

PROPOSALS FOR COLLECTIVE BARGAINING

From The
SALEM TEACHERS UNION

To The
SALEM SCHOOL COMMITTEE



Salem Teachers Union, Local 1258,
AFT-MA, AFT, AFL-CIO

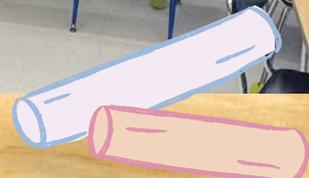




**EDUCATORS AT THE FOLLOWING SCHOOLS
UNANIMOUSLY VOTED TO ENDORSE THE
STU PROPOSALS TO THE SCHOOL
COMMITTEE**

Bates Elementary School
Bentley Academy Innovation School
Carlton Innovation School
Collins Middle School
Early Childhood Center
Horace Mann Laboratory School
New Liberty Innovation School
Salem High School
Salem Prep High School
Saltonstall Elementary School
Witchcraft Heights Elementary School









EARLIER THIS YEAR, THE STU PUBLISHED AN AGENDA FOR COLLECTIVE BARGAINING



**Sustainable
Workloads &
Sufficient Staffing**



**Support for All
Educators**



**Fair & Adequate
Compensation**



**Clear & Consistent
Communications**



**Equitable &
Compassionate
Leave Policies**



**Additions for the
Common Good**





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Linda Abbene, Saltonstall Elementary School

Christina Abouzeid, Salem High School

Haley Acconcia, Bates Elementary School

Sarah Adams, Collins Middle School

Maureen Addison, Witchcraft Heights Elementary School

Lisa Agocs, Bates Elementary School

Lacey Allen, Bates Elementary School

Valeria Almeida Oliveirs Cysne, Horace Mann Laboratory School

Angelica Alvarez, Bentley Academy Innovation School

Navil Alvarez, Salem High School

Gina Anderson, Bates Elementary School

Jeanine Anderson, Horace Mann Laboratory School

Julie Anderson, Carlton Innovation School

Khiavet Andrade, Salem Prep High School

Danae Angiulo, Early Childhood Center

Susan Angrisano, Collins Middle School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Kim Apostoloff, Collins Middle School

Sabrina Arauz, Witchcraft Heights Elementary School

Maria Arias Reyes, Horace Mann Laboratory School

Patricia Armstrong, Witchcraft Heights Elementary School

Jose Arroyo, Saltonstall Elementary School

Leila AtallahBenson, Collins Middle School

Pepper Austin, Salem High School

Colleen Babineau, Witchcraft Heights Elementary School

Jade Bachmann, Horace Mann Laboratory School

Jennifer Baez, Horace Mann Laboratory School

Mercy Baez, Bentley Academy Innovation School

Parvana Balayeva, Horace Mann Laboratory School

Lauren Bane, Salem High School

O'Malley Barton, Salem High School

Patricia Barton, Witchcraft Heights Elementary School

Tara Barton, Witchcraft Heights Elementary School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Lauren Battaglia, Collins Middle School

Lewis Bauer, Collins Middle School

Gregory Beach, Collins Middle School

Elizabeth Beaulieu, Witchcraft Heights Elementary School

Maria Beaulieu, Collins Middle School

Jennifer Bednar, Saltonstall Elementary School

Adri Bekker, Witchcraft Heights Elementary School

Allison Benoit, Saltonstall Elementary School

Kayla Benoit, Bentley Academy Innovation School

Ann Berman, Bates Elementary School

Mary Ann Best, Witchcraft Heights Elementary School

Lisa Bissell, Bates Elementary School

Christina Blanchette, Salem High School

Todd Bleckley, Bates Elementary School

Adam Blefari, Bates Elementary School

Elaine Bombaci, Districtwide





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Dariana Bonilla, Witchcraft Heights Elementary School

Kimberly Boonstra, Saltonstall Elementary School

Jill Borek, Witchcraft Heights Elementary School

Ellen Bouchard, Horace Mann Laboratory School

Katherine Bouffard, Carlton Innovation School

Brandon Boutilier, Collins Middle School

Mary Kate Boyle, Salem High School

Sarah Bradford, Salem High School

Nicholas Brandi-Miller, Collins Middle School

Madeline Bransford, Horace Mann Laboratory School

Alyson Brennan, Witchcraft Heights Elementary School

Brigitte Brennan, Horace Mann Laboratory School

Mariah Brennan, Bates Elementary School

Elizabeth Bright, Salem High School

Hannah Brilliant, Salem High School

Emmanuel Brito, Collins Middle School





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AGENDA**

Gertia Brown, Collins Middle School

Susan Brown, Saltonstall Elementary School

Sarah Brugman, Witchcraft Heights Elementary School

Amanda Bryant, Witchcraft Heights Elementary School

Matthew Buchanan, Salem High School

Christian Buckley, Collins Middle School

Jaclyn Burns, Salem High School

Kate Burns, Horace Mann Laboratory School

Sydney Burns, Collins Middle School

Ric Burton, Collins Middle School

Alicia Bushey, Salem High School

Maria Buttafuoco, Collins Middle School

Douglas Cabot, Salem High School

Erica Cabral, Horace Mann Laboratory School

Katherine Cahill, Carlton Innovation School

Kelly Cahill, Witchcraft Heights Elementary School





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AGENDA**

Diane Caldwell, Witchcraft Heights Elementary School

Donna Callahan, Carlton Innovation School

Colleen Cameron, Salem High School

Elisabeth Campbell, Collins Middle School

Joseph Campbell, Collins Middle School

Sarah Campbell, Salem High School

Johanny Candelario, Salem High School

Kerry Carey, Early Childhood Center

Nayelis Carmona, Bentley Academy Innovation School

Jason Carpenter, Salem High School

Meghan Carroll, Collins Middle School

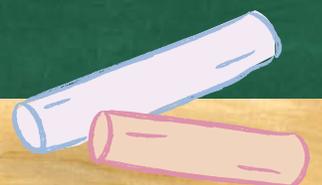
Heather Carter, Early Childhood Center

June Casale, Collins Middle School

Francesca Cassano, Bates Elementary School

Arianna Castaldo, Salem High School

Sandra Castillo, Collins Middle School





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AGENDA**

Susana Castillo, Salem High School

Mary Celli, Salem High School

Cynthia Chaput, Early Childhood Center

Benjamin Chertok, Collins Middle School

Molly Chipman, Bates Elementary School

Kristin Ciarmataro, Carlton Innovation School

Stephen Cicco, Salem High School

Sarah Ciman, Witchcraft Heights Elementary School

Chelsea Cimini, Salem High School

Kristi Cirone, Witchcraft Heights Elementary School

Haleigh Cirrone, Witchcraft Heights Elementary School

Mary Ciulla, Bates Elementary School

Madelyn Claffey, Collins Middle School

Madison Clarke, Saltonstall Elementary School

Samantha Claveau, Saltonstall Elementary School

Kim Clements, Salem High School





**THE FOLLOWING EDUCATORS ARE PROUD
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AGENDA**

Melanie Clinton, Salem High School

Michael Coco, Salem High School

Craig Cohen, Salem High School

Donna Cohen, Bates Elementary School

Catherine Coleman, Salem High School

Jilleen Collins, Witchcraft Heights Elementary School

Lisa Collins, Horace Mann Laboratory School

Michael Collins, Witchcraft Heights Elementary School

Kethly Colon Lebron, Collins Middle School

Pranvera Comi, Witchcraft Heights Elementary School

Nicole Connelly, Early Childhood Center

Jodi Connolly, Collins Middle School

Nichole L. Connolly, Saltonstall Elementary School

Nicole Connolly, Saltonstall Elementary School

Ashley Connors, Bates Elementary School

Emily Consolati, Witchcraft Heights Elementary School





**THE FOLLOWING EDUCATORS ARE PROUD
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AGENDA**

Kristina Conti, Districtwide

Kaitlyn Cordaro, Witchcraft Heights Elementary School

Kathleen Cornell, Carlton Innovation School

Tatiana Correia, Saltonstall Elementary School

Andrea Corriveau, Early Childhood Center

Catherine Corriveau, Saltonstall Elementary School

Elisabeth Costin, Saltonstall Elementary School

Carleen Costin-Sobezenski, Witchcraft Heights Elementary School

Kate Crane, Saltonstall Elementary School

Susan Crimble, Early Childhood Center

Lynne Crispo, Early Childhood Center

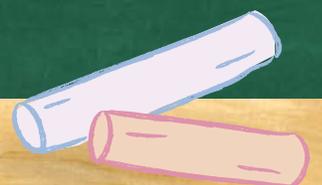
Lisa Critch, Saltonstall Elementary School

