

**Dedham Public Schools
And
Dedham Education Association
Educational Support Professionals Unit Agreement
March 2024**

UNIT TITLE: Change the name of the bargaining unit from Paraprofessionals to Educational Support Professionals (ESPs)

3 A. This agreement shall be in full force and effect from September 1, 2024 through August 31, 2025, and shall thereafter be automatically renewed from year to year, unless modified, amended or terminated in accordance with the procedure herein set forth. During its term, this Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.

5 H. Members of the unit will be eligible for positions at Dedham Public Schools that take place beyond the school day. These positions may include bus monitors, child care programs, Home hospital tutoring and extended day programs.

5 I. Unit members employed in the district's ECEC childcare program or as bus monitors on or before the ratification of this agreement will receive their regular school hourly wage plus \$1.00 for each hour worked in those positions. Unit members hired after the ratification of this agreement shall be paid their regular school hourly wage for working in those positions.

7 A. HOLIDAY PAY: (add below list of holidays) If the School Committee schedules a regular work day on one of the holidays listed above, it is understood that unit members will work and receive their usual pay for that day.

8 D. 1. No later than September 1, 2024, employees will be able to access their accrued sick time and personal day balances electronically using a software system chosen by the district. Such accrued time shall be accurate within no more than one (1) payroll cycle.

8 H. SICK LEAVE BUYBACK Unit members with ten (10) years of experience in the Dedham School System, having accumulated at least fifty (50) days will be paid \$25.00 per day on retirement or death for all days over fifty to a maximum of one hundred (100) days.

9 C. The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of five (5) members. Two (2) members shall be designated by the Superintendent and two (2) members shall be designated by the Association. The fifth member shall be selected by the Superintendent or Association on an alternating year basis and shall vote only to break ties. For

the 2024-2025 contract year, the Association will choose the fifth person. The Sick Leave Bank Committee shall determine the eligibility for the use of the bank and the amount of leave to be granted.

10 A. PERSONAL LEAVE: Each member is entitled to two (2) days for personal business per school year. Unused personal days may be accumulated to a maximum of three (3) days in a given school year.

1. **Approval of Personal Leave:** Prior approval by the bargaining unit member's supervisor and the Superintendent with at least two days' notice will be required. A reason indicating that such business cannot be accomplished other than during regular school hours is necessary. Such approval shall not be unreasonably withheld. The Superintendent of Schools may waive the above provisions in case of emergency.
2. **Use of Personal Leave:** The third personal day that a bargaining unit member takes during any given school year may not be on a day which immediately precedes or follows a school vacation, a holiday, or a holiday weekend except with prior approval of the Superintendent. Personal days may be taken in half-day increments.
3. **Other:** For a part-time bargaining unit member, a single absence for personal business shall be treated as one (1) day for purposes of this Article. Any bargaining unit member who is eligible for personal leave will receive such pay for any regularly scheduled extra work such as working as a bus monitor or doing before and after-school childcare. Any unused personal days that are above the accumulation limit shall be rolled into the employee's accrued sick leave.
(Reorganized; same language)

10 C. SNOW DAYS: Employees, except tutors, and elementary lunch aides, shall be entitled to a maximum of three (3) snow days.

10 H. PARENTAL LEAVE: After 10 months of service to the District, unit members will be entitled to up to two weeks of paid parental leave, not to be deducted from the employee's own sick leave. Non-birth parents and adoptive parents are additionally entitled to utilize up to two (2) additional weeks of accrued sick leave days during any period of qualified approved leave for the purposes of birth or adoption of a child under the MPLA and/or the FMLA, where such leave would otherwise be unpaid.

ARTICLE 12: Change title of article to "Work Assignment and Year"

New 12 A. The determination of work assignments of employees, including any changes thereto, shall be the exclusive prerogative of the Superintendent or his/her designee. (Moved from 5 E.)

