

**Bargaining Update 3/3/23**

<b>Articles Without Mutual Agreement</b>			
<b>Articles</b>	<b>QPS Proposal 2/17/23</b>	<b>QEA Proposal 3/3/23</b>	<b>Comments</b>
<p><b>Article VI:</b> General Conditions: Prep time, travel time</p>	<p><b>Add new Section H to read:</b> The parties agree to create a Joint Labor Management Committee to study and make recommendations regarding the logistics, procedures and policies needed to safely provide one hundred fifty (150) minutes of preparation time each week for School nurses and guidance staff at the Elementary, Middle and Senior High School levels. This Committee will be comprised of 4 representatives from QEA as designated by the QEA President and four (4) representatives as designated by the Superintendent.</p> <p><b>Add new Section I to read:</b> The parties acknowledge a shared concern for continued support for students' mental health; the Committee will continue to look at additional support, including but not limited to additional staffing needs. This remains a shared priority for both parties.</p>	<p>Change Sections A and B to read: A. Under ordinary circumstances, members at the Senior high and Middle school level (except school nurses) shall have at least five (5) preparation periods scheduled in each week. Effective upon ratification, school guidance at the high school level shall have at least one hundred thirty-five (135) minutes of preparation time each week scheduled in blocks of not less than forty-five (45) minutes not less than three times per week. Exceptions may be made to this provision for school nurse and guidance preparation time when voluntarily agreed to by the individual member. The schedule will rotate such that no two members of the school guidance team will be assigned to the same preparation time block. Preparation time shall be posted on a board in a highly visible location for all staff and students to see when "preparation time" is being held. Effective upon ratification, school guidance at the middle school level shall have at least ninety (90) minutes of preparation time each week scheduled in blocks of not less than thirty (30) minutes not less than three times per week. Exceptions may be made to this provision for school nurse</p>	<p>QPS has no mention of Prep Time for Guidance, Nurses or Elementary Staff. They have also not addressed the issue of Adjustment Counselors outside of saying they share our "concern."</p>

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		<p>and guidance preparation time when voluntarily agreed to by the individual member. The schedule will rotate such that no two members of the school guidance team will be assigned to the same preparation time block. Preparation time shall be posted on a board in a highly visible location for all staff and students to see when “preparation time” is being held. Effective upon ratification, school nurses at the middle and high school level shall have at least one hundred fifty (150) minutes of preparation time each week scheduled in blocks of not less than thirty (30) minutes not less than five times per week. with a one-half hour period of uninterrupted time during the course of each workday during which period of time a school nurse will perform some of the administrative and clerical duties required. Such duties may include, but not be limited to, charting, care plans, 504 plans, parent/community resource, telephone calls, guidance, and work connected with special education services. This one-half hour period shall be scheduled in consultation with the school principal and shall not interfere with the school nurse's provision of nursing care to students, including distribution of medications. It is understood that despite the diligent efforts of the Committee and</p>	

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		<p>its administrative representatives it will not always be possible to provide this one-half hour of uninterrupted time on each workday. School principals will be expected to use reasonable efforts to provide this period every day and will communicate with building personnel that where possible, this time is to be uninterrupted. Nothing in this Article shall be construed as limiting in any way the opportunity for students to seek and receive emergency nursing care when necessary.</p> <p><b>B.</b> Effective for the 2023-2024 school year related service providers shall have at least one hundred fifty (150) minutes of preparation time each week scheduled in blocks of not less than thirty minutes.</p> <p><b>C.</b> Members at the Elementary School level (except school nurses) shall be provided some time each week during school hours for preparation and planning. The use of preparation and planning time shall be determined by the individual teacher. Periods of instruction in Physical Education, Music, Media and Art shall be considered as planning periods for elementary members. In the event an elementary specialist in art, music, physical education or media is</p>	

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		<p>absent, every reasonable effort shall be made by the administration to hire a substitute teacher. Members at the Elementary level will be allowed the first, third and fifth <del>Tuesday</del> early release day afternoons each month for preparation and planning and will not be required to attend other meetings on those afternoons. Members at the Elementary School level shall have guaranteed minimum preparation time of six hundred ninety (690) minutes on average in a normal 4 week period. Effective for the 2024-2025 school year, members at the Elementary School level shall have guaranteed minimum preparation time of eight hundred ten (810) minutes on average in a normal 4 week period. Such preparation time shall be inclusive of the first, third, and fifth <del>Tuesday</del> early release day afternoons each month for preparation and planning, the approximately thirty (30) minutes transition time for kindergarten teachers and the aforementioned periods of instruction in special program areas. Effective upon ratification, school guidance at the elementary school level shall have at least sixty (60) minutes of preparation time each week scheduled in blocks of not less than thirty (30) minutes not less than three times per week.</p>	

