



Unit A Ratification Presentation

April 3, 2023

What we need to do today

01

Quorum

We need to establish quorum

02

The Details

The bargaining team presents the deal

03

Voting

The body needs to approve a paper ballot

04

Stand-out

Once you vote - please stand outside with a Thank-You Sign

05

Vote count

Election team will count ballots

06

Report numbers

The Elections team will report the vote tallies

Your bargaining team:

- Michael Ellis, QEA VP and Bargaining Chair
- Gayle Carvalho, QEA President
- Nicole Prevost, QEA Grievance Chair, Parker School
- Teresa Rand, QEA Elementary Level Rep, Wollaston School
- Julie Connolly, Montclair School
- Michelle D'Angelo, Squantum School
- Mollie Erlich, Merrymount School
- Peggy McDonough, Lincoln Hancock and Snug Harbor Schools
- Helen Mastico, Central Middle School
- Jacquie Principi, Point Webster Middle School
- Sheri Eldridge, Quincy High School

Priority 1: Wages

- **August 31, 2022: 3%** - this means you all will be getting a check with the retroactive salary increase from September 1-now.
- **August 31, 2023:**
 - **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**
 - **and increase all steps and levels by 3%.**
- **August 31, 2024: 3%**

Schedule of Differentials and Stipends

Adjust all stipends by the same percentage as base pay increase annually.

Maintain the “hourly rate” in Category III at \$40.05 per hour until ratification when it will be increased by 3%. This will be \$41.25 this year (NOT retro) \$42.49 next school year and \$43.76 in 24-25

Wages: 8/31/2022 (this year, retro)

Step	Level 4.0	Level 4.5	Level 5.0	Level 5.5	Level 6.0	Level 6.5	Level 7.0
	BA	BA +15	MA / BA +30	MA +15	MA +30	MA +45	DOC
1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ 53,306	\$ 55,802	\$ 58,299	\$ 60,795	\$ 63,292	\$ 64,170	\$ 65,787
3	\$ 56,302	\$ 58,798	\$ 61,294	\$ 63,790	\$ 66,286	\$ 67,165	\$ 68,784
4	\$ 61,294	\$ 63,790	\$ 66,287	\$ 68,784	\$ 71,278	\$ 72,157	\$ 73,773
5	\$ 64,789	\$ 67,285	\$ 69,779	\$ 72,275	\$ 74,772	\$ 75,651	\$ 77,269
6	\$ 68,283	\$ 70,778	\$ 73,275	\$ 75,772	\$ 78,267	\$ 79,145	\$ 80,763
7	\$ 71,777	\$ 74,273	\$ 76,769	\$ 79,264	\$ 81,761	\$ 82,639	\$ 84,258
8	\$ 75,271	\$ 77,766	\$ 80,263	\$ 82,759	\$ 85,254	\$ 86,133	\$ 87,750
9	\$ 78,767	\$ 81,262	\$ 83,759	\$ 86,255	\$ 88,751	\$ 89,629	\$ 91,246
10	\$ 84,258	\$ 86,752	\$ 87,253	\$ 89,748	\$ 92,244	\$ 93,123	\$ 94,740
11	\$ -	\$ -	\$ 92,743	\$ 95,238	\$ 95,739	\$ 96,618	\$ 98,235
12	\$ -	\$ -	\$ -	\$ -	\$ 101,232	\$ 102,110	\$ 103,728

Wages: 8/31/2023

Step	Level 4.0	Level 4.5	Level 5.0	Level 5.5	Level 6.0	Level 6.5	Level 7.0
		BA	MA / BA +30	MA +15	MA +30	MA +45	DOC
1		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2		\$ 57,476	\$ 60,048	\$ 62,619	\$ 65,191	\$ 66,765	\$ 67,760
3		\$ 60,562	\$ 63,133	\$ 65,703	\$ 68,274	\$ 69,850	\$ 70,847
4		\$ 65,703	\$ 68,275	\$ 70,847	\$ 73,417	\$ 74,991	\$ 75,986
5		\$ 69,303	\$ 71,873	\$ 74,443	\$ 77,015	\$ 78,590	\$ 79,587
6		\$ 72,902	\$ 75,474	\$ 78,046	\$ 80,615	\$ 82,189	\$ 83,186
7		\$ 76,501	\$ 79,072	\$ 81,642	\$ 84,214	\$ 85,788	\$ 86,786
8		\$ 80,099	\$ 82,671	\$ 85,241	\$ 87,812	\$ 89,386	\$ 90,383
9		\$ 83,700	\$ 86,272	\$ 88,842	\$ 91,413	\$ 92,987	\$ 93,984
10		\$ 89,355	\$ 89,870	\$ 92,441	\$ 95,012	\$ 96,586	\$ 97,582
11		\$ -	\$ 95,525	\$ 98,095	\$ 98,611	\$ 100,186	\$ 101,182
12		\$ -	\$ -	\$ -	\$ 104,269	\$ 105,843	\$ 106,840