Caroline Crosby, Carlton Innovation School

Nicole Cross, Witchcraft Heights Elementary School

Megan Crowe, Horace Mann Laboratory School

Peter Crowe, Salem High School





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AGENDA**

Deborah Croxon-Trammell, Collins Middle School

Dalianjely Cruz, Collins Middle School

Yamilis Cruz, Collins Middle School

Anny Cruz Gonzalez, Bentley Academy Innovation School

Juan Cruz-Perez, Salem High School

Ceneida Cueto Silvestre, Saltonstall Elementary School

Patricia Cullen, Horace Mann Laboratory School

Alexandra Currier, Horace Mann Laboratory School

Rita Cusack, Salem High School

Kirsten Cutler, Bates Elementary School

Tracy Czahor, Early Childhood Center

Emily Dachroeden, Bentley Academy Innovation School

Concetta Damato, Early Childhood Center

Judee Davis, Bates Elementary School

Nora Davis, New Liberty Innocation School

Victoria Davis, Collins Middle School





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AGENDA**

Enidsha De La Cruz, Saltonstall Elementary School

Marleny De La Cruz, Early Childhood Center

Kellie De Young-Donlon, Early Childhood Center

David Deardorff, Districtwide

Donna Delaney, Bates Elementary School

Desiree Deleon, Witchcraft Heights Elementary School

Erin Delman, Horace Mann Laboratory School

Janice Delorenzo, Witchcraft Heights Elementary School

Thomas DeMontier, Bates Elementary School

Shauna Deschenes, Witchcraft Heights Elementary School

Teague Desmond, Salem High School

Michelle DeVincenzo, Witchcraft Heights Elementary School

Ali DeVoe, Collins Middle School

Veronica Diaz, Bentley Academy Innovation School

Anna Dietrich, Bentley Academy Innovation School

Patricia DiGaetano, Bates Elementary School





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AGENDA**

Geralyn Digiacomo, Early Childhood Center

Julie Ann Diogo, Witchcraft Heights Elementary School

Caroline DiOrio, Bentley Academy Innovation School

Kathryn DiPietro, Saltonstall Elementary School

Jessica Docanto, Witchcraft Heights Elementary School

Genesis Dominguez, Collins Middle School

Judith Dompierre, Witchcraft Heights Elementary School

Jamie Dooling, Collins Middle School

Tudor Dornescu, Districtwide

Diane Downey, Horace Mann Laboratory School

Jessica Doyle, Salem High School

Thomas Doyle, Salem High School

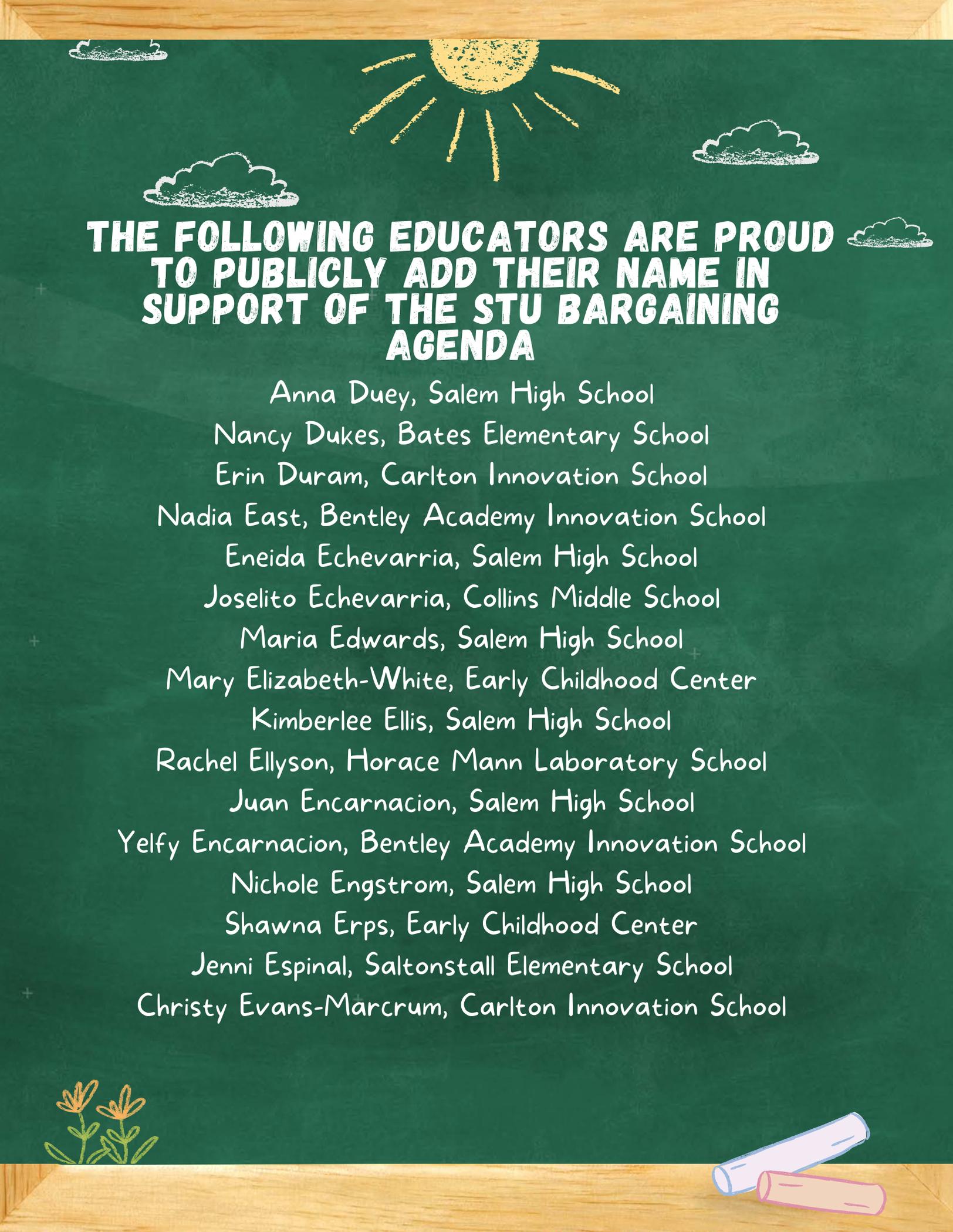
Robert Dreier, Collins Middle School

Katelyn Drescher, Bates Elementary School

Sarah Dubois, Collins Middle School

Janea Duby, New Liberty Innocation School





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AGENDA**

Anna Duey, Salem High School

Nancy Dukes, Bates Elementary School

Erin Duram, Carlton Innovation School

Nadia East, Bentley Academy Innovation School

Eneida Echevarria, Salem High School

Joselito Echevarria, Collins Middle School

Maria Edwards, Salem High School

Mary Elizabeth-White, Early Childhood Center

Kimberlee Ellis, Salem High School

Rachel Ellyson, Horace Mann Laboratory School

Juan Encarnacion, Salem High School

Yelfy Encarnacion, Bentley Academy Innovation School

Nichole Engstrom, Salem High School

Shawna Erps, Early Childhood Center

Jenni Espinal, Saltonstall Elementary School

Christy Evans-Marcum, Carlton Innovation School



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AGENDA**

Mikaela Fairman, Bates Elementary School

Eric Farley, Salem High School

Cory Favolora, Horace Mann Laboratory School

Carly Fazio-Hoffman, Horace Mann Laboratory School

Christopher Fedders, Witchcraft Heights Elementary School

Rachel Fee, Saltonstall Elementary School

Jennifer Feener, Salem High School

Marie Feldmannova, Saltonstall Elementary School

Kylie Felix, Collins Middle School

Kylie Felix, Saltonstall Elementary School

Gena Felton, Saltonstall Elementary School

Laura Fernald, Witchcraft Heights Elementary School

Dalhaysy Fernandez, Bentley Academy Innovation School

Erin Feronti, Collins Middle School

Brian Ferraro, Salem High School

Raisa Ferreras, Saltonstall Elementary School





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AGENDA**

Kayla Field, Horace Mann Laboratory School

Janice Fischer, Carlton Innovation School

Elizabeth Fitzgerald, Salem High School

Jennifer Fitzgerald, Collins Middle School

Kaleigh Flagg, Horace Mann Laboratory School

Emily Flaherty, Saltonstall Elementary School

