

AGREEMENT BETWEEN

THE SCHOOL COMMITTEE OF THE TOWN OF NATICK, MASSACHUSETTS

EDUCATION ASSOCIATION OF NATICK

UNIT B

FOR THE TIME PERIOD

AUGUST 1, 2019 THROUGH JULY 31, 2022

PREAMBLE: Same as Teachers' Agreement.

ARTICLE I - Exclusive Recognition - The Committee hereby recognizes the Association as the exclusive collective bargaining representative covering wages, hours and other terms and conditions for the following bargaining unit of employees:

All full-time full-year and school-year Vice-Principals, Deans, Athletic Director, Directors, High School-Department Heads, Out of District Coordinator, Elementary Assistant Principal, and North Star Program Coordinator, excluding the Superintendent of Schools, the Assistant Superintendents, Director of Student Services, Director of Human Resources, Director of Instructional Technology and all full-time Classroom Teachers, Teacher Coaches, Guidance Counselors, and Curriculum Specialists in elementary, middle schools and senior high schools and substitute teachers, and further excluding all other employees of the Committee. This Agreement applies only to the bargaining unit described above.

ARTICLE II - Nondiscrimination - Same as Teachers' Agreement.

ARTICLE III - Employee Rights and Obligations - Same as Teachers' Agreement.

ARTICLE IV - No Strike - Lockout - Same as Teachers' Agreement.

ARTICLE V - Association Officials - Same as Teachers' Agreement.

ARTICLE VI - Rights and Obligations of the School Committee - Same as Teachers' Agreement.

ARTICLE VII - Effect of Agreement - Same as Teachers' Agreement.

ARTICLE VIII - Grievance and Arbitration Procedure - Same as Teachers' Agreement.

ARTICLE IX - Compensation

Section 1:

All salary schedules for positions covered by Unit "B" will be adjusted as shown below: Administrators new to the Natick Public Schools will be placed on step according to experience. All salary schedules reflect annualized rates. Stipendiary Unit B compensation is determined by adding the Unit B stipend to the employee's Unit A annual base salary. The salary is also contingent on the level of education and years of relevant experience and is shown below and is part of this Agreement.

Effective from August 1, 2019 - July 31, 2020, all steps will increase by 2.25%.

Effective from August 1, 2020 - all steps will increase by 2%

Effective from August 1, 2021 - all steps will increase by 3%

Effective for the 2015-16 School Year, a Master's plus 15 lane was added, halfway between the Masters and Masters plus 30. Also, a Master's plus 45 lane was added, halfway between the Master's plus 30 and the Master's plus 60.

UNIT B SALARY CHARTS 2019-2020

High School & Middle School Vice Principal, Athletic Director (220 Days) - 2019-2020 Effective 8/1/2019							
Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	107,062	112,416	117,767	120,713	123,656	126,748	129,838
2	110,762	116,300	121,838	124,885	127,930	131,132	134,328
3	114,469	120,192	125,915	129,063	132,210	135,519	138,822
4	116,756	122,595	128,432	131,642	134,854	138,226	141,595
5	119,093	125,046	131,001	134,277	137,552	140,989	144,429
6	123,865	130,058	136,250	139,657	143,064	146,640	150,216

High School Dean (200 Days) - 2019-2020 Effective 8/1/2019							
Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	96,495	101,320	106,144	108,799	111,451	114,238	117,023
2	99,830	104,821	109,813	112,559	115,303	118,189	121,070
3	103,171	108,329	113,487	116,324	119,161	122,143	125,120
4	105,232	110,495	115,756	118,649	121,544	124,583	127,619
5	107,338	112,704	118,071	121,024	123,975	127,074	130,174
6	111,639	117,221	122,802	125,873	128,944	132,166	135,390

**Middle School Vice Principal - School Year (193 Days) - 2019-2020
Effective 8/1/2019**

Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	93,922	98,619	103,314	105,898	108,480	111,193	113,903
2	97,169	102,027	106,885	109,558	112,230	115,038	117,842
3	100,420	105,441	110,462	113,223	115,984	118,887	121,785
4	102,427	107,549	112,670	115,486	118,304	121,262	124,217
5	104,477	109,699	114,923	117,797	120,670	123,686	126,704
6	108,663	114,096	119,529	122,517	125,506	128,643	131,781

