increased instructional time for students – complies with state time and learning requirements
- More time for all teachers to meet for professional learning
- More time for teachers to collaborate
- Will still look at the possibility of moving to a single tier elementary school schedule for the future

New Schedule 2014-2015

- Elementary School Day

Early Schedule **8:40 – 2:50**
Blanchard, Gates, Douglas
 Early Release 12:20

Late Schedule **9:20 – 3:30**
Conant, McCarthy-Towne, Merriam
 Early Release 1:00

- Professional Days

Tuesday November 4, 2014 (Election Day)
 Friday January 16, 2015 (MLK Weekend)

- Will vote new calendar, including Thursday schedule, at June 5 School Committee meeting.

Changes to Salary Scale - Supermax

Current Scale – Masters Column

Step	Masters
9	\$68,229
10	\$70,898
SM1	\$960
SM2	\$1,211
SM3	\$994

New Scale – Masters Column

Step	Masters
9	\$68,604
10	\$71,288
11	\$72,248
12	\$73,459
SM	\$925

Financial Summary

Costs	FY '14	FY '15	FY '16	FY '17
Budget	\$26,775,076	\$31,945,613	\$33,003,988	\$34,150,051
COLA %	0.5% (not in base)	1%	1% steps 1-11 2% step 12	1% steps 1-11 2% step 12
COLA \$	\$133,000	\$300,000	\$492,688	\$498,105
Steps/Supermax	\$607,000	\$675,000	\$680,000	\$686,000
Add One Day		\$110,000		
SM Savings		(\$26,625)	(\$26,625)	(\$26,625)
Total	\$740,500	\$1,058,375	\$1,146,063	\$1,157,480
% Increase	2.77%	3.31%	3.47%	3.39%

Ratification

- Requires votes of the School Committees and the Association
- One year agreement FY '14
APS and AB School Committees with the Acton Education Association (AEA)
- Three year agreement FY '15 – FY '17
AB Transitional School Committee and AB Regional SC with the Acton-Boxborough Education Association (ABEA)

AEA and School Committee Tentative Agreement

May 22, 2014

The following "major" issues have been agreed to by the AEA and the APS/ABRSD School Committees, pending ratification by both parties.

1. Thursdays

- Beginning in FY 2015 for elementary school educators, 18 full days with students and four Thursday afternoons, following student early dismissal, for required Professional Learning Activities.
- Professional Learning activities will be planned collaboratively between teachers and the administration.
- Eighteen weeks of the year, elementary teachers will be granted 180-210 minutes of preparation time per week. Eighteen weeks of the year, elementary teachers will be granted 165-195 minutes of preparation time per week.
- The length of the school day will be reduced by five minutes per day.

2. Supermax

- 12 step salary schedule with steps 11 and 12 as the current SM1 and SM2
 - The current SM3 will become a single Supermax level.
- | | | | |
|------|---------|--------------|-----------|
| • SM | BA/BA15 | MA/MA15/MA30 | MA45/MA60 |
| | \$900 | \$925 | \$950 |

3. COLA

- FY 2014: ½% of full salary, *not added to base salary*
- FY 2015: 1 day per diem on all steps (for one extra PL/PD day) plus 1% on all steps.
- FY 2016: 1% on steps 1-11; 2% on step 12
- FY 2017: 1% on steps 1-11; 2% on step 12

4. Calendar

- The teacher work year will increase one day to 183 days, with the additional day used for Professional Learning.

Calendar Changes

May 22, 2014

Professional Learning Days

Current: Tuesday November 4, 2014 (Election Day)

New: Tuesday November 4, 2014 (Election Day)

 AND **Friday January 16, 2015** (Day before MLK Day)

 Snow Day: Tuesday January 20, 2015 (Day after MLK Day)

Elementary School Schedule 2014-2015

(Shortened by 5 Minutes)

	Current		New
Early Schedule:	8:30 – 2:45		8:40 – 2:50
	<i>Blanchard, Gates, Douglas</i>		
		Early Release:	12:20
Late Schedule:	9:15 – 3:30		9:20 – 3:30
	<i>Conant, Merriam, McCarthy-Towne</i>		
		Early Release:	1:00

Elementary School Early Release Thursdays

There will be 18 full days of instruction on Thursdays. The remaining 18 Thursdays will be early release days for students. Four of the early releases will be scheduled for professional learning for teachers. A schedule will be developed and presented to the School Committee on June 5 for their approval. Once approved, the schedule will be distributed to parents and posted on the school district website.

Acton-Boxborough R.S.D.