Shaina Flammia, Witchcraft Heights Elementary School

Michelle Flewelling, Horace Mann Laboratory School

Nancy Fling-Digiammarino, Salem High School

Judith Flynn, Horace Mann Laboratory School

Deborah Foley, Early Childhood Center

Heidi Forsyth, Salem High School

Michelle Fortado, Early Childhood Center

Homar Fortunato, Salem High School

Jeffrey Fox, Salem High School

Lori Frayler, Witchcraft Heights Elementary School





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AGENDA**

Kaya Frechette, Salem Prep High School

Louise Fredericksen, Salem High School

Andrea French, Horace Mann Laboratory School

Andrew Fritz, Witchcraft Heights Elementary School

Nalani Fujiwara, Districtwide

Andrea Gagnon, Bentley Academy Innovation School

Matthew Gainty, Salem High School

Janelle Gallant, Salem High School

Jane Galpert, Saltonstall Elementary School

James Gangi, Salem High School

Mark Gannon, Horace Mann Laboratory School

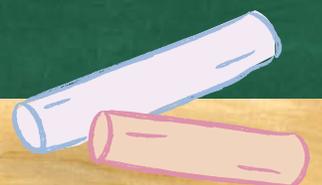
Elizabeth Garcia, Salem High School

Janet Garcia, Bentley Academy Innovation School

Jillian Garcia, Saltonstall Elementary School

Marta Garcia, Witchcraft Heights Elementary School

Susannah Geary, Horace Mann Laboratory School





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AGENDA**

Grace Geden, Bentley Academy Innovation School

Moira Gianelli, Saltonstall Elementary School

Madison Giaquinto, Collins Middle School

Priscilla Gikas, Witchcraft Heights Elementary School

Doris Gilbert, Salem High School

Lisa Ginivisian, Witchcraft Heights Elementary School

Jennifer Ginley, Witchcraft Heights Elementary School

Jill Girard, Witchcraft Heights Elementary School

Richard Giso, Carlton Innovation School

Iva Gojanovic, Bates Elementary School

Gail Goodwin, Saltonstall Elementary School

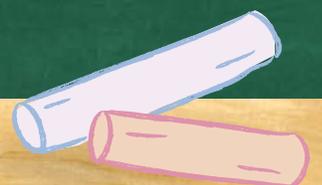
Stacey Gordon, Horace Mann Laboratory School

Carolyn Goto, Collins Middle School

Charles Gravina, Saltonstall Elementary School

Emilee Greco, Salem High School

Sarah Green, Carlton Innovation School





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AGENDA**

Erika Griffin, Early Childhood Center

Hilary Grimes, Witchcraft Heights Elementary School

Michelle Grundy, Saltonstall Elementary School

Rosalyn Guevara, Bates Elementary School

Linda Gutierrez, Collins Middle School

Kelly Gwynn-Newsome, Early Childhood Center

Maryellen Haberland, Salem High School

Leigh Hacker, Witchcraft Heights Elementary School

Lisa Hagen, Early Childhood Center

Maureen Hagen, Collins Middle School

Leah Hamilton French, Salem High School

John Hannam, Salem High School

Kimberly Hanson, Witchcraft Heights Elementary School

Erin Harrington, Collins Middle School

Linda Harrison, Collins Middle School

Juliana Hart, Collins Middle School





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AGENDA**

Cynthia Hatcher, Saltonstall Elementary School

Katharine Hatfield, Bates Elementary School

Benjamin Hedstrom, Bates Elementary School

Megan Henderson, Horace Mann Laboratory School

Brian Heneghan, Witchcraft Heights Elementary School

Diane Heppner, Saltonstall Elementary School

Elizabeth Heppner, Early Childhood Center

Annel Hernandez, Saltonstall Elementary School

Carlos Hernandez, Salem High School

Luis Hernandez, Salem High School

Charlotte Hickey, Early Childhood Center

Abigail Hillinger, Saltonstall Elementary School

Anna Hillman, Bates Elementary School

Nicole Hogan, Carlton Innovation School

Andrea Homan, Collins Middle School

John Horan, Collins Middle School





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AGENDA**

Keeghan Hughes, Carlton Innovation School
Josue Hunsaker, Saltonstall Elementary School
Arianna Hunt, Carlton Innovation School
Darryl Huntington, Saltonstall Elementary School
Rachel Ingraham, Early Childhood Center
Alyssa Irving, Saltonstall Elementary School
Jaelyn Isales, Saltonstall Elementary School
Beverly Iwanicki, Early Childhood Center
Amanda Jacquier, Bentley Academy Innovation School
Katherine Jahl, Saltonstall Elementary School
Kristen Jalbert, Saltonstall Elementary School
Frank James, Carlton Innovation School
Taina Javier, Salem High School
Clifford Jean-Philippe, Saltonstall Elementary School
Heidi Jimenez, Saltonstall Elementary School
Emma Johnson, Witchcraft Heights Elementary School