**Elementary Assistant Principal - School Year (193 Days) - 2019-2020
Effective 8/1/2019**

Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	92,586	97,218	101,848	104,394	106,939	109,614	112,287
2	95,809	100,601	105,391	108,026	110,661	113,427	116,194
3	99,085	104,039	108,994	111,718	114,444	117,306	120,165
4	101,068	106,122	111,175	113,955	116,736	119,654	122,571
5	103,089	108,245	113,399	116,234	119,069	122,046	125,022
6	107,221	112,582	117,943	120,892	123,841	126,937	130,032

UNIT B SALARY CHARTS 2020-2021

High School & Middle School Vice Principal, Athletic Director (220 Days) - 2020-2021 Effective 8/1/2020							
Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	109,203	114,664	120,123	123,128	126,129	129,283	132,435
2	112,978	118,626	124,275	127,383	130,489	133,754	137,014
3	116,758	122,596	128,433	131,644	134,854	138,229	141,598
4	119,091	125,047	131,001	134,275	137,552	140,990	144,427
5	121,474	127,547	133,621	136,962	140,303	143,809	147,318
6	126,342	132,659	138,975	142,450	145,925	149,573	153,221

High School Dean (200 Days) - 2020-2021 Effective 8/1/2020							
Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	98,425	103,347	108,267	110,975	113,680	116,523	119,363
2	101,827	106,918	112,009	114,810	117,609	120,553	123,491
3	105,234	110,495	115,757	118,651	121,544	124,586	127,622
4	107,337	112,704	118,071	121,022	123,975	127,074	130,172
5	109,485	114,958	120,432	123,444	126,455	129,615	132,777
6	113,872	119,566	125,258	128,390	131,523	134,810	138,098

**Middle School Vice Principal - School Year (193 Days) - 2020-2021
Effective 8/1/2020**

Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	95,801	100,592	105,380	108,016	110,650	113,416	116,181
2	99,112	104,068	109,023	111,749	114,474	117,339	120,199
3	102,429	107,550	112,671	115,488	118,304	121,265	124,220
4	104,476	109,700	114,923	117,795	120,670	123,687	126,702
5	106,566	111,893	117,222	120,153	123,084	126,160	129,238
6	110,836	116,378	121,919	124,968	128,016	131,216	134,416

**Elementary Assistant Principal - School Year (193 Days) - 2020-2021
Effective 8/1/2020**

Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	94,438	99,163	103,885	106,482	109,078	111,806	114,533
2	97,725	102,613	107,499	110,187	112,874	115,695	118,518
3	101,067	106,120	111,174	113,953	116,733	119,652	122,569
4	103,089	108,245	113,399	116,234	119,070	122,047	125,023
5	105,151	110,410	115,667	118,558	121,450	124,487	127,523
6	109,366	114,834	120,302	123,310	126,318	129,476	132,633

UNIT B SALARY CHARTS 2021-2022

High School & Middle School Vice Principal, Athletic Director (220 Days) - 2021-2022 Effective 8/1/2021							
Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	112,479	118,104	123,726	126,821	129,913	133,162	136,408
2	116,367	122,185	128,003	131,204	134,403	137,767	141,125
3	120,261	126,274	132,286	135,594	138,900	142,376	145,846
4	122,664	128,798	134,931	138,303	141,678	145,220	148,759
5	125,119	131,373	137,629	141,071	144,512	148,124	151,737
6	130,132	136,639	143,144	146,724	150,303	154,060	157,817

High School Dean (200 Days) - 2021-2022 Effective 8/1/2021							
Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	101,377	106,447	111,515	114,304	117,091	120,018	122,944
2	104,881	110,125	115,369	118,254	121,138	124,169	127,196
3	108,391	113,810	119,229	122,210	125,191	128,324	131,451
4	110,557	116,086	121,613	124,652	127,694	130,887	134,077
5	112,769	118,406	124,045	127,147	130,249	133,504	136,761
6	117,288	123,153	129,016	132,242	135,468	138,854	142,241

**Middle School Vice Principal - School Year (193 Days) - 2021-2022
Effective 8/1/2021**

Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	98,675	103,609	108,542	111,257	113,969	116,819	119,667
2	102,085	107,190	112,294	115,102	117,908	120,859	123,805
3	105,502	110,776	116,051	118,953	121,853	124,903	127,947
4	107,610	112,991	118,371	121,329	124,290	127,397	130,503
5	109,763	115,250	120,738	123,758	126,776	129,945	133,115
6	114,161	119,870	125,577	128,717	131,857	135,152	138,449

**Elementary Assistant Principal - School Year (193 Days) - 2021-2022
Effective 8/1/2021**

Step	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	97,271	102,138	107,002	109,677	112,350	115,161	117,969
2	100,657	105,691	110,724	113,492	116,261	119,166	122,073
3	104,099	109,304	114,510	117,371	120,235	123,242	126,246
4	106,182	111,492	116,801	119,721	122,643	125,708	128,773
5	108,306	113,722	119,137	122,115	125,094	128,221	131,348
6	112,647	118,279	123,911	127,009	130,107	133,360	136,612

