

School Committee Meeting Minutes
Virtual Meeting
June 16, 2023
8:30 AM

Members attending: Suzanne Allen, Abigail Besse, Sharlene Cronin, Shannon Molloy, and SusanMary Redinger.

Others in attendance: Linda Dwight and Ingrid Nilsson.

Ms. Besse called the meeting to order at 8:30 AM.

Ratification of contract between HPS School Committee and Harvard Educators Association:

Ms. Redinger shared the MOA between the School Committee and the HEA as negotiated over the last year and reviewed some of the items.

Ms. Cronin shared her appreciation for those who worked on the new contract. She also expressed concern about the affordability of this contract and the need for an override in the future. She expressed concerns that the contract's cost could limit investment in much desired program improvements, thereby negatively impacting students and teachers.

Ms. Redinger shared that although it is not written in the contract, the Chair of the HEA negotiations team has said that staff would be willing to do the work required in the event of an override.

A motion was made and seconded to approve the contract between the Harvard School Committee and the Harvard Educators Association as presented. The motion was passed unanimously by a roll call vote.

Move: Ms. Allen

Second: Ms. Redinger

Status: Passed

Addition of ELL Teacher for 2023-2024 School Year:

Dr. Dwight shared that this position will need to be revisited at the end of the 2023-2024 school year to determine if there continues to be a need going forward.

A motion was made and seconded to approve the addition of an ELL Teacher for the 2023-2024 school year as presented. The motion was passed unanimously by a roll call vote.

Move: Ms. Cronin

Second: Ms. Redinger

Status: Passed

Adjournment:

At 8:47 AM, Ms. Besse adjourned the meeting without objection.

MEMORANDUM OF AGREEMENT BETWEEN
THE HARVARD SCHOOL COMMITTEE
AND
THE HARVARD EDUCATORS ASSOCIATION

June 2023

The Harvard School Committee (“Committee”) and the Harvard Educators Association (“Association”) collectively referred to as the “Parties”, agree to extend their September 1, 2022 – August 31, 2023 collective bargaining agreement through August 23, 2026 with the following amendments:

1. Duration of Contract (August 24, 2023- August 23, 2026)
 - A. Amend the caption and introductory statement (p. 1) prior to Article 1 to provide for a contract term of August 24, 2023 through August 23, 2026.
 - B. Amend Article XV- Duration of Contract by:
 - i. Replacing “August 31, 2023” with “August 23, 2026”
 - ii. Replacing “November 1, 2021” with “November 1, 2025”
 - iii. Replacing the date in the second paragraph with the later of the following two dates:
 - (a) the date that the Association ratifies this MOA, (b) the date that the School Committee approves this MOA. (housekeeping)
2. Salary Schedule
 - A. Year 1 (School Year 2023-2024):
Increase the salaries for all steps by 2.5%.
 - B. Year 2 (School Year 2024-2025):
Increase the salaries for all steps by 3%.
 - C. Year 3 (School Year 2025-2026):
Increase the salaries for all steps by 2.5%.
 - D. Delete the obsolete Salary Schedule for the 9/1/22-8/31/23 work year. (housekeeping)
3. Increase the stipends listed for Coaches; Co-Curricular Academics; Academic Support; Competitive; Honor Societies; Enrichment/Creative; Health/Wellness/Activists; and Student Advisors (pp. 35-37) as follows:

<u>Effective Date</u>	<u>Increase</u>
9/1/2023	2.0%
9/1/2024	2.0%
9/1/2025	2.0%

Revise the stipends in accordance with the updated list appended to this Agreement as Attachment A.
4. Article IX, Section 9: Health Insurance (p. 20):
 - A. Relabel Section 9 as Section “ 9.A”
 - B. Add the following new Section 9.B:

9.B Dental Insurance:

If and when the Town offers dental insurance for employees, employees who elect such dental insurance shall pay 100% of the premiums.

