

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS

The School Committee determines the compensation to be paid professional employees in the following ways:

1. Most professional staff, with the exception of principals, central office administrators, and substitutes, is represented for the purpose of collective bargaining by one of the following employee organizations:

Arlington Education Association: Bargaining unit made up of teachers and other identified professional staff,

Arlington Administrators Association: Bargaining unit made up administrators other than principals and central office administrators.

The salary schedules for professional staff represented by these organizations will be established through the bargaining process. These schedules will be designed to recognize and reward training and experience and encourage additional study for professional advancement.

2. Principals will be employed by the Arlington Public Schools under individual contracts of employment. The Superintendent is responsible for establishing the terms and conditions of employment for each principal, subject to any policy and budgetary provisions established by the School Committee. The length of each principal's contract, as established by the Superintendent, shall be consistent with the provisions of General Laws c. 71 §41. The Superintendent may meet with the principal to discuss applicable terms and conditions of employment and shall hold such a meeting if requested by the principal. As a condition of employment, each principal must maintain current certification, adhere to the policies and goals of the School Committee and the directives of the Superintendent, and annually before *[[?October 15]]* must submit, with the school council, the educational goals and school improvement plan for the school building(s) under his/her direction.

3. The School Committee is responsible for appointing and established the terms and conditions of employment for the superintendent, the business administrator, any assistant or associate superintendents, and the administrator of special education. The superintendent and business manager may be employed pursuant to individual contracts not to exceed six (6) years in length. The Superintendent is responsible for appointing all central office administrators not specified in this section and for establishing the terms and conditions of employment for such positions, subject to any policies and budgetary provisions established by the School Committee.

4. The terms of individual employment contracts shall generally begin July 1, although personnel who work September-June shall start work on the assigned day at the beginning of the

school year. All changes in the terms of individual contracts for professional staff members will be put into explicit written amendments to the contract *[reviewed by the Committee's legal counsel??? is this consisted with practice?]* and signed by both parties.

5. Administrator salaries will be reviewed annually prior to July 1. The Superintendent may survey other school systems to determine salaries being paid for comparable positions in each system and shall conduct such surveys if requested to so by the School Committee. The survey will include the effective date of the specified salaries.

LEGAL REFS.: M.G.L. 71:37; 71:40; 71:41; 71:43 71:59; 71:59B; 71B;3A

Cross REFS: GCB sub codes (all relate to compensation and benefits for professional staff.)

Attorney Notes:

(1) This draft policy is designed to replace the current GCB, GCBA and GCBB.

(2) The legal references have been added to reflect applicable statutes.

(3) Cross References were eliminated because they were either not found in the Policy Manual or were recommended for substantial changes or elimination in the legal review dated January 24, 2014.

(4) Per the subcommittee's initial discussion, the draft is designed to provide for the school committee's budgetary and policy oversight, while allowing the superintendent to establish individual salaries and terms, as consistent with statutory provisions.

(5) While the current policies include individual contracts for all administrative personnel, the MA law references such contracts only for the superintendent, business manager, and principals. Thus, this draft includes contracts only for those positions. Notably, most (although perhaps not all) administrators would likely qualify as "supervisors." Therefore, under Ch 71:41 after 3 years they cannot be dismissed absent "good cause," regardless of any contract period. Thus contracts would serve only to create job security during the first 3 years. If the SC wishes to authorize contracts for this purpose, it could theoretically add a provision to that effect.

Rb/Arlington/policy/16-02-admin compens/16-03-19-draft-GCB