Stipends in Addition to Base Pay (in charts below)			
	2019-2020	2020-2021	2021-2022
Director K-12	11,255	11,455	11,655
Department Head (includes North Star & Out Of District & Special Ed Coordinators)	9,065	9,265	9,465
Assistant Director (.8 of DH stipend)	7,252	7,412	7,572
1. Additional \$200 each year of the contract 2. School Year Director positions - Phys Ed & Fine Arts Directors, paid on Unit A pay scale + K-12 Director Stipend. Out of District Coordinator paid on Unit A pay scale + Department Head Stipend + 20 per diem days.			

UNIT A SALARY CHARTS BELOW ARE USED AS BASE PAY FOR UNIT B POSITIONS LISTED UNDER "ADDITIONAL STIPENDS" ABOVE

Unit A School Year 2019-2020 Effective 8/1/2019								
Step	Bachelors	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	48,480	53,327	55,993	58,661	60,127	61,594	63,133	64,672
2	50,419	55,460	58,233	61,006	62,531	64,055	65,657	67,259
3	52,435	57,678	60,564	63,448	65,034	66,619	68,283	69,950
4	54,533	59,985	62,986	65,985	67,635	69,283	71,015	72,747
5	56,715	62,386	65,506	68,624	70,339	72,054	73,856	75,656
6	58,983	64,881	68,126	71,369	73,152	74,936	76,812	78,684
7	61,342	67,476	70,850	74,223	76,078	77,934	79,883	81,832
8	63,797	70,176	73,684	77,191	79,122	81,051	83,079	85,103
9	66,348	72,984	76,633	80,281	82,288	84,295	86,402	88,509
10	68,812	75,692	79,477	83,261	85,343	87,425	89,610	91,794
11	70,882	77,972	81,870	85,769	87,914	90,058	92,309	94,560
12	72,301	79,531	83,508	87,484	89,670	91,857	94,153	96,450

13	73,744	81,122	85,178	89,234	91,466	93,697	96,039	98,382
14	75,404	82,949	87,096	91,242	93,523	95,804	98,201	100,596
15	78,427	86,273	90,585	94,898	97,270	99,643	102,137	104,626

Unit A School Year 2020-2021 Effective 8/1/2020								
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Step	Bachelors	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	48,965	53,860	56,553	59,248	60,728	62,210	63,764	65,319
2	50,923	56,015	58,815	61,616	63,156	64,696	66,314	67,932
3	52,959	58,255	61,170	64,082	65,684	67,285	68,966	70,650
4	55,078	60,585	63,616	66,645	68,311	69,976	71,725	73,474
5	57,282	63,010	66,161	69,310	71,042	72,775	74,595	76,413
6	59,573	65,530	68,807	72,083	73,884	75,685	77,580	79,471
7	61,955	68,151	71,559	74,965	76,839	78,713	80,682	82,650
8	64,435	70,878	74,421	77,963	79,913	81,862	83,910	85,954
9	67,011	73,714	77,399	81,084	83,111	85,138	87,266	89,394
10	69,500	76,449	80,272	84,094	86,196	88,299	90,506	92,712
11	71,945	79,142	83,098	87,056	89,233	91,409	93,694	95,978
12	73,747	81,122	85,178	89,234	91,463	93,694	96,036	98,379
13	75,219	82,744	86,882	91,019	93,295	95,571	97,960	100,350
14	76,912	84,608	88,838	93,067	95,393	97,720	100,165	102,608
15	79,996	87,998	92,397	96,796	99,215	101,636	104,180	106,719

Unit A
School Year 2021-2022
Effective 8/1/2021

Step	Bachelors	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Masters +75	Doctorate
1	50,434	55,476	58,250	61,025	62,550	64,076	65,677	67,279
2	52,451	57,695	60,579	63,464	65,051	66,637	68,303	69,970
3	54,548	60,003	63,005	66,004	67,655	69,304	71,035	72,770
4	56,730	62,403	65,524	68,644	70,360	72,075	73,877	75,678
5	59,000	64,900	68,146	71,389	73,173	74,958	76,833	78,705
6	61,360	67,496	70,871	74,245	76,101	77,956	79,907	81,855
7	63,814	70,196	73,706	77,214	79,144	81,074	83,102	85,130
8	66,368	73,004	76,654	80,302	82,310	84,318	86,427	88,533
9	69,021	75,925	79,721	83,517	85,604	87,692	89,884	92,076
10	71,585	78,742	82,680	86,617	88,782	90,948	93,221	95,493
11	74,103	81,516	85,591	89,668	91,910	94,151	96,505	98,857
12	75,959	83,556	87,733	91,911	94,207	96,505	98,917	101,330
13	77,476	85,226	89,488	93,750	96,094	98,438	100,899	103,361
14	79,219	87,146	91,503	95,859	98,255	100,652	103,170	105,686
15	82,396	90,638	95,169	99,700	102,191	104,685	107,305	109,921