5. Article IX, Section 3 Parental Leave (pp. 17-18)

A. Delete the following sentence (p. 17):

~~“Provided, however, that any two employees of the Harvard Public Schools shall only be entitled to eight (8) weeks of parental leave in the aggregate for the birth or adoption of the same child.”~~

B. Amend the following paragraph as follows (new language underlined; deleted language struck):

Parental leave is unpaid; however, an female employee who has given birth to the child may use ~~her~~ accumulated sick leave to cover absences for childbirth and recovery from childbirth. Similarly, an employee who did not give birth may convert up to ~~ten (10)~~ twenty (20) days of accumulated sick leave towards the employee’s parental leave.

6. Article IX, Section 3 (p. 15) Tuition Reimbursement

A. Replace the second paragraph with the following:

Effective July 1, 2023- June 30, 2026 the Annual Allocation per fiscal year shall be as follows:

<u>Effective Year</u>	<u>Annual Allocation</u>
July 1, 2023 - June 30, 2024	\$1,424.
July 1, 2024 – June 30, 2025	\$1,452.
July 1, 2025 – June 30, 2026	\$1,481.

B. Amend the fourth paragraph as follows (new language underlined; deleted language struck):

In instances where a teacher is working toward a master’s degree to meet licensure requirements for their current position, these teachers may receive reimbursement for tuition only from the Annual Allocation below, with no cap on the number of credits, ~~in~~ the amount of \$2,319 which shall be increased per fiscal year at the rate of two percent (2%). This Annual Allocation is in lieu of the Annual Allocation in the paragraphs above. The Annual Allocation for such teachers for the duration of this contract are as follows:

<u>Effective Year</u>	<u>Annual Allocation</u>
July 1, 2023 - June 30, 2024	\$2,365.
July 1, 2024 – June 30, 2025	\$2,412.
July 1, 2025 – June 30, 2026	\$2,460.

C. Add the following to the end of the last paragraph in Section 3: “Reimbursements under this Section 3 shall not exceed \$75,000 in the aggregate each fiscal year.”

7. Housekeeping:

- A. Article III, Section 3 (p. 4)
Replace “Committee” with “Superintendent”
 - B. Article VI, Section 5 (p. 7): The parties may agree to delete the first sentence in the first paragraph in Section 5 after the parties are able to locate the 2003 document referenced in the first sentence.
 - C. Article V, Section 3 (pp. 5-6)
Delete the last two sentences in the second paragraph of Section 3.
 - D. Article V, Section 5 (p. 6)
 - (i) Revise paragraph a. in Section 5 as follows (new language underlined; deleted language struck):
 - a. All vacancies and/or positions will be posted ~~in all Harvard School Buildings~~ on the District’s website and emailed to staff at their school email addresses prior to public announcement of such vacancy and/or position and for a period of seven (7) days prior to interviewing candidates.
 - (ii) Revise section c. in Section 5 as follows (new language underlined; deleted language struck):
 - c. Bargaining unit members who are licensed/certified for the vacant teaching or promotional position and who apply for the vacant teaching or promotional positions will be interviewed by the building principal or the hiring administrator.
 - E. Article VII, Section 15 (p. 12)
Delete “, ideally the professional development coordinator”.
8. The Association withdraws its charges against the School Committee with the Department of Labor Relations, Docket number MUP-22-9753. (This Section #8 shall remain in the MOA and not be incorporated into the CBA.)
 9. The School Committee shall send a letter on or before November 1, 2023, to the Select Board advocating for the Town to offer dental insurance for employees. The Union may join the School Committee in this letter. The School Committee’s statement advocating for dental insurance will be made to the Select Board at an open public meeting. (This Section #9 shall remain in the MOA and not be incorporated into the CBA.)

This Memorandum of Agreement was reached in mediation and is subject to ratification by the Association membership and approval by the Committee and shall remain off the record for all purposes until it is ratified by the Association and approved by the Committee.