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		<p>Exceptions may be made to this provision for school nurse and guidance preparation time when voluntarily agreed to by the individual member. The schedule will rotate such that no two members of the school guidance and school nurse team will be assigned to the same preparation time block. Preparation time shall be posted on a board in a highly visible location for all staff and students to see when “preparation time” is being held. Effective upon ratification, school nurses at the elementary school level shall have at least one hundred fifty (150) minutes of preparation time each week scheduled in blocks of not less than thirty (30) minutes not less than five times per week. with a one half hour period of uninterrupted time during the course of each workday during which period of time a school nurse will perform some of the administrative and clerical duties required. Such duties may include, but not be limited to, charting, care plans, 504 plans, parent/community resource, telephone calls, guidance, and work connected with special education services. This one-half hour period shall be scheduled in consultation with the school principal and shall not interfere with the school nurse's provision of nursing care to students, including distribution of</p>	

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		<p>medications. It is understood that despite the diligent efforts of the Committee and its administrative representatives it will not always be possible to provide this one-half hour of uninterrupted time on each workday. School principals will be expected to use reasonable efforts to provide this period every day and will communicate with building personnel that where possible, this time is to be uninterrupted. Nothing in this Article shall be construed as limiting in any way the opportunity for students to seek and receive emergency nursing care when necessary.</p> <p>Effective 2023-2024 School Year, Elementary Educators who teach in the Academic Program areas of Art and Music and do not have a dedicated space in their building shall have five (5) minutes of travel time between assigned classes or duties.</p> <p><b>Add new Section G to read:</b> Not later than the 2024-2025 school year, there will be not less than one (1) Adjustment Counselor assigned to each district middle and high school.</p> <p>Effective for the 2024-2025 school year, all Middle School Special Education Teachers who teach three or more</p>	

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		academic classes will have not less than eight (8) preparation periods scheduled in each week.	
<b>Article X: Sick Leave</b>	No doctor's <b>medical</b> certificate shall be required for any absence of not more than five (5) three (3) <b>four (4)</b> school days on account of illness or accident. A doctor's, physician's assistant's or nurse practitioner's <b>medical</b> certificate indicating the nature and continuance of disability <b>may</b> will be required if the absence continues for the sixth (6th) fourth (4th) <b>fifth (5th)</b> consecutive school day and may be required for any repeated absence. This certificate shall be presented within ten (10) days of the beginning of the absence and the Superintendent may require further certificates for any continuing absence or questionable absences.	<b>No change to current conditions</b>	QPS wants to now require a medical note on your fifth absence on account of illness or accident.  QEA wishes to keep our current contract language in place.
<b>Article X: Extended Sick Leave</b>	<del>Eliminate this section.</del> There shall be an extended sick leave plan for members <u>having Professional Teachers Status (PTS)</u> subject to the following conditions. 1. A member must be out for thirty (30) consecutive working days and have used his/her own accumulated sick leave and shall not have	<b>Amend Section:</b> Extended Sick Leave Plan as follows: Effective August 31, 2025 the Extended Sick Leave Plan shall be discontinued and replaced with a Sick Leave Bank.  <b>Sick Leave Bank</b> <b>A. Purpose</b> Effective September 1, 2023 a Sick Leave	QPS continues to propose substantial cuts to extended sick leave benefits.  QEA has responded by proposing the creation of a sick bank, in alignment with benefits already