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AGENDA**

Christopher Jones, Salem High School

Micaiah Jones, Collins Middle School

Jacquelyn Julian, Early Childhood Center

Maria Kaba, New Liberty Innocation School

Jill Kalinowski, Salem High School

Behije Karagjozi, Salem High School

Skender Karagjozi, Salem High School

Ellen Kaslauskas, Witchcraft Heights Elementary School

Alissa Kaufman, Early Childhood Center

Krista Kavanagh, Horace Mann Laboratory School

Gina Kelly, Saltonstall Elementary School

Brittany Kennedy, Witchcraft Heights Elementary School

Letty Kerai, Horace Mann Laboratory School

Nichole Kernweis, Bentley Academy Innovation School

June Kershaw, Salem High School

Michelle Kiley, Salem High School





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AGENDA**

Rachael Kozlowski, Salem High School

Danielle Kunis, Districtwide

Jenna Kuykendall, Witchcraft Heights Elementary School

William Landenberger, Collins Middle School

Rosemary Larkin, Collins Middle School

Ann Larrabee, Bates Elementary School

Anna Larson, Bentley Academy Innovation School

Samantha Lear, Witchcraft Heights Elementary School

Neidy Lebron, Salem High School

Ubaldo Lebron, Collins Middle School

Victoria LeClair, Salem High School

Rachel Lee, Districtwide

Kenneth Lefrancois, Salem High School

Nathaniel Leshin, Salem Prep High School

Jessica Leuci, Bates Elementary School

Lissa Levine, Carlton Innovation School





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AGENDA**

Brandon Liddy, Collins Middle School

Ross Light, Collins Middle School

Silvana Lika, Carlton Innovation School

Rebecca Likins, Salem High School

Jennifer Lima, Witchcraft Heights Elementary School

Lisa Linehan, Witchcraft Heights Elementary School

Robin Loconte, New Liberty Innocation School

Martha Lopez, Salem High School

Amy Lowd, Carlton Innovation School

Arabelis Luciano, Carlton Innovation School

Madeline Luciano, Witchcraft Heights Elementary School

Deyanira Lugo, Bentley Academy Innovation School

Meghan Lurvey, Saltonstall Elementary School

Alexis MacTaylor, Salem High School

Charlene Madruga, Bentley Academy Innovation School

Peter Mafo, Collins Middle School





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AGENDA**

Amber Magin, Bentley Academy Innovation School

Conor Maguire, Salem High School

Amelia Maietta, Carlton Innovation School

Vanessa Maldonado, Salem High School

William Maloon, Collins Middle School

Ellen Mandel-Steiner, Saltonstall Elementary School

Ryan Maney, Salem High School

Amanda Manganello, Horace Mann Laboratory School

Lisa Mansfield, Salem High School

Candice Manzi, Witchcraft Heights Elementary School

Catherine Marcoux, Horace Mann Laboratory School

Graeme Marcoux, Salem High School

Lori Marendia, Salem High School

Jesse Margolius, Collins Middle School

Danielle Marquis, Collins Middle School

Renee Marshall, Salem High School





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AGENDA**

Adriana Martin, Bentley Academy Innovation School

Meghan Martin, Salem High School

Ruben Martinez, Collins Middle School

Megan Martins, Bates Elementary School

Sarah Mascioli, Salem High School

Craig Massey, Salem High School

Anjala McAveaney, Horace Mann Laboratory School

Brian McCarthy, Collins Middle School

Kim McCarthy, Witchcraft Heights Elementary School

Kristen McCarthy, Salem High School

Amanda McCoy McCoy, Salem High School

Teceder McDaniels, Salem High School

Rebecca McGhee, Early Childhood Center

Kerry McHugh, Salem High School

Susan McLaughlin, Bates Elementary School

Barbara McLernon, Collins Middle School





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Kara Meade, Collins Middle School

Suzanne Melin, Collins Middle School

Laurie Mendoza, Carlton Innovation School

Jeffrey Mente, Salem Prep High School

Traci Mentuck, Horace Mann Laboratory School

Edward Mercier, Bates Elementary School

Heather Mercier, Collins Middle School

Kristen Meshulam, Carlton Innovation School

Kylie Middleton, Bates Elementary School

Kristin Mielcarz, Bates Elementary School

Kate Milano, Collins Middle School

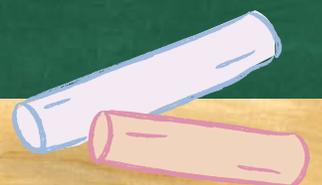
Jennifer Miller, Collins Middle School

Nicole Miller, Salem High School

Tess Milliken, Saltonstall Elementary School

Michael Milner, Witchcraft Heights Elementary School

Sandra Miranda, Horace Mann Laboratory School





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Logan Montague, Collins Middle School

Jennifer Moody, Witchcraft Heights Elementary School

Briana Moonan, Bentley Academy Innovation School

Grehica Moreta, Bates Elementary School

Susan Morgenstern, Saltonstall Elementary School

Laurie Moroney, Saltonstall Elementary School

Stephanie Moscato, Collins Middle School

Analís Moyeno, Carlton Innovation School

Karl Muench, Collins Middle School

Arlene Mullaney, Early Childhood Center

Joseph Muratore, Collins Middle School

Kristina Musto, Collins Middle School

Keisha Myrie, Bates Elementary School

Cynthia Napierkowski, Salem High School

Jamie Navins, Salem High School

Kelly Newbegin, Witchcraft Heights Elementary School





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AGENDA**

Kendra Nicolais, Bentley Academy Innovation School

Emmanuelle Njiba-Kanoni, Salem High School

Genevieve Nutt, Bentley Academy Innovation School

Anmarie O'Connor, Horace Mann Laboratory School

Callie O'Leary, Horace Mann Laboratory School

Holly O'Leary, New Liberty Innocation School

Richard O'Leary, Salem High School

Carolyn O'Malley, Witchcraft Heights Elementary School

Lee Ann O'Neil, Bates Elementary School

Katherine OBrien, Carlton Innovation School

Eleanor Ofiesh, Saltonstall Elementary School

Collin Oldoni, Salem High School

Timothy Oliver, Collins Middle School

Breanna Olson, Salem High School

Huda Omer, Early Childhood Center

Evelyn Oquendo, Collins Middle School





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AGENDA**

Michelle Oster, Witchcraft Heights Elementary School

Rene Palomo, Collins Middle School

Sabrina Pan, Collins Middle School

Erica Panacopoulos, Witchcraft Heights Elementary School

Tracey Pantapas, Salem Prep High School

Kelly Papalegis, Witchcraft Heights Elementary School

Scott Parent, Bates Elementary School

Kaitlyn Patenaude, Salem High School

Natalie Pavia, Carlton Innovation School

Taylor Payne, Saltonstall Elementary School

Rebecca Peebles, Saltonstall Elementary School

Geidy Peguero, Horace Mann Laboratory School

Ashley Pena, Horace Mann Laboratory School

Monica Pereira, Bates Elementary School

Nichole Perez, Collins Middle School

Andrison Perez Brea, Salem High School





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AGENDA**

Bridgette Perkins, Salem High School

Mara Perlack, Carlton Innovation School

Caitlin Perry, Saltonstall Elementary School

Colin Perry, Collins Middle School

Heather Perry, Witchcraft Heights Elementary School

Elaine Petrocelli, Salem High School

Anita Phon, Horace Mann Laboratory School

Jessica Piccioni, Horace Mann Laboratory School

Jennifer Pickens, Salem High School

Shelby Pierce, Horace Mann Laboratory School

Malcolm Pimentel, Collins Middle School

Jacob Pini, Collins Middle School

Maura-Jeanne Pitman, Witchcraft Heights Elementary School

Anthony Pitterson, Bates Elementary School

Kimberly Placella, Collins Middle School

Elizabeth Planje, Horace Mann Laboratory School





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AGENDA**

Ann Pollock, Carlton Innovation School

Catherine Post, Horace Mann Laboratory School

Aldea Potorski, Early Childhood Center

Fiona Prentice, Horace Mann Laboratory School

Jessica Puga, Bates Elementary School

Karen Purba, Saltonstall Elementary School

Sam Putnam, Salem High School

Kelly Quinn, Bentley Academy Innovation School

Elizabeth Rae, Bentley Academy Innovation School

Samantha Raisides, Horace Mann Laboratory School

Donna Ramsden, Salem High School

Raeleane Randazza, Early Childhood Center

Thomas Rash, Salem High School

Jennifer Razi-Thomas, New Liberty Innocation School

Maureen Recene, Witchcraft Heights Elementary School

Debra Rees, Collins Middle School





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AGENDA**

Allison Regan, Witchcraft Heights Elementary School

Kelly Regan-Miskis, Carlton Innovation School

Jennifer Renuart, Bentley Academy Innovation School

Lourdes Reynoso Gonzalez, Bentley Academy Innovation School

Diane Richmond, Bates Elementary School

Tim Richmond, Bates Elementary School

Joy Richmond-Smith, Saltonstall Elementary School

Diana Robinson, Horace Mann Laboratory School

John Robinson, Salem High School

Holly Rocco, Witchcraft Heights Elementary School

Savina Rodriguez, Carlton Innovation School

Johanna Rodriguez Nunez, Collins Middle School

Laura "Isabela" Rosado, Districtwide

Diane Rose, Carlton Innovation School

Emma Ross, Salem High School

Joseph Rossetti, Collins Middle School





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TO PUBLICLY ADD THEIR NAME IN
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AGENDA**