Section 1 (cont): Salaries of full-year Secondary School Administrators and the Athletic Director are on an annual basis allowing for 'non-contract time' of four (4) weeks (unpaid time off). Where there are two or more administrators in a building, such additional 'non-contract time' periods as may be enjoyed by the school personnel as a whole, shall be divided equally among administrators within a building for functioning in the same capacity.

Section 2: Unit B administrators will develop a tentative schedule for each year and provide a copy to their principal and the Superintendent showing the 220 days they plan to work. The parties agree that this plan may be amended during the school year as needs dictate. The parties also agree that all school offices will have appropriate administrative staffing during

school recess periods. All school administrators will be available for meetings called by Central Administration during the regular school year vacation periods.

The work-year for the Out of District Coordinator will be 203 days.

The above 220 day work schedule will include work days on days when mandatory meetings, retreats or assignments are scheduled.

Section 3: Salaries of Directors, Deans, Department Heads and school-year middle school vice and elementary assistant principals are on a school-year basis, and any Director, Dean, Department Head or school-year middle school vice principal or elementary assistant principal who agrees to work beyond the accepted school year shall be compensated on a pro-rata basis of his/her current salary, calculated by including the additional compensation provided in Section 1 of this Article. The high school Guidance Department Head shall work five (5) additional days (for a total of 187 days) each school year. This provision shall not apply to Directors and Department Heads or school-year vice principals who participate in Summer School, Adult Education or Summer Workshop Programs.

Summer Work

In the event of unfilled positions outside the contractual 183 days, the Directors and Department Chairs will collaborate with the Principal to screen, interview, and hire staff. In the event that the Director or Department Chair or the Principal is unavailable, a mutually-agreed upon school leader will collaborate to screen, interview, and hire staff. The Director or Department Chair, or mutually-agreed upon school leader (if that leader is a school year employee), will be compensated at the per-diem rate for all summer duties related to screening, interviewing and hiring staff.

When Director or Department Chairs coordinate and/or complete summer curriculum work or attend the August retreat led by the District, Department Chairs will be paid the workshop rate.

When Director or Department Chairs attend Leadership Team meetings outside the contractual 183 days, they will be paid at their per-diem rate.

Section 4: It is mutually agreed that neither increments nor adjustments are considered to be automatic. They are granted annually in the discretion of, and by vote of, the School Committee to those who meet the requirements of the School Department and who receive recommendations thereon by principals (if applicable), Assistant Superintendent and Superintendent.

Section 5: Same as teachers' - Administrators will be allowed to attend all general EAN meetings, including ratification meetings.

ARTICLE X - Class Size - Same as Teachers' Agreement

ARTICLE XI - Teachers Assignments - Same as Teachers' Agreement.

ARTICLE XII - Working Conditions

Section 1: Department Heads will have a maximum of three (3) classes and in addition will have no study halls where feasible.

Section 2: Any time an elementary principal appoints a member of his/her professional staff to be temporarily in charge of his/her school, such appointee may act in all respects as the principal.

Section 3: In the case that a principal is absent from his/her duties for an extended period of time during the school year, the vice-principal or a teacher shall be designated by the Superintendent to take over said principal's duties until the principal's return or until a permanent appointment to the principal's position is made by the Committee. Beginning from the time of his/her appointment, the designated pro tem principal or vice principal serving more than fifteen (15) consecutive school days will be paid at the step 1 rate for principal or vice principal, retroactively to the first day...

Section 4: The Superintendent of Schools may choose a member of the professional staff as the pro tem principal's assistant. The assistant shall be released from all teaching duties. A substitute will be hired to replace this assistant in his/her regular position.

After fifteen days in the assignment, beginning from the time of his/her appointment the pro tem principal's assistant shall be paid at the step one rate for vice principal.

Section 5: If the vice-principal is absent from his/her duties for an extended period of time during the school year, the Superintendent of Schools may choose a member of the professional staff as pro tem vice-principal. This appointee will be released from all teaching and will be paid at the step 1 rate for vice principal..