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	<p>previously received payment under this extended sick leave plan.</p> <p>2. Thereafter, the Committee shall pay two-thirds (2/3) <del>one-half (1/2)</del> of the member's salary until the end of the academic year.</p> <p>3. The Superintendent may request any form of evidence of the member's disability, to wit: a report from the Committee's own doctor.</p> <p>4. Continued eligibility will require a doctor's certificate every six (6) weeks during the leave period, indicating the nature and continuance of disability and verifying satisfactory adherence to a medical, mental health or substance abuse treatment plan.</p>	<p>Bank shall be established. The Sick Leave Bank will enable all members of the bargaining unit to voluntarily contribute a portion as defined below of their accumulated sick days for use by a participating member whose sick leave is exhausted through prolonged illness. The Sick Leave Bank is designed for prolonged illness and will be used by a bargaining unit member intending to return immediately after the prolonged illness.</p> <p><b>B. General Provisions and Requirements for Eligibility</b></p> <p>1. The Sick Leave Bank will be used only when the member is prevented from working because of illness or injury and when this disability is of a prolonged nature; that is ten (10) consecutive working days or more.</p> <p>2. A qualified medical statement certifying the disability, illness or accident together with any appropriate medical evidence the Sick Leave Bank Committee deems relevant and necessary to its decision shall be required. All parties agree that such information shall be treated as highly personal and confidential and shall not be divulged to any persons other than the Superintendent, Sick Leave Bank Committee, or designees.</p> <p>3. The Sick Leave Bank will cover</p>	<p>available to other city union members.</p>



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		<p>prolonged illness, but only after the member has exhausted the balance of their accumulated sick days. This provision shall not prevent a member who reasonably projects they will exhaust their accumulated sick days during the course of an illness or injury from applying for consideration to the Sick Leave Bank Committee prior to the exhaustion of such leave.</p> <p>4. In order to receive Sick Leave Bank benefits, applicants must meet the qualifications specified in Section C. Membership.</p> <p>5. Any sick bank days granted but not used will be re-credited to the bank. No grants may be made for use in, or carried over to, future school years. All days not granted and/or re-credited to the bank at the end of a school year will be carried forward to subsequent school years.</p> <p>6. Sick Leave Bank Days will be carried over from year to year.</p> <p><b>C. Membership</b> As of September 1, 2023, all bargaining unit members shall have one (1) day deducted from their personal sick leave and credited to the Sick Bank. Bargaining unit members who wish to voluntarily contribute additional days of personal sick leave may do so by providing written</p>	

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		<p>notification to the Human Resources office not later than January 1, 2024. As of September 1, 2024, all bargaining unit members shall have an additional one (1) day deducted from their personal sick leave and credited to the Sick Bank. Any bargaining unit member hired after September 1, 2023 shall have one (1) sick day deducted from his/her personal sick leave and credited to the Bank at the start of his/her second year. Any bargaining unit member who does not wish to participate in the Bank must notify the Human Resources office in writing of their desire not to participate in the Bank. Once an individual opts out of the Bank, that individual may not opt back in at any point in the future and any days that have been donated to the Bank from his/her personal accumulated sick leave shall remain in the Bank. If the Sick Leave Bank falls below one hundred (100) days, bargaining unit members must contribute one (1) additional sick day in order to continue membership in the Bank.</p> <p><b>D. Administration</b> The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of six (6) members. Three (3) members shall be designated by the Committee to serve at its discretion</p>	

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		and three (3) members shall be designated by the Association. The Sick Leave Bank Committee shall determine the eligibility for use of the Bank and the amount of leave to be granted. The decisions of the committee shall be based on the requirements as specified above. Only those bargaining unit members who voluntarily contribute to this Bank shall be eligible for its benefits.	
<b>Article XXX: Longevity</b>	<p>Effective August 31, 2025 Eliminate Longevity Plan B.</p> <p>Effective September 1, 2022 restructure Longevity Plan A as follows:</p> <ol style="list-style-type: none"> <li>1. After 15 years of service <del>\$900</del> <del>\$400</del> <b>\$500 \$600</b></li> <li>2. After 20 years of service <del>\$1300</del> <del>\$500</del> <del>\$600</del> <b>\$700</b></li> <li>3. After 25 years of service <del>\$1600</del> <del>\$600</del> <del>\$700</del> <b>\$800</b></li> <li>4. After 30 years of service <del>\$750</del> <del>\$850</del> <b>\$1,200</b></li> </ol> <p>Effective September 1, 2023 restructure Longevity Plan A as follows:</p> <ol style="list-style-type: none"> <li>1. After 15 years of service <b>\$700</b></li> <li>2. After 20 years of service <b>\$800</b></li> <li>3. After 25 years of service <b>\$900</b></li> </ol>	<p>Effective August 31, 2025 eliminate Longevity Plan B.</p> <p>Effective September 1, 2022 restructure Longevity Plan A as follows:</p> <ol style="list-style-type: none"> <li>1. After 15 years of service <del>\$650</del> <del>\$400</del></li> <li>2. After 20 years of service <del>\$1000</del> <del>\$500</del></li> <li>3. After 25 years of service <del>\$1200</del> <del>\$600</del></li> <li><del>4. After 30 years of service \$750</del></li> </ol> <p>Effective September 1, 2023 restructure Longevity Plan A as follows:</p> <ol style="list-style-type: none"> <li>1. After 12 years of service <b>\$500</b></li> <li>2. After 15 years of service <del>\$800</del> <del>\$400</del></li> <li>3. After 20 years of service <del>\$1200</del> <del>\$500</del></li> <li>4. After 25 years of service <del>\$1500</del> <del>\$600</del></li> <li><del>4. After 30 years of service \$750</del></li> </ol>	<p>QPS continues to propose very incremental increases that do not meet the needs of our long term educators.</p> <p>QEA continues to hold on our proposal which moves us to a more competitive position.</p>