Subject to the above paragraph, agreed to by the negotiating representatives of the Parties on the 9th day of June 2023:

Harvard School Committee
Negotiating Subcommittee

Harvard Educators Association
Negotiating Team

SusanMary Redinger

Kathleen Doherty

Shannon Molloy

Alice von Loesecke

Kellie Carlucci

Joshua Clark

Lauren Crittendon

Peter Murphy

Deborah Walker

Coaches				
Position	FY23	FY24	FY25	FY26
Varsity Boys Soccer Coach	4,379	4,467	4,556	4,647
JV Boys Soccer Coach	2,920	2,978	3,038	3,099
MS Boys Soccer Coach	2,008	2,048	2,089	2,131
Varsity Girls Soccer Coach	4,379	4,467	4,556	4,647
JV Girls Soccer Coach	2,920	2,978	3,038	3,099
MS Girls Soccer Coach	2,008	2,048	2,089	2,131
Varsity Field Hockey Coach	4,379	4,467	4,556	4,647
JV Field Hockey Coach	2,920	2,978	3,038	3,099
MS Field Hockey Coach	2,008	2,048	2,089	2,131
Golf Coach	2,379	2,427	2,475	2,525
Boys Cross Country Coach	3,863	3,940	4,019	4,099
Girls Cross Country Coach	3,863	3,940	4,019	4,099
Varsity Boys Basketball	5,475	5,585	5,696	5,810
JV Boys Basketball	3,287	3,353	3,420	3,488
MS Boys Basketball	2,008	2,048	2,089	2,131
Varsity Girls Basketball	5,475	5,585	5,696	5,810
JV Girls Basketball	3,287	3,353	3,420	3,488
MS Girls Basketball	2,008	2,048	2,089	2,131
Boys Indoor Track	4,379	4,467	4,556	4,647
Girls Indoor Track	4,379	4,467	4,556	4,647
Varsity Boys/Girls Swim	4,379	4,467	4,556	4,647
JV Boys/Girls Swim	1,801	1,837	1,874	1,911
Ski Team	3,287	3,353	3,420	3,488
Varsity Boys Lacrosse Coach	4,293	4,379	4,466	4,556
JV Boys Lacrosse Coach	2,860	2,917	2,976	3,035
Varsity Girls Lacrosse Coach	4,293	4,379	4,466	4,556
JV Girls Lacrosse Coach	2,920	2,978	3,038	3,099
Boys Outdoor Track Coach	4,379	4,467	4,556	4,647
Girls Outdoor Track Coach	4,379	4,467	4,556	4,647
Assist Track Coach	2,008	2,048	2,089	2,131
Boys Tennis Coach	3,287	3,353	3,420	3,488
Girls Tennis Coach	3,287	3,353	3,420	3,488
Varsity Softball Coach	0	4,467	4,556	4,647
MS Softball Coach	2,008	2,048	2,089	2,131
JV Softball Coach	2,920	2,978	3,038	3,099
Varsity Baseball Coach	4,379	4,467	4,556	4,647
JV Baseball Coach	2,920	2,978	3,038	3,099
MS Baseball Coach	2,008	2,048	2,089	2,131
	123,732	130,674	133,287	135,953

Position	FY23 Stipend	Proposed FY24 Stipend	Proposed FY25 Stipend	Proposed FY26 Stipend
Anime/Magna Club	510	520	531	541
AP Coordinator	816	832	849	866
Art NHS Advisor	816	832	849	866
Band Director	3,060	3,121	3,184	3,247
Band Director, Musical	510	520	531	541
Bromfield Astronomy and Rocket Science	1,326	1,353	1,380	1,407
Bromfield Cares	1,530	1,561	1,592	1,624
Bromfield Chess Club	510	520	531	541
Bromfield Mirror Advisor	2,550	2,601	2,653	2,706
Bromfield Reading and Writing Club	816	832	849	866
Bromfield Review	1,326	1,353	1,380	1,407
Business Professional of America	1,326	1,353	1,380	1,407
Choral Accompanist	1,020	1,040	1,061	1,082
Chorus Director	2,040	2,081	2,122	2,165
Chorus Director, Musical	1,224	1,248	1,273	1,299
Coding Club Advisor	250	520	531	541
Dungeons and Dragons Club	250	520	531	541
Elementary School Yearbook Advisor	1,020	1,040	1,061	1,082
Fashion Club	250	520	531	541
Feminist Club	250	520	531	541
Freshman Class Advisor	1,836	1,873	1,910	1,948
Freshman Math Team Advisor	1,326	1,353	1,380	1,407
Garden Club	816	832	849	866
Global Competency Coordinator	2,550	2,601	2,653	2,706
Global Cultures/Model UN Advisor	2,040	2,081	2,122	2,165
Global Health Society	816	832	849	866
Green Team	1,326	1,353	1,380	1,407
GSA Advisor	1,326	1,353	1,380	1,407
Harry Potter Club	250	520	531	541
History Bowl Advisor	1,326	1,353	1,380	1,407
HS Drama Advisor	4,080	4,162	4,245	4,330
HS Student Council	1,836	1,873	1,910	1,948
Husky Headlines	1,020	1,040	1,061	1,082
Investors Club	510	520	531	541
Junior Class Advisor	1,836	1,873	1,910	1,948
Mentor	816	832	849	866
Mentor Coordinator	1,326	1,353	1,380	1,407
Modeling Club	250	520	531	541
MS Drama Advisor	2,550	2,601	2,653	2,706
MS Student Council	1,836	1,873	1,910	1,948
MS Yearbook	1,020	1,040	1,061	1,082