Paige Rotondo, Horace Mann Laboratory School

Benjamin Ruback, Salem High School

Sari Rudolph, Bates Elementary School

Christian Ruelle, Collins Middle School

Karen Ruiz-Veno, Bentley Academy Innovation School

Alice Ryan, Salem High School

Elizabeth Ryan, Early Childhood Center

Janna Ryan, Salem High School

Nicole Ryan, Carlton Innovation School

Pamela Ryan, Salem High School

Christina Sakelakos, Collins Middle School

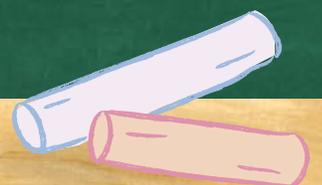
Gina Salamanca, Horace Mann Laboratory School

Irma Salcedo, Collins Middle School

Rosaura Saldivar, Salem High School

Marissa Salzillo, Bates Elementary School

Awilda Santana, Saltonstall Elementary School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Makayla Sanville, Saltonstall Elementary School

Razmaal Saunders, Collins Middle School

Nicki Schafer, Collins Middle School

Grant Schmechel, Collins Middle School

Meghan Schneider, Bates Elementary School

Anne Schwartz, Saltonstall Elementary School

Amy Selvaggio, Salem High School

Nasser Shams, Witchcraft Heights Elementary School

Heather Shanley, Salem High School

Emily Shannon, Bates Elementary School

Cynthia Shea, Carlton Innovation School

Ervina Shehaj, Collins Middle School

Abby Sherwood, Salem High School

McKenzie Shultz, Collins Middle School

Kelly Silk, Bates Elementary School

Emmanuel Silva Marte, Bentley Academy Innovation School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Megan Simpson, Bentley Academy Innovation School

Tania Skeffington, Salem High School

Katelyn Sletterink, Carlton Innovation School

Mary Smith, Collins Middle School

Odilia Smith, Collins Middle School

Jeffrey Snyder, Salem High School

Kendra Song, Salem High School

Samantha Sousa, Horace Mann Laboratory School

Eryn Spiewak, Horace Mann Laboratory School

Melissa St Pierre, Salem High School

John St. Onge, Salem High School

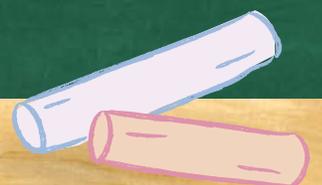
Penny Stamison-Sprik, Salem High School

Daniel States, Salem Prep High School

Vicki States, Salem Prep High School

Stephanie Stavropoulos, Salem High School

Dorothea Stefanov, Bentley Academy Innovation School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Julia Stephens, Collins Middle School

Kristen Stevens, Collins Middle School

Masha Stine, Salem High School

Danette Strum, Early Childhood Center

Jeffrey Stuart, Salem High School

Benjamin Suchopar, Salem High School

Audrey Sullivan, Saltonstall Elementary School

Claire Sullivan, Witchcraft Heights Elementary School

Chelsea Sun, Collins Middle School

Staci Sverker, Bates Elementary School

Laura Swendig-Dorr, Salem Prep High School

Amanda Symmes, Bates Elementary School

Shawna Szczechowicz, Carlton Innovation School

Jodi Tamayoshi, Collins Middle School

Julie Tapper, Saltonstall Elementary School

Allison Taylor, Carlton Innovation School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Jaleesa Tentindo, Saltonstall Elementary School

Sandy Tep, Collins Middle School

Alexandra Terenzoni, Horace Mann Laboratory School

Melinda Tetreault, Collins Middle School

Shannon Thorpe, New Liberty Innocation School

Alexander Tierney, Salem High School

Joel Tobin, Horace Mann Laboratory School

Keeley Tobler, Salem High School

Jennifer Toler, Salem High School

Monica Toler, Collins Middle School

Joao Tonini de Freitas Barros, Witchcraft Heights Elementary
School

Marieli Torres, Bentley Academy Innovation School

Laura Towey, Bentley Academy Innovation School

Melissa Tran, Salem High School

Tiffany Tran, Bentley Academy Innovation School

Allison Traxler, Bates Elementary School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Lisa Tremblay, Carlton Innovation School

Karen Tucker, Collins Middle School

Shannon Tucker, Salem High School

Christine Tupper, Carlton Innovation School

Brittany Tutalo, Bentley Academy Innovation School

Mary Tuttle, Saltonstall Elementary School

Vasiliki Tzortzis, Bates Elementary School

Julie Urbanowicz, Early Childhood Center

Craig Vadala, Salem High School

Stacey Vaillancourt, Horace Mann Laboratory School

Martin Valdes, Salem High School

Silvia Valles de la Huerta, Bentley Academy Innovation School

TiShayla Van Alstyne, Salem High School

Elizabeth Vandewalle, Bates Elementary School

Allison Vargus, Bates Elementary School

Massiel Vasquez, Collins Middle School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Lillian Vazquez, Salem High School

Yeidyly Vergne Martinez, Salem High School

Anna Villano, Bates Elementary School

Luz Villarreal, Horace Mann Laboratory School

Katharine Visci, Collins Middle School

Allyson Wallace, Bates Elementary School

Willem Wallinga, Salem High School

Allison Ward, Salem High School

Kimberly Warren, Salem High School

William Warren, Salem High School

Meredith Waters, Witchcraft Heights Elementary School

Matthew Weaver, Collins Middle School

Alison Weir, Carlton Innovation School

Cowan White, Bates Elementary School

Manna Whitfield, Salem High School

Ann Whitney, Salem High School





**THE FOLLOWING EDUCATORS ARE PROUD
TO PUBLICLY ADD THEIR NAME IN
SUPPORT OF THE STU BARGAINING
AGENDA**

Amanda Wilkins, Salem High School

Heather Wilks-Jones, Bates Elementary School

Karen Williamson, Witchcraft Heights Elementary School

Monica Witkowski, Early Childhood Center

Kathleen Wood, Horace Mann Laboratory School

Walter Woodward, New Liberty Innocation School

Jon Workman, Collins Middle School

Isabella Wronkowski, Witchcraft Heights Elementary School

Gabriel Yeager, Salem High School

Anthony Yebba, Witchcraft Heights Elementary School

Elizabeth Yoder, Carlton Innovation School

Rehana Yusif, Salem High School

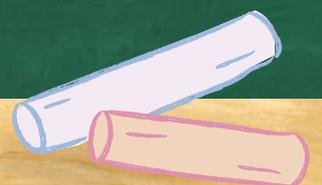
Adrianna Zapata, Carlton Innovation School

Cheryl Zimmermann, Salem Prep High School

Mary Kate Zipper, Bates Elementary School

Troy Zipper, Carlton Innovation School

Emily Zito, Witchcraft Heights Elementary School



THE PROPOSALS FROM THE STU



Union Proposal 1:

Necessary Increase in Teacher Compensation

Union Proposal 2:

An Actual Living Wage for Support Staff

Union Proposal 3:

Recognizing the Credentials of Academic Teachers

Union Proposal 4:

Recognizing the Credentials of CTE Teachers

Union Proposal 5:

Equal Compensation for Extended Day Teaching

Union Proposal 6:

Annualized Compensation for Support Staff

Union Proposal 7:

Effective Scheduling for Counselors, Coordinators & Nurses



THE PROPOSALS FROM THE STU



Union Proposal 8:

Increased Differential for Support Staff Serving as Substitutes

Union Proposal 9:

Smaller Class Sizes

Union Proposal 10:

Smaller Caseloads for Special Education Teachers

Union Proposal 11:

Equitable Class Sizes Throughout the District

Union Proposal 12:

Smaller & Safer Class Sizes In CTE Programs

Union Proposal 13:

Manageable Caseload Limits for Service Providers

Union Proposal 14:

More Time to Prepare for Teaching



THE PROPOSALS FROM THE STU



Union Proposal 15:

Time for Service Providers to Prepare for Work With Students

Union Proposal 16:

Time for Therapy Assistants to Prepare for Work With Students

Union Proposal 17:

Additional Time to Prepare for Our Youngest Students

Union Proposal 18:

Classroom Set Up Time at the Start of the School Year

Union Proposal 19::

Increased Pay to Attract Substitute Teachers

Union Proposal 20:

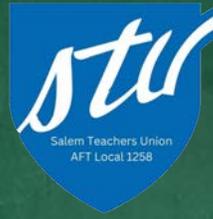
Fair Compensation for Planning & Chaperoning Field Trips

Union Proposal 21:

Hiring Additional Building Substitutes



THE PROPOSALS FROM THE STU



Union Proposal 22:

Hiring Bilingual Service Providers for Dual Language Programs

Union Proposal 23:

Increased Stipend to Recruit & Retain Bilingual Staff

Union Proposal 24:

Increased Compensation to Retain Veteran Bilingual Staff

Union Proposal 25:

Paid Parental Leave for all Employees

Union Proposal 26:

Equitable Leave Policies for Support Staff

Union Proposal 27:

Allowing Employees to Donate Sick Days to a Colleague in Need

Union Proposal 28:

Bereavement Leave for Employees who Suffer a Miscarriage



THE PROPOSALS FROM THE STU



Union Proposal 29:

Increased Tuition Reimbursement Support for Teachers

Union Proposal 30:

Increased Tuition Reimbursement Support for Support Staff

Union Proposal 31:

Creating a Plan for High-Quality Professional Development

Union Proposal 32:

The Creation of a Paraprofessional Mentorship Program

Union Proposal 33:

Providing Teachers with More Notice of What they Will Be Teaching

Union Proposal 34:

More Time for Service Providers to Coordinate With Teachers



THE PROPOSALS FROM THE STU



Union Proposal 35:

More Consultation With Teachers Regarding Curriculum

Union Proposal 36:

The Creation of Clear and Consistent Job Descriptions

Union Proposal 37:

Allowing All Non-Union Employees to Join the STU

Union Proposal 38:

A More Sustainable Method of Onboarding New Employees

Union Proposal 39:

Timely Information to the Union

Union Proposal 40:

Ensuring all Rooms are at a Temperature Conducive to Learning

Union Proposal 41:

Providing Sufficient Parking for Employees



THE PROPOSALS FROM THE STU



Union Proposal 42:

Maintaining a Stock of Basic School Supplies

Union Proposal 43:

Establishing an Appropriate Testing & Meeting Space at Each School

Union Proposal 44:

Clarity in Safety Protocols

Union Proposal 45:

An Open Purchase Order for CTE Teachers to Purchase Supplies

Union Proposal 46:

More Recess for Elementary School Students

Union Proposal 47:

Safe Staffing Levels during Recess



THE PROPOSALS FROM THE STU



Union Proposal 48:
Longer Lunch Periods for All Students

Union Proposal 49:
Appropriate Schedules for Part-Time Teachers

Union Proposal 50:
Administrative Changes to the Current CBAs



A COMMITMENT FROM SALEM'S EDUCATORS

THE MEMBERS OF THE SALEM TEACHERS UNION ARE COMMITTED TO FIGHTING FOR SOLUTIONS WHICH ARE IN THE LONG-TERM BEST INTERESTS OF SALEM'S STUDENTS, THEIR FAMILIES, AND THE MEMBERS OF OUR UNION. WE WILL UTILIZE OUR COLLECTIVE EXPERIENCE, CREATIVITY, AND SOLIDARITY IN ORDER TO HONOR THIS COMMITMENT AND SECURE COLLECTIVE BARGAINING AGREEMENTS WHICH WILL ENSURE THAT OUR SALEM PUBLIC SCHOOLS COMMUNITY THRIVES.

Proposals from the Salem Teachers Union



To the Salem School Committee

The members of the Salem Teachers Union are committed to fighting for solutions which are in the long-term best interests of Salem's students, their families, and the members of our Union. We will utilize our collective experience, creativity, and solidarity in order to honor this commitment and secure collective bargaining agreements which will ensure that our Salem Public Schools community thrives.

Fair & Adequate Compensation

Union Proposal 1 - Necessary Increases in Teacher Compensation

Teacher Unit, Conceptual Proposal

The Salem Teachers Union proposes that the parties collaborate on the construction of a compensation structure (wages, longevity, stipends, etc.) which is commensurate with the value that Salem's teachers provide to the community. The result must compensate Salem's teachers on par with the top of the regional labor market for their profession. The Union reserves the right to make further proposals on these topics.

Union Proposal 2 - An Actual Living Wage for all Support Staff

PSRP Unit, Conceptual Proposal

The Salem Teachers Union proposes that the parties collaborate on the construction of a compensation structure (wages, longevity, paid time off, etc.) which is commensurate with the invaluable role that support staff play within our schools. The result must provide all staff with an actual living wage, sufficient to live in the city in which they work. The Union reserves the right to make further proposals on these topics.

Union Proposal 3 - Recognizing the Credentials of Academic Teachers

Teacher Unit, Amended Provision

Appendix A: Salary Schedules

For academic teachers, the following credentials shall be required for advancement along the salary schedule.

- Column 1 = Bachelors
- Column 2 = B+15
- Column 3 = M*
- Column 4 = M+15
- Column 5 = M+30
- Column 6 = M+45

Proposals from the Salem Teachers Union



To the Salem School Committee

Column 7 = M+60/CAGS/EdS/2nd masters

Column 8 = Dr.

***The definition of a “Masters Degree” shall be the first thirty (30) credits of a graduate program. Credits beyond the initial thirty (30) credits may be used for further advancement along the pay scale.**

***The National Board of Certification for School Nurses certification shall be counted as the first thirty (30) credits of a graduate program for School Nurses.**

Union Proposal 4 - Recognizing the Credentials of CTE Teachers

Teacher Unit, Conceptual Provision

The Salem Teachers Union proposes that the parties collaborate on the creation of a wage scale for CTE teachers which takes into account the value of work experience and field-specific education required in the various shops. The Union reserves the right to make further proposals on these topics.

Union Proposal 5 - Equal Compensation for Extended Day Teaching

Teacher Unit, Amended Provision

Employees shall be compensated at their regular rate of pay for all time beyond the contractually designated length of work day.

Union Proposal 6 - Annualized Compensation for Support Staff

PSRP Unit, New Provision

Compensation for all employees shall be annualized, and dispersed in equal payments for each pay period throughout the year.

Union Proposal 7 - Effective Scheduling for Counselors, Coordinators, & Nurses

Teacher Unit, Amended Provision

Article III(J)

1. Compensation

The differential for the following counselors, coordinators and nurses shall be **five thousand dollars (\$5,000.00)** ~~three thousand dollars (\$3,000.00)~~ per year.

- School Adjustment Counselor
- Guidance Counselors

Proposals from the Salem Teachers Union



To the Salem School Committee

- Music Coordinator
 - School Nurses
 - Instructional Coaches
 - Digital Learning Coaches
 - Coaches of Multilingual Learning
 - City Connects Coordinator
 - Coordinator of Multilingual Learning
 - Library Coordinator
 - STEAM/Standards-based coordinator
 - Early Learning Coordinator
2. **Schedule:** The hours of these positions include working seven (7) additional work days **which shall include the four (4) days prior to the start of the regular teacher year and the three (3) days following the end of the regular teaching year, unless they are otherwise** ~~that will be~~ mutually scheduled between the Coordinators and their District Supervisor. **Such mutual scheduling** ~~and~~ may occur during school vacation weeks, in two hour increments after school, and/or during the summer. The work day for these days is 6 hours.