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	4. After 30 years of service <b>\$1,300</b>		
<b>New Article: Parental Leave</b>	<p>Create new article “Parental Leave” as follows: Effective September 1, 2023, a teacher who has <b>Professional Teachers Status</b> <del>worked in the school district for at least 90 calendar days</del> is eligible for parental leave. An eligible teacher who is seeking a parental leave shall notify the Superintendent, in writing, as soon as possible and shall request a leave of absence specifying the dates requested for the beginning and end of the leave. The notification shall be provided as far in advance as possible, but at least two (2) weeks before the leave is anticipated to begin. The purpose of such notification is to provide the administration as much opportunity as possible to make suitable arrangements for continuity with respect to the teacher's assignments.</p> <p>A parental leave of absence shall be up to sixty (60) school days, commencing at the time of the child’s birth/placement for adoption or at the start of the next school year for a summer birth/placement for adoption. Holidays are counted as part of this</p>	<p>Create new article “Parental Leave” as follows: <b>Upon receipt of at least two (2) week's written notice of anticipated date of departure and intention to return, the Superintendent shall grant a leave of absence for up to twelve (12) weeks in accordance with the provisions of the Family and Medical Leave Act and/or up to eight (8) weeks in accordance with the provisions of the Massachusetts Parental Leave Act (MPLA) (General Laws Chapter 149, Section 105D).</b> An eligible teacher who is seeking a parental leave shall notify the Superintendent, in writing, as soon as possible and shall request a leave of absence specifying the dates requested for the beginning and end of the leave. The notification shall be provided as far in advance as possible, but at least two (2) weeks before the leave is anticipated to begin. The purpose of such notification is to provide the administration as much opportunity as possible to make suitable arrangements for continuity with respect to the teacher's assignments.</p> <p>A parental leave of absence shall be up to</p>	QEA stands firm on our Parental Leave Proposal

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	<p>leave, but school vacations and summer months are not counted in computing the 60 days of leave. Any leave taken under this section will run concurrently with leave taken under Family and Medical Leave Act (FMLA) or the Massachusetts Parental Leave Act.</p> <p>a. For births occurring during the school year and upon documentation from a doctor or hospital confirming the delivery, a birthing parent shall receive their full contractual pay using sick leave accruals during a period of presumed convalescence occurring immediately following the birth for up to eight (8) weeks. If the leave is interrupted by summer vacation or if the birth/adoption occurs during summer vacation, the leave may continue into the next school year, however, paid leave using sick accruals will not be permitted after the eight (8) week period of presumed convalescence immediately following the birth without additional medical documentation. Under no circumstances will paid leave using sick accruals be permitted during the summer vacation period.</p>	<p>sixty (60) school days, commencing at the time of the child’s birth/adoption or <b>at the start of the next school year for a summer birth/adoption. Holidays are counted as part of this leave, but school vacations and summer months are not counted in computing the 60 days of leave. Any leave taken under this section will run concurrently with leave taken under Family and Medical Leave Act (FMLA) or the Massachusetts Parental Leave Act.</b> A teacher shall receive their full contractual pay and shall not have the time/days, up to a maximum of ten (10) days, deducted from existing contractual leave benefits. The remaining up to fifty (50) days of such leave will be unpaid. A teacher may use their accrued sick leave in lieu of unpaid time for the remainder of such leave. <b>Under no circumstances will paid leave using sick accruals be permitted during the summer vacation period.</b></p> <p>During the unpaid portion of parental leave, the School Committee will maintain the employee’s existing health insurance, dental insurance, and other benefits. The employee will continue to be responsible for the employee’s percentage of the health insurance and other insurance</p>	