Adjust subsequent letters in the article

12 C. WORK YEAR PARAPROFESSIONALS: The work year for paraprofessionals shall be 183 days inclusive of 178 full days with students; 3 full professional development (PD) days and 2 half days: The Wednesday before Thanksgiving and the last day of school for students.
(Update lettering and eliminate references to past dates)

14 **It is agreed that the Administration and the Association will establish a working committee to recommend changes to the job titles and/or classifications throughout the contract to eliminate outdated titles/classifications and add new titles/classifications.**

19 A. PROFESSIONAL DEVELOPMENT: Employees may be required by the Superintendent to attend workshops, seminars, conferences, or other professional development sessions. Employees will have the opportunity to attend professional development sessions during work hours that pertain to the new curricula, programs, and/or practices being deployed in the grades/classrooms in which they work. When feasible, the District will make efforts to schedule such training concurrently with other faculty/staff. Employees will be paid at their normal hourly rate for attending such professional development sessions. The Committee will pay for workshops, seminars, conferences, or other professional development sessions required to be attended by the employees.

19 B. LEADERSHIP SUPPORT COUNCIL: The District will establish and maintain a Leadership Support Council composed of a representative from each building that will meet with the Assistant Superintendent for Student Services or their designee once per month. The stipend for representatives is listed in Appendix B.

21 A. SENIORITY LISTS Make a 21 A. Keep same language

21 B. ENROLL NON-RESIDENT CHILDREN OF BARGAINING UNIT: So long as space is available, the children of non-resident members of the bargaining unit are entitled to enroll in the Dedham Public Schools without payment of tuition. This provision shall not apply to children who require special education services. Requests for enrollment shall be submitted in writing to the Superintendent of Schools no later than June 1 prior to the start of the school year in which enrollment is requested. Requests from unit members hired on or after May 15 shall be submitted within thirty (30) days of their acceptance of employment. Should the child of a non-resident member be granted enrollment, continued enrollment shall be allowed so long as the non-resident member is an employee of Dedham Public Schools.

24: Eliminate all Cultural Proficiency Requirement language

Appendix A.

- Building-based sub pay COLA increase: Current (2023-2024) pay +3.25%
- Paraprofessional Wage Scale:

Step 1	\$22.25
Step 2	\$23.14
Step 3	\$23.95
Step 4	\$24.73
Step 5	\$25.47
Step 6	\$26.23
Step 7	\$26.89
Step 8	\$27.75
Step 9	\$28.45
Step 10	\$29.00

- Eliminate Certified and Non-certified scales and replace with above scale
- All existing employees will be placed on the new scale commensurate with years of service AND ensuring that no member loses compensation

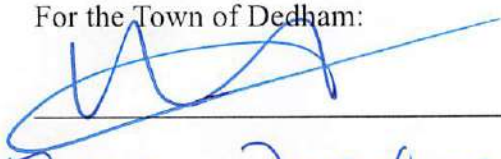
Appendix B. Stipends

Specific roles require specific training and stipends are contingent upon the training level held by the staff member and the assignment for that year:

- All paraprofessionals in the LifeStart program are job coaches and receive the stipend.
- All paraprofessionals for students with autism (PALS, STAR) receive a stipend reflecting training as a behavior technician, Safety Care and ADLs
- All paraprofessionals in the TBL program receive a stipend reflecting Safety Care and other job-specific training such as, but not limited to, MATCH-ADTC.

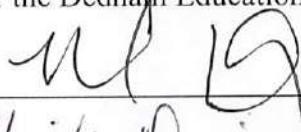
Role/Training	Annual stipend
Behavior Support Technician	\$1,000.00
Vocational Job Coach	\$1,000.00
ADL Support (non-program based)	\$650.00
Leadership Support Council	\$300.00
Safety Care	\$300.00
PALS/STAR/CONNECTIONS (Autism Continuum)	\$2,500.00
TBL	\$2,500.00

For the Town of Dedham:



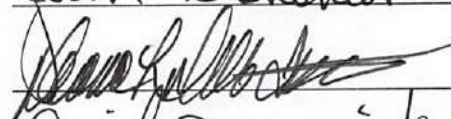
Margaret Maldonado-Biggs

For the Dedham Education Association:



Heidi Kline-Serpis

Jean Donovan



Emily Devonic