

Memorandum of Agreement  
Between the Dedham School Committee  
and the Dedham Education Association, Paraprofessionals Unit

**June 14, 2023**

The Negotiating Subcommittee of the Dedham School Committee (“the School Committee”), acting subject to the ratification of this Memorandum of Agreement (“the Agreement”) by the full School Committee to whom the Subcommittee agrees to recommend acceptance, and the Dedham Education Association, Paraprofessional Unit (“the Association”), hereby mutually agree to the following terms and conditions of settlement for a successor Collective Bargaining Agreement that will be in effect from September 1, 2022 to August 31, 2024.

1. All terms and provisions of the predecessor Collective Bargaining Agreement which was effective from September 1, 2019 to August 31, 2022 shall, except to the extent modified by this Agreement, be carried over intact into the successor Collective Bargaining Agreement. All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the term of the successor Agreement, unless otherwise provided for in this document.
2. Unless otherwise specified herein, all modifications of non-economic items will take effect as of the ratification of the successor Collective Bargaining Agreement. Any written interim agreements that have been entered into by the parties since the ratification of the predecessor Collective Bargaining Agreement and that require modification of existing contract language shall be incorporated into the new Collective Bargaining Agreement.

### 3. ARTICLE 5 – SALARIES AND METHOD OF PAYMENT

Modify Section G as follows:

A paraprofessional who is assigned by a principal *or their designee* to act as a substitute teacher in the absence of a teacher when a substitute is not provided for the teacher position, and who acts as a substitute for at least half of the paraprofessional's regularly scheduled work day, shall be compensated ~~at the rate of \$35 for substituting the entire work day and \$20 for substituting at least half the work day but less than the full work day~~ *\$40 for a half day of substitute teaching and \$60 for a full day of substitute teaching*, in addition to the paraprofessional's regular rate of pay. ~~After 10 cumulative substitute assignments per school year, the rate would increase to \$40 for substituting the entire work day and \$25 for substituting at least half of the work day but less than the full work day, in addition to the paraprofessional's regular rate of pay.~~

\*Note (not for inclusion in CBA): this provision shall be applied retroactively to substitute assignments which occurred during the 2022-2023 school year\*

### 4. ARTICLE 6 – LONGEVITY

Effective September 1, 2022 – Add \$100 to each category of longevity payment

Effective September 1, 2023 – Add \$100 to each category of longevity payment

### 5. ARTICLE 7 – HOLIDAY PAY

a. Add the following language at the end of the first paragraph in Section A:

*In years when the Dedham Public Schools requires bargaining unit members to work beyond Juneteenth, Juneteenth shall be included as a paid holiday.*

b. Add the following language at the end of this Article:

*The Committee determines the annual school calendar and which major religious holidays will be observed by the District. For observances of major religious holidays approved by the Committee that fall on a school day, unit members shall be compensated at their established hourly rate of pay.*

### 6. APPENDIX A\_

a. Existing Salary Schedules

Effective September 1, 2022 – Increase all hourly rates in existing salary schedules by 7% over rates in effect August 31, 2022

Effective September 1, 2023 – Increase all hourly rates in existing salary schedules by 10% over rates in effect August 31, 2023

b. Building-Based Substitutes

Effective upon ratification of this Agreement, the position of Building-Based substitutes will be included within the bargaining unit. The pay rates for Building-Based substitutes will be increased as follows:

Effective September 1, 2022 – 2.5% increase over rates in effect August 31, 2022

Effective September 1, 2023 – 3.5% increase over rates in effect August 31, 2023

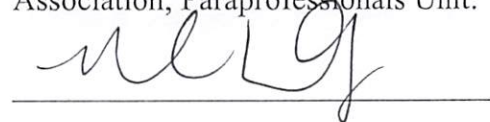
**WHEREFORE**, intending to be bound, the parties have executed this agreement this \_\_\_\_ day of June, 2023.

For the Dedham School  
Committee:



Maynard McElmold Briggs

For the Dedham Education  
Association, Paraprofessionals Unit:



Margaret McElmold Briggs