By May 1, each District supervisor, in collaboration with the Coordinators, will determine when the 7 additional days will be completed and which projects the Coordinators will work on over the course of the upcoming fiscal year (July 1-June 30)

3. **Coordinators will be assigned no more than 1 hour of administrative duties a week.**

Union Proposal 8 - Increased Differential for Support Staff Serving as Substitutes

PSRP Unit, Amended Provision

Article 3 (3.4)

Paraprofessionals who work as a substitute teacher for an absent classroom teacher shall be compensated at their regular hourly rate pursuant to Article III of this Agreement. Notwithstanding the foregoing, ~~employees paraprofessionals~~ who work as a substitute for an absent classroom teacher, **or a clerk,** for more than three hours per day shall be compensated an additional **\$70.00** ~~\$35.00~~ per day over and above the regular hourly rate of pay. Paraprofessionals who work ~~more than one hour and~~ up to three hours as a substitute for an absent classroom teacher, **or a clerk,** shall be paid an additional **\$40.00** ~~\$20.00~~ per day over and above the individual's regular hourly rate.

Proposals from the Salem Teachers Union



To the Salem School Committee

Sustainable Workloads & Sufficient Staffing

Union Proposal 9 - Smaller Class Sizes

Teacher Unit, Amended Provision

Article VI(A)(1)

- a. ~~The system-wide class size average in grades kindergarten through five shall not exceed 25 pupils per teacher. In no event shall any kindergarten through fifth-grade class- room exceed 28~~ 22 pupils. Such class size is defined as the total number of students in regular classrooms divided by total number of regular classroom teachers.
- b. Middle Schools: ~~25~~ 20-30 pupils
- c. Senior High School: ~~25~~ 20-30 pupils
- d. Resource Rooms: ~~12~~ pupils
- e. Trainable Classes: 10 pupils

Union Proposal 10 - Smaller Caseloads for Special Education Teachers

Teacher Unit, New Provision

The Salem Teachers Union proposes that the parties collaborate on the creation of fair, safe, and effective limits to the class sizes, caseloads, and staffing levels related to sub-separate programs. The Union reserves the right to make further proposals on this topic.

Union Proposal 11 - Equitable Class Sizes Throughout the District

Teacher Unit, New Provision

Classes sizes within a grade level, sections or courses, etc. shall be distributed equitably throughout the district.

Union Proposal 12 - Smaller & Safer Class Sizes in CTE Programs

Teacher Unit, Conceptual Provision

The Salem Teachers Union proposes that the parties collaborate on the creation of fair, safe, and effective limits to the size of various CTE classes. The Union reserves the right to make further proposals on this topic.

Proposals from the Salem Teachers Union



To the Salem School Committee

Union Proposal 13 - Manageable Caseload Limits for Service Providers

Both Units, Amended Provision

The Salem Teachers Union proposes that the parties collaborate on the creation of fair, safe, and effective limits to the size of caseloads for all service providers. The Union reserves the right to make further proposals on this topic.

Union Proposal 14 - More Time to Prepare for Teaching

Teacher Unit, Amended Provision

Article VI(4)(f)

Preparation Periods and Administrative Periods for Middle School Teachers shall be provided with ~~two hundred fifty (250)~~ **two hundred eighty (280)** minutes preparation time per week and shall be assigned one hundred fifty (150) minutes of administrative time per week.

Article VI(5)

Elementary: Pre K-5: Every elementary teacher (Pre K-5) shall be provided with at least **two hundred thirty (230)** ~~160~~ minutes preparation time per week, **with at least forty (40) minutes per day.** **Schools with extended learning time shall have a proportionally increased amount of preparation time based on the length of their extended day.** Teachers shall be present during demonstration lessons given by Supervisors. To the end of enriching curriculum, improving teaching service and providing preparation periods, the School Committee shall add needed teaching specialists as it deems necessary.

Proposal 15 - Time for Service Providers to Prepare for Work With Students

Teacher Unit - New Provision

Service Providers (OT, PT, SLP, etc.) shall be provided with at least two hundred thirty (230) minutes of preparation time per week, with at least forty (40) minutes per day.

Proposal 16 - Time for Therapy Assistants to Prepare for Work With Students

PSRP Unit - New Provision

Behavior Specialists and therapy assistants (OTA, SLPA, PTA, etc.) shall be provided with at least two hundred thirty (230) minutes of preparation time per week, with at least forty (40) minutes per day.

Proposals from the Salem Teachers Union



To the Salem School Committee

Union Proposal 17 - Additional Time to Prepare for Our Youngest Students

Teacher Unit, New Provision

Employees at the Early Childhood Center who perform both general education and special education roles shall receive an additional sixty (60) minutes of discretionary time each week in order to complete required administrative tasks.

Union Proposal 18 - Sufficient Time to Set Up Classrooms At the Start of the School Year

Teacher Unit, Amended Provision

All employees shall be provided with twelve (12) hours in blocks of three (3) consecutive hours, during the work day, to set up their classrooms, shops and workspaces prior to the start of the student year.

Union Proposal 19 - Increased Pay to Attract Substitute Teachers

Both Units, New Provision

Substitute teachers shall be compensated at a rate of one hundred seventy five (\$175) per day. Retired Salem Public School Employees who serve as substitute teachers shall be compensated at a rate of two hundred dollars (\$200) per day.

Proposal 20 - Fair Compensation for Planning & Chaperoning Field Trips

Both Units, New Provision

All field trip chaperoning and planning outside of the workday shall be compensated at the hourly rate.

Union Proposal 21 - Hiring Additional Building Substitutes

PSRP Unit, New Provision

Each school shall employ a sufficient number of building substitutes to cover the expected number of teacher absences (based on the number of teacher absences the previous year).

Union Proposal 22 - Hiring of Bilingual Service Providers for Dual Language Programs

Both Units, New Provision

The Employer shall make all efforts to hire and assign bilingual service providers, therapy assistants, behavior specialists, and other support staff to dual language programs.

Proposals from the Salem Teachers Union



To the Salem School Committee

Union Proposal 23 - Increased Stipend to Recruit & Retain Bilingual Staff

Both Units, Amended Provision

Article III(N)(3)

Article 3(3.6)

All Active employees and new employees who are certified or deemed to be bilingual/biliterate via employer approved certification process and/or test shall receive an annual stipend of one thousand **five hundred** dollars **(\$1,500.00)** ~~(\$1,000.00)~~. The expectation is that employees that receive this stipend will support building-based and district wide multilingual communication needs.

Union Proposal 24 - Increased Compensation to Retain Veteran Bilingual Staff

Both Units, Amended Provision

Article III(B)(3)

Article 3(3.7)(B)

New employees, **and all employees hired prior to September 1, 2021**, shall be credited with one step if they are certified or deemed to be bilingual and/or biliterate via an employer approved certification process and/or test.

Proposals from the Salem Teachers Union



To the Salem School Committee

Equitable & Compassionate Leave Policies

Union Proposal 25 - Paid Parental Leave for all Employees

Both Units, Amended Provision

Article V(16)

~~Effective April 7, 2015,~~ Parental leave allows full-time employees who have been employed for at least three (3) consecutive months up to ~~eight (8)~~ **twenty-four** weeks of leave after the birth or adoption of a child, and the placement of a child up to the age of 18 pursuant to a court order. ~~If both parents are employed by the Salem Public Schools, the employees are entitled to a total of eight (8) weeks in the aggregate.~~ Appropriate supporting documentation may be required. Parental leave **shall be paid for the first twelve (12) weeks** ~~is unpaid,~~ but employees may use their accrued paid ~~sick, vacation, or personal~~ time in order receive pay during this leave, if they wish to do so, excepting that if the birth occurs during a period of time that school is not in session, then it shall commence with the first work day that school is in session. After an employee has used all eligible leave time, any remaining time of parental leave shall be unpaid. Parental leave will run concurrently with FMLA leave if the employee is eligible for such leave. During this period of leave, no vacation leave is accrued

Union Proposal 26 - Equitable Leave Policies for Support Staff

PSRP Unit, Amended Provisions

Employees in the PSRP unit shall have all applicable leave provisions increased to match those of the teacher bargaining unit:

- **Sick Leave**
- **Religious Holidays**
- **Parental Leave**
- **Bereavement Leave**
- **Personal days**
- **All other leaves**

Union Proposal 27 - Allowing Employees to Donate Sick Days to a Colleague in Need

Both Units, New Provision

On the occasion where an employee has a catastrophic illness to their family (children, spouse, parent), and upon the mutual agreement of the superintendent, other employees may donate up to three (3) sick days to that member. Such donation will not impact an employee's eligibility to participate in sick time buy back.