**Teachers & Nurses Scale for 2014-2015
Base Annual Salary**

Same as 13-14

<i>Years</i>	<i>Bachelor's Degree</i>	<i>Bachelor's 15</i>	<i>Master's (or Bachelor's +36)</i>			<i>Doctorate (or Master's +60)</i>	
			<i>2/3 in Major Subject</i>	<i>Master's M + 15</i>	<i>Master's 30</i>	<i>Master's 45</i>	<i>2/3 in Major Subject</i>
1	\$44,978	\$45,983	\$48,437	\$49,448	\$51,714	\$53,232	\$54,769
2	\$46,997	\$48,000	\$50,398	\$51,467	\$53,750	\$55,268	\$56,804
3	\$48,994	\$50,002	\$52,486	\$53,464	\$55,785	\$57,309	\$58,831
4	\$51,125	\$52,138	\$54,640	\$55,659	\$57,944	\$59,477	\$60,993
5	\$53,775	\$54,790	\$57,334	\$58,363	\$60,684	\$62,223	\$63,761
6	\$56,350	\$57,374	\$59,942	\$60,966	\$63,297	\$64,847	\$66,399
7	\$59,607	\$60,622	\$63,259	\$64,300	\$66,666	\$68,224	\$69,774
8	\$62,275	\$63,290	\$65,943	\$66,978	\$69,353	\$70,918	\$72,476
9	\$64,912	\$65,921	\$68,604	\$69,636	\$72,044	\$73,588	\$75,148
10	\$67,585	\$68,594	\$71,288	\$72,312	\$74,690	\$76,236	\$77,782
11	\$68,495	\$69,524	\$72,248	\$73,287	\$75,695	\$77,261	\$78,852
12	\$69,267	\$70,695	\$73,459	\$74,518	\$76,965	\$78,558	\$80,209
<i>Supermax</i>	\$900	\$900	\$925	\$925	\$950	\$950	\$950

Acton Public Schools & Acton-Boxborough R S.D.

**Teachers & Nurses Scale for 2012-2013
Base Annual Salary**

\$1000 Increase step and column from 11-12

<i>Years</i>	<i>Bachelor's Degree</i>	<i>Bachelor's 15</i>	<i>Master's (or Bachelor's +36) 2/3 in Major Subject</i>	<i>Master's M + 15</i>	<i>Master's 30</i>	<i>Master's 45</i>	<i>Doctorate (or Master's +60) 2/3 in Major Subject</i>
<i>1</i>	\$44,732	\$45,732	\$48,172	\$49,178	\$51,431	\$52,941	\$54,470
<i>2</i>	\$46,740	\$47,738	\$50,123	\$51,186	\$53,456	\$54,966	\$56,494
<i>3</i>	\$48,726	\$49,729	\$52,199	\$53,172	\$55,480	\$56,996	\$58,510
<i>4</i>	\$50,846	\$51,853	\$54,341	\$55,355	\$57,627	\$59,152	\$60,660
<i>5</i>	\$53,481	\$54,491	\$57,021	\$58,044	\$60,352	\$61,883	\$63,413
<i>6</i>	\$56,042	\$57,060	\$59,614	\$60,633	\$62,951	\$64,493	\$66,036
<i>7</i>	\$59,281	\$60,291	\$62,913	\$63,949	\$66,302	\$67,851	\$69,393
<i>8</i>	\$61,935	\$62,944	\$65,583	\$66,612	\$68,974	\$70,530	\$72,080
<i>9</i>	\$64,557	\$65,561	\$68,229	\$69,255	\$71,650	\$73,186	\$74,737
<i>10</i>	\$67,216	\$68,219	\$70,898	\$71,917	\$74,282	\$75,819	\$77,357
<i>Supermax 1</i>	\$910	\$930	\$960	\$975	\$1,005	\$1,025	\$1,070
<i>Supermax 2</i>	\$772	\$1,171	\$1,211	\$1,231	\$1,270	\$1,297	\$1,357
<i>Supermax 3</i>	\$971	\$976	\$994	\$1,012	\$1,028	\$1,040	\$1,053

School Committee AEA Contract Costs

May 22, 2014

Budgetary Costs	FY '14	FY '15 (Includes Boxborough)	FY '16	FY '17
	\$26,775,076	\$31,945,613	\$33,003,988	\$34,150,051
COLA %	0.5% (not in base)	1%	1% steps 1-11 2% step 12	1% steps 1-11 2% step 12
COLA	\$133,500	\$300,000	\$492,688	\$498,105
Steps and Supermax	\$607,000	\$675,000	\$680,000	\$686,000
One Day Per Diem		\$110,000		
Supermax Savings		(\$26,625)	(\$26,625)	(\$26,625)
Total	\$740,500	\$1,058,375	\$1,146,063	\$1,157,480
Percent Increase	2.77%	3.31%	3.47%	3.39%