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	<p>b. A non-birthing parent shall receive their full contractual pay using sick leave accruals upon documentation from a doctor or hospital confirming the delivery up to a maximum of fifteen (15) days. The remaining up to forty five (45) days of such leave will be unpaid.</p> <p>c. An adopting parent shall receive their full contractual pay using sick leave accruals upon documentation confirming the adoption, up to a maximum of fifteen (15) days. The remaining up to forty five (45) days of such leave will be unpaid.</p>	<p>premiums.</p> <p>If a teacher wishes to extend parental leave beyond twelve weeks, the teacher must notify the Superintendent two weeks prior to the previously stated intention to return. <b>Such extended leave will be according to Article XIV Section 4.</b></p>	
<b>Exhibit B: Salary</b>	<p>All Unit members shall receive a base pay increase according to the following schedule:</p> <p>September 1, 2022: 3%  September 1, 2023: 3%  September 1, 2024: 3%</p> <p>Effective September 1, 2024: Increase each step of Level 6.5 by \$500</p>	<p>All Unit members shall receive a base pay increase according to the following schedule:</p> <p>August, 31, 2022: 3%  August 31, 2023: <b>Eliminate Level 4.0 and move all employees currently at Level 4.0 to Level 4.5 at their same step after annual step progression. Add \$650 to each step of Level 6.5 for a market adjustment and increase all steps and levels 3%.</b>  August 31, 2024: 3%</p>	<p>QEA has already moved from an initial salary proposal of 18% over 3 years, and now stands firm on wanting to eliminate level 4.0 and move all employees currently at 4.0 to 4.5. Add \$650 to each step of level 6.5</p>

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<b>Exhibit D: Schedule of Differentials and Stipends</b>		Adjust “hourly rate” in Category III to \$50 per hour.	QPS continues to reject any increase in the current \$40 hourly rate.  QEA continues to maintain the importance of an increase to match real hourly values.

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<b>Article I</b> Contract Extension	<b>Extend the contract three (3) years (2022-2025) by adjusting dates throughout agreement</b>	<b>Extend the contract three (3) years (2022-2025) by adjusting dates throughout agreement</b>	Agreed
<b>Article II</b> Removing Outdated References	<b>Remove outdated references to language that has sunset, update references and numbering throughout.</b>	<b>Remove outdated references to language that has sunset, update references and numbering throughout.</b>	Agreed
<b>Article IV</b> Grievance and Arbitration Procedure	If the aggrieved member is not satisfied with the disposition of his/her grievance at Level 2, or if no decision has been rendered within twenty (20) school days after he/she has first met with the Superintendent, then the grievance may be filed in writing with the School Committee.	Change Section C.3 to read: If the aggrieved member is not satisfied with the disposition of his/her grievance at Level 2, or if no decision has been rendered within twenty (20) school days after he/she has first met with the Superintendent, then the grievance may be filed in writing with the School	Agreed

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	The grievance at Level 3 must be filed within <del>fifteen (15)</del> twenty (20) school days from the date of the Superintendent's response at Level 2 or the date the Level 2 response was due, whichever is sooner, otherwise the grievance shall be waived.	Committee. The grievance at Level 3 must be filed within <del>fifteen (15)</del> twenty (20) school days from the date of the Superintendent's response at Level 2 or the date the Level 2 response was due, whichever is sooner, otherwise the grievance shall be waived.	
<b>Article VI:</b> General Conditions: Prep time, travel time		<b>Add new Section G to read:</b> Effective 2023-2024 School Year, Elementary Educators who teach in the Academic Program areas of Art, Music and do not have a dedicated space in their building shall have five (5) minutes of travel time between assigned classes or duties.	QPS has agreed as part of a package, could later retract agreement.
<b>Article VI:</b> <b>General Conditions Continued</b> Aspen		G. Members at the Middle School and High School levels, grades 6-12 who teach core academic subjects or any course receiving a grade excluding grades of S, E, or U shall use QPS designated student information system (currently Aspen) for daily attendance, grades, and progress report and report card entry. Members at the Middle School and High School levels shall use the public gradebook so that parents can effectively monitor their student(s) educational progress. Members at the Middle and High School levels shall update this public gradebook once every two weeks so long as the following are true:	Establishing this language is a key priority for QPS.  QPS has agreed to the QEA response to their proposal on this item as part of a package, could later retract agreement.