Section 6: Upon the return of the absent administrator, all personnel involved will revert to their former position and former compensation.

Section 7: No association activities relating to collective bargaining will be conducted during the regular school day schedule of any administrator, nor will any administrator permit such activities to be engaged in by any other staff member in his/her school during their regular school hours. This limitation may be waived by the Superintendent.

Section 8: All administrators will report to the Central Administration the names of those teachers who fail to comply with **ARTICLE XII- Working Conditions** of the teachers' collective bargaining agreement.

ARTICLE XIII - Administrators Records & Evaluation - Same as Teachers' Agreement.

ARTICLE XIV - Promotions and Vacancies - Same as Teachers' Agreement.

ARTICLE XV - Reduction in Staff - See Section 8 of ARTICLE XVI of the Teachers' Agreement.

ARTICLE XVI - Course Vouchers - Same as Teachers' Agreement.

ARTICLE XVII - Sick Leave & Sick Leave Bank - Same as Teachers' Agreement except, full-year Vice Principals, and Athletic Director will be granted fifteen (15) days of sick leave per year.

ARTICLE XVIII - Sick Leave Buyback - Same as Teachers' Agreement.

ARTICLE XIX - Reimbursement for Injuries - Same as Teachers' Agreement.

ARTICLE XX - Extended Leave of Absence - Same as Teachers' Agreement.

ARTICLE XXI - Administrative Leave - Same as Teachers' Agreement.

ARTICLE XXII - Leave for Professional Activity - Same as Teachers' Agreement.

ARTICLE XXIII - Sabbatical Leave - Same as Teachers' Agreement.

ARTICLE XXIV - Military - Same as Teachers' Agreement.

ARTICLE XXV - Maternity/Adoption Leave - Same as Teachers' Agreement.

ARTICLE XXVI - Group Life Insurance - Same as Teachers' Agreement.

ARTICLE XXVII - Group Health Insurance - Same as Teachers' Agreement.

ARTICLE XXVIII - Political Contributions - Same as Teachers' Agreement.

ARTICLE XXX - Educational Development - Same as Teachers' Agreement.

ARTICLE XXXI - Communications - Same as Teachers' Agreement.

ARTICLE XXXII - Job Sharing - Same as Teachers' Agreement.

ARTICLE XXXIII - Amendment - Same as Teachers' Agreement.

ARTICLE XXXIV - Severability - Same as Teachers' Agreement.

ARTICLE XXXV - Copies of Agreement - Same as Teachers' Agreement.

ARTICLE XXXVI - Duration - Same as Teachers' Agreement.

SCHOOL COMMITTEE OF
NATICK, MASSACHUSETTS

EDUCATION ASSOCIATION
OF NATICK

Donna Makenzie

Beth Altchek

Julie McDonough

Jefferson Wood

Zachary Galvin

Maryanne Ouellet

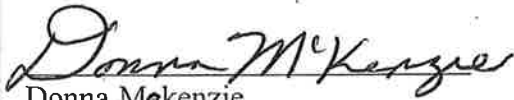
ARTICLE XXXIV - Severability - Same as Teachers' Agreement.


ARTICLE XXXV - Copies of Agreement - Same as Teachers' Agreement.

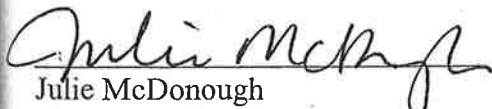
ARTICLE XXXVI - Duration - Same as Teachers' Agreement.

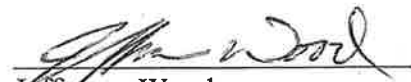
SCHOOL COMMITTEE OF
NATICK, MASSACHUSETTS

EDUCATION ASSOCIATION
OF NATICK

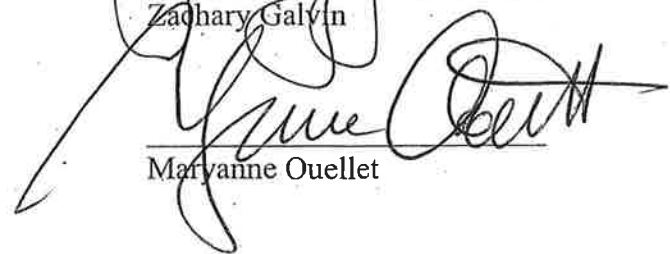

Donna McKenzie


Beth Altchek


Julie McDonough


Jefferson Wood


Zachary Galvin


Maryanne Ouellet