Wages: 8/31/2024

Step	Level 4.0	Level 4.5	Level 5.0	Level 5.5	Level 6.0	Level 6.5	Level 7.0
		BA	MA / BA +30	MA +15	MA +30	MA +45	DOC
1		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2		\$ 59,200	\$ 61,850	\$ 64,497	\$ 67,146	\$ 68,768	\$ 69,793
3		\$ 62,379	\$ 65,027	\$ 67,675	\$ 70,322	\$ 71,945	\$ 72,973
4		\$ 67,675	\$ 70,324	\$ 72,973	\$ 75,619	\$ 77,241	\$ 78,266
5		\$ 71,382	\$ 74,029	\$ 76,677	\$ 79,326	\$ 80,947	\$ 81,975
6		\$ 75,089	\$ 77,738	\$ 80,387	\$ 83,034	\$ 84,655	\$ 85,681
7		\$ 78,796	\$ 81,444	\$ 84,091	\$ 86,740	\$ 88,361	\$ 89,389
8		\$ 82,502	\$ 85,151	\$ 87,799	\$ 90,446	\$ 92,068	\$ 93,094
9		\$ 86,211	\$ 88,860	\$ 91,508	\$ 94,155	\$ 95,777	\$ 96,803
10		\$ 92,036	\$ 92,566	\$ 95,214	\$ 97,862	\$ 99,483	\$ 100,510
11		\$ -	\$ 98,391	\$ 101,038	\$ 101,570	\$ 103,191	\$ 104,217
12		\$ -	\$ -	\$ -	\$ 107,397	\$ 109,019	\$ 110,045

Priority 2: Longevity

Effective August 31, 2025 eliminate Longevity Plan B for new enrollments.

This year - retro payment will be made:

1. After 15 years of service \$650
2. After 20 years of service \$1000
3. After 25 years of service \$1200

Effective September 1, 2023 restructure Longevity Plan A as follows:

1. After 12 years of service \$500
2. After 15 years of service \$800
3. After 20 years of service \$1200
4. After 25 years of service \$1500

Priority 3: Prep Time

Prep time - Guidance and Support Staff

Elementary

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.

Middle

One hundred-twenty (120) minutes of preparation time each week scheduled in blocks of not less than thirty (30) minutes not less than four times per week.

High

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.

Priority 3: Prep Time

Prep time - School Nurses

Elementary

One hundred-twenty (120) minutes of preparation time each week scheduled in blocks of not less than thirty (30) minutes not less than four times per week.

Middle

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.

High

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.

Priority 3: Prep Time

Prep time - Other groups

Elementary Educators

For 2023-2024:
Monthly prep
increasing to 720
minutes on average in a
normal 4 week period.

Related Service Providers

For 2023-2024, all
physical therapists,
occupational therapists,
speech and language
pathologists, vision
specialists and hearing
specialists will have a
total of 150 minutes of
prep each week.

Middle-school Special Educators

For 2024-2025, all
middle-school special
education educators
who teach three or
more academic classes
will be provided with
120 additional prep
minutes each month.

Priority 4: Parental Leave

New Language!

- | | | |
|----|---------------------------------|--|
| #1 | Length of Leave | All FMLA-eligible employees are allowed parental leave of sixty (60) school days. |
| #2 | Sick Time for Totality of Leave | All days can be covered by accrued sick leave if the member has the time banked. |
| #3 | New Members | In the first three years, a member can borrow up to 10 sick days against their future year's sick-time accruals; paid back two days a year for five years. * |

Aspen Language Gr. 6-12

- Core academic subjects OR any course receiving a grade EXCLUDING S,E, or U.
- Aspen for attendance, grades, progress reports and report-card entry.
- Public gradebook open to families; updated every **two weeks IF:**
 - Software link to Google classroom is available (union solution to be negotiated if not operational)
 - Training for educators during the school day and within 30 days of hire
 - No educator should change their methods of curriculum or grading. (No set timeline to grade a long-term assignment.)

Election Day PD

Members will be in school on Election Day for a full-day PD.

Only two other “long” PD days.

PDF Money

- Increase to \$450. Reimbursement forms due **Friday before April vacation (this year 4/14)**
- Course reimbursement ONLY due on May 15.

Nurse Uniform Allowance:

Increase to \$250 per year.

Ratification

654

Yes

2

No

73% of Unit A Members voting 99% in the affirmative.



**Our actions won
the contract we
needed right
now!**

A large crowd of women is gathered outdoors, many wearing dark jackets and sunglasses. They are clapping and smiling, suggesting a celebratory or supportive event. The background shows trees and a building under a clear sky.

Join the union, girls, and together say,
"Equal pay for equal work."

SUSAN B. ANTHONY