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		<p>1. The district will make reasonable effort to provide a software link from Google Classroom to the designated student information system. In the event the district is not able to provide such software, the parties shall meet to negotiate a solution. Educators shall be held harmless for delays in updating of grades until a mutually agreed upon solution is implemented.</p> <p>2. The district will provide training to educators on the designated student information system within the contractual day not less than once per school year and within 30 days of hire.</p> <p>Nothing in the provisions of this Section shall be interpreted as requiring any change in curriculum, instructional design, or standards for evaluation as currently practiced by Members.</p>	
<p><b>Article VII: School Hours and Year</b> School Year Days and Professional Development</p>		<p>Amend Section I as follows: The Committee and the Association further agree that subject to any further order of any State agency having jurisdiction, the school year of required attendance by members shall, except as otherwise specifically provided below be one hundred eighty-three (183) <del>one hundred eighty-two (182)</del> days, of which one (1)</p>	<p>QEA offered this proposal in response to the early proposals by QPS to substantially increase time in the work day for additional professional development. The overall impact of this language is</p>

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		<p>day, the day before the opening of classes, is provided for a general meeting of the professional staff and one (1) day, Election Day, is provided for a fully day of Professional Development / Curriculum Development, and one hundred eighty (180) days are provided for classes. The one hundred eighty-second (182) day shall be scheduled at the discretion of the Superintendent as either a professional development day midyear or the day immediately following the close of the one hundred eighty (180) day school year.</p> <p>Effective for the 2013-2014 School Year, school nurses may opt to use their 182nd day at the beginning of the school year when there are no students present in order to prepare for the start of the new school year.</p> <p>Effective for the 2013-2014 School Year, each high school will be granted a maximum of 8 paid hours to be paid to school nurses who are responsible for administering fit for activity exams for student athletics.</p> <p>Amend Section P as follows:  <b>PROFESSIONAL DEVELOPMENT / CURRICULUM DEVELOPMENT PROGRAM</b> In addition to Election Day</p>	<p>a net loss of one hour of required PD for educators, as well as an opportunity for more meaningful PD.</p> <p>QPS has agreed as part of a package, could later retract agreement.</p>

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		<p>full day of professional development, members may be required to attend up to <del>five (5)</del> two (2) Professional Development / Curriculum Development Sessions during the school year at the discretion of the Superintendent. The purpose of the Sessions shall be for professional development and/or curriculum development, shall not involve student instruction or supervision and shall be subject to the following:</p> <ol style="list-style-type: none"><li>1. The schedule of Sessions for the school year shall be developed by the Superintendent after consultation with the President of the Association. The schedule for the first half of the school year shall be provided to members no later than the Friday after Labor Day and the schedule for the second half of the school year shall be provided to members no later than December 15th of the school year. It is understood that changes in the schedule due to unforeseen circumstances may occur. In such cases, members who have personal or professional obligations made prior to the schedule change shall be accommodated.</li><li>2. Each Session shall be of no greater than two (2) hours in duration for a total of 4 hours each school year <del>and shall commence immediately at the close of the school day.</del> Professional Development /</li></ol>	

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		<p>Curriculum Development Sessions held on Election Day shall be scheduled during regular contractual hours.</p> <p>3. Members who participate on planning committees for the Program shall serve on a voluntary basis and, if not during the regular school hours, shall be compensated at the hourly rate. Planning Committee participants who meet during school hours shall not be compensated for said hours at the hourly rate; however, such hours shall be credited towards meeting the Professional Development requirements of this Section on an hour to hour basis. Planning Committee members will establish and monitor a workshop evaluation instrument and schedule a series of workshops to improve/train facilitators. The Association representatives shall consist of members of the following: one (1) early childhood, two (2) elementary, two (2) middle school and two (2) high school. The remaining members will be appointed by the Superintendent of Schools. 4. It is understood by the parties that additional research, reading and writing specifically related to the goals of the Program will be required of each member for the Program to be successful. The time to be spent on additional reading, research and writing will be scheduled by each individual</p>	