Position	FY23 Stipend	Proposed FY24 Stipend	Proposed FY25 Stipend	Proposed FY26 Stipend
Nature's Classroom Coordinator	1,326	1,353	1,380	1,407
NHS Advisor	1,326	1,353	1,380	1,407
Project 351 Club	816	832	849	866
Quiz Team Advisor	1,326	1,353	1,380	1,407
Redcat Coordinator	510	520	531	541
Robotics Club	1,326	1,353	1,380	1,407
Science NHS Advisor	816	832	849	866
Senior Class Advisor	1,836	1,873	1,910	1,948
Senior Project Advisor	2,040	2,081	2,122	2,165
Sign Language Club	510	520	531	541
Sophomore Class Advisor	1,836	1,873	1,910	1,948
Spanish Club	510	520	531	541
Speech and Debate	1,326	1,353	1,380	1,407
Students Against Descriptive Decisions	816	832	849	866
Student Wellness Advisory Team (SWAT)	1,530	1,561	1,592	1,624
Students for Justice	816	832	849	866
Tri-M Advisor	1,326	1,353	1,380	1,407
Varsity Math Team	2,040	2,081	2,122	2,165
Video Production Club	510	520	531	541
Washington DC Coordinator	1,326	1,353	1,380	1,407
Webmaster	1,326	1,353	1,380	1,407
World of Difference Club	510	520	531	541
World Language Honor Society	816	832	849	866
Yearbook Advisor	3,672	3,745	3,820	3,897
Youth and Government	1,326	1,353	1,380	1,407
	83,610	86,873	88,611	90,383
Athletic Director	15,000	15,300	15,300	15,300
Assistant Athletic Director		3,000	3,000	3,000
Dean of Students (2)		6,500	6,500	6,500
DEI Coordinator	5,000	5,000	5,000	5,000
Nurse Leader	2,000	2,000	2,000	2,000
Education Technology Stipend	5,000	5,000	5,000	5,000
Elem Vertical Team Leader - ELA	5,000	5,000	5,000	5,000
Elem Vertical Team Leader - Math	5,000	5,000	5,000	5,000
Elem Vertical Team Leader - Science	5,000	5,000	5,000	5,000
Elem Vertical Team Leader - Social Studies	5,000	5,000	5,000	5,000
Middle School Team Leader	1,326	3,500	3,500	3,500
Middle School Team Leader	1,326	3,500	3,500	3,500
Middle School Team Leader	1,326	3,500	3,500	3,500

Position	FY23 Stipend	Proposed FY24 Stipend	Proposed FY25 Stipend	Proposed FY26 Stipend
TBS Dept Leader - English	5,500	5,500	5,500	5,500
TBS Dept Leader - Guidance	5,500	5,500	5,500	5,500
TBS Dept Leader - Math	5,500	5,500	5,500	5,500
TBS Dept Leader - Science	5,500	5,500	5,500	5,500
TBS Dept Leader - Social Studies	5,500	5,500	5,500	5,500
TBS Dept Leader - Unified Arts	5,500	5,500	5,500	5,500
TBS Dept Leader - Wellness	5,500	5,500	5,500	5,500
TBS Dept Leader - World Language	5,500	5,500	5,500	5,500
HES SPED Coord	5,000	5,000	5,000	5,000
TBS SPED Coord	5,000	5,000	5,000	5,000
	104,978	127,800	127,800	127,800