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		<p>member or group of members at his/her discretion and no greater than a total of ten (10) hours per school year will be required. It is further understood that the Quincy Public Schools may facilitate these activities by providing relevant reading and/or research materials. 5. Members who prepare and present a Professional Development Session shall be deemed to have completed two (2) Professional Development Sessions for purposes of this Section.</p>	
<p><b>Article XIV: Extended Leave of Absence Without Pay</b></p>		<p>Update Section 4 to read: <del>Maternity</del> Parental leave without pay or increment will be granted to members having Professional Teacher Status. Such leave shall continue until the beginning of the second school year to commence after the leave was granted. Appropriate medical evidence of fitness <del>will</del> may be required prior to return from such leave. A member on <del>maternity</del> parental leave must notify the Superintendent in writing on or before March 1 of <del>her</del> their intention to return to school the following September.</p>	<p>QPS has agreed as part of a package, could later retract agreement.</p>

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<b>Article XIX: Members' Assignments, Transfers and Retirements</b>		Strike Section 6 as follows: <del>A member whose seventieth (70th) birthday will occur during a school year shall notify the Superintendent in writing of such fact and date thereof by April 1 of the school year preceding such birthday. As to each member who shall give such notice, the Superintendent shall determine, not later than May 15, whether such member shall be retained in service throughout that following school year in question or until the end of the calendar month in which such birthday occurs. Not later than May 15 the Superintendent shall notify in writing each such member and the Teachers Retirement Board of the determination made respecting him/her. A member whose 70th birthday will occur during a next succeeding school year, but who fails to notify the Superintendent as provided above shall not be entitled to any particular notice from the Superintendent of its decision as to his/her employment after such birthday</del>	Agreed
<b>Article XXIII: Salary Schedules and Stipends</b> School Nurse Stipend		Amend Section C as follows: Each school nurse shall receive a uniform allowance of two hundred and fifty (\$250) <del>one hundred (\$100.)</del> dollars each year which may be used for either <del>white</del> uniform <b>scrubs</b> or <del>white</del> lab coats.	Agreed

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<b>Article XXXII: Professional Discretionary Fund</b>		<p>Amend Section A as follows:</p> <p>A. A Professional Discretionary Fund (PDF) shall be established on September 1 of each school year by the Committee for each member of the bargaining unit in active service or on approved paid leave of absence in the following amounts:</p> <p>School Year 2022-2023 <del>\$400</del> <b>\$450</b>  School Year 2023-2024 <del>\$400</del> <b>\$450</b>  School Year 2024-2025 <del>\$400</del> <b>\$450</b></p> <p>D. Funds in the PDF for all expenses other than course reimbursement must be utilized on or before <del>May 15</del> the Friday before the <del>February</del> April vacation of each year. Requests for reimbursement shall be submitted to the Business Office by September 30 for payment in October, prior to the December vacation for payment in January and <del>prior to May 15</del> for payment in <del>June</del> the Friday before the <del>February</del> April vacation for payment in May <del>March</del> on a request form with verification mutually agreeable to the parties. For course reimbursement only, requests for reimbursement shall be submitted to the Business Office prior to May 15 for payment in June. Courses taken for reimbursement shall be submitted to the Business Office prior to May 15 for payment in June. Courses taken for course reimbursement must begin, end, and be paid for within the</p>	Agreed

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		same fiscal year (between July 1 - May 14), and reimbursement form must be accompanied by transcript and copy of course approval card.	
<b>Exhibit D: Schedule of Differentials and Stipends</b>		Adjust all stipends by the same percentage as base pay increase annually.	Agreed
<b>Article XX: Promotions</b>	Modify as follows: All vacancies in promotional positions, if filled, shall be filled pursuant to the following procedure: a. Such vacancies shall be publicized to members by sending a notice thereof to the Association and to each building principal and by posting a written notice on a bulletin board in every school. <b>Reasonable effort will be made to send notice in a district-wide email to all Association members</b> , as far in advance of the date of filling such vacancy as possible (ordinarily at least <del>thirty (30) days</del> <b>fifteen (15) days</b> ), or if such vacancy occurs after the close of the schools in June and before they open in September, by mailing a copy		Agreed



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	of such notice to the Association and to every member who shall have filed his/her name and summer address with the Superintendent for the purpose of receiving such notice and to those members who in the discretion of the Superintendent should be notified.		