Proposals from the Salem Teachers Union



To the Salem School Committee

Union Proposal 28 - Bereavement Leave for Employees who Suffer a Miscarriage

Both Units, New Provision

Bereavement Leave shall be amended to include five (5) days following a miscarriage.

Proposals from the Salem Teachers Union



To the Salem School Committee

Support for All Educators

Union Proposal 29 - Increased Tuition Reimbursement Support for Teachers

Teacher Unit, Amended Provisions

Article VII(U)

All teachers are eligible for course reimbursement for courses taken at an accredited college or university. Total reimbursement allowed for tuition and fees per course shall be **the equivalent of a three credit course at Salem State University** ~~six hundred dollars (\$600)~~.

~~Effective September 1, 2016, the maximum amount to be expended shall be **two hundred thousand dollars (\$200,000)** sixty thousand dollars (\$60,000). This amount shall cover regular tuition reimbursement as well as incentive payments~~

Article VII(U)(d)

The tuition reimbursement year shall be July 1 to June 30. **The available tuition reimbursement shall be evenly divided between Fall, Spring and Summer semesters, with unused funds carrying over to the subsequent year.**

The differential for Superintendent incentive courses shall not be taken from the tuition reimbursement pool.

Union Proposal 30 - Increased Tuition Reimbursement Support for Support Staff

PSRP Unit, Amended Provision

Article V(5.2)

For undergraduate or graduate work **which are applicable to an employee's role, or another role in the district which they are seeking to pursue** in the field of education, ~~paraprofessionals~~ **employees** attending university/college classes will receive **tuition reimbursement up to the cost of a three (3) credit course at Salem State University** ~~\$100 in tuition reimbursement~~. Requests for reimbursement shall be submitted to the Office of Human Capital for approval, prior to taking the course. Such requests shall be submitted upon a form provided by the District. Paraprofessionals are responsible for submitting all of the information on the tuition reimbursement form before the course is approved.

Proposals from the Salem Teachers Union



To the Salem School Committee

Effective ~~September 1, 2016~~, the maximum amount to be expended shall be **sixty thousand dollars (\$60,000)** ~~five thousand dollars (\$5,000)~~ per fiscal year. This amount shall cover regular tuition reimbursement. The district shall develop procedures aligned to this agreement to govern the tuition reimbursement process. The procedures will align to those followed by the Salem Teachers Union, to the extent possible.

Union Proposal 31 - Creating a Plan for High-Quality Professional Development

Both Units, New Provision

The Employer shall create a Professional development plan and distribute to employees prior to the start of the school year.

Union Proposal 32 - The Creation of a Paraprofessional Mentorship Program

PSRP Unit, New Provision

All newly hired paraprofessionals will be assigned a paraprofessional mentor for their first year of employment, with whom they will regularly meet during work hours in order to discuss workplace challenges and receive advice related to their day-to-day work. Paraprofessional mentorship will not be part of the evaluation process and mentors will not be required to report details of conversations to the Employer. Paraprofessional mentors will be compensated at a rate per mentee negotiated by the Union and the Committee.

Proposals from the Salem Teachers Union



To the Salem School Committee

Clear & Consistent Communications

Union Proposal 33 - Providing Teachers with More Notice of What they Will Be Teaching *Teacher Unit, Amended Provision*

Article VII(F)(3)

Accurate teachers' schedules shall be sent to the Union President and the individual teacher by June 25th preceding August 15 of each school year. If this fails to happen, impacted employees shall be provided with \$90 in order to compensate for additional preparation time.

Union Proposal 34 - More Time for Service Providers to Coordinate With Teachers *Teacher Unit, New Provision*

Sufficient time shall be provided prior to the start of the student year for service providers to schedule services with teachers.

Union Proposal 35 - More Consultation With Teachers Regarding Curriculum *Teacher Unit, Amended Provision*

Article VII(C)(3-4)

Teachers and department heads shall receive notice when a curriculum committee is to be established. Teachers will be solicited to submit recommendations in their area of education. Proposed major revisions in curriculum shall be sent to all impacted teachers for comment before they are adopted.

The parties agree to continue consultation with a view to choose materials to reflect the demographics of the district, the district's priorities, and the district's strategic plan ~~initiating a more intensive and effective program for the academically talented in the elementary schools.~~

Union Proposal 36 - The Creation of Clear and Consistent Job Descriptions *Both Units, New Provision*

The Employer shall maintain updated job and role descriptions for all bargaining unit positions. Such descriptions will be provided to the Union annually, when new positions are created, and whenever amended. The Employer shall meet to negotiate with the union before any amendments to job or role descriptions are made.

Proposals from the Salem Teachers Union



To the Salem School Committee

Union Proposal 37 - Allowing All Non-Union Employees to Join the STU

Both Units, Amended Provision

The School Committee shall voluntarily recognize the Union as the exclusive representative of all non-union, non-managerial employees within the Salem Public Schools.

Union Proposal 38 - A More Sustainable Method of Onboarding New Employees

Both Units, New Provision

- 1. A union-wide meeting of no less than thirty (30) minutes shall be scheduled during the professional development days prior to the start of the student school year. No management personnel shall attend the meeting.**
- 2. The union shall be given no less than thirty (30) minutes of time to meet with new hires during new hire orientation prior to the start of the school year. No management personnel shall attend the meeting.**
- 3. The employer shall convene new hire orientation meetings every other month during the school year, which will be mandatory for all bargaining unit employees hired since the previous new hire orientation meeting. The Union will be given thirty (30) minutes of time to meet with new hires during this meeting without management personnel in attendance.**

Proposal 39 - Timely Information to the Union

Both Units, Amended Provision

Article X(D)

The Committee shall make available to the Federation, upon its reasonable and specific request in writing, available information, statistics, and records relevant to negotiations, or necessary for the proper enforcement of the terms of this Agreement. The Committee agrees to provide the Union President or his/her designee with the following information, in writing, on all members of the bargaining unit no later than October 1st of each school year, and for newly hired employees within ten (10) work days of their date of hire: name, job title, department, current work location/building assignment, home telephone number, cell phone number, home address, and personal (non-work) e-mail, if on file. **The Committee shall also inform the Union of any resignations within the bargaining unit within ten (10) days of receiving the resignation.**

Proposals from the Salem Teachers Union



To the Salem School Committee

Additions for the Common Good

Union Proposal 40 - Ensuring all Rooms are at a Temperature Conducive to Learning

Both Units, New Provision

The Employer shall see that their school rooms are properly heated and cooled. If, after reasonable trial, a temperature of at least 60 degrees Fahrenheit and at most 80 degrees Fahrenheit cannot be secured, the employer shall move employees and students to a space in an acceptable temperature range.

Union Proposal 41 - Providing Sufficient Parking for Employees

Both Units, New Provision

Each worksite shall provide sufficient access to parking for all employees throughout the school year.

Union Proposal 42 - Maintaining a Stock of Basic School Supplies

Both Units, Amended Provision

Article VII(B)(6)

Article 21(21.1)

The Employer shall provide bargaining unit employees with supplies to educate the students of Salem. **Basic supplies (paper, pencils, pens, etc.) shall be kept on hand, at each worksite, at all times.**

Union Proposal 43 - Establishing an Appropriate Testing & Meeting Space at Each School

Teacher Unit, New Provision

Each worksite shall provide a suitable and confidential space for student testing, evaluation by service providers, and for virtual meetings.

Union Proposal 44 - Clarity in Safety Protocols

Both Units, New Provision

The Employer will develop a protocol for all safety situations, in consultation with the Union, and publish it yearly.

Proposals from the Salem Teachers Union



To the Salem School Committee

Union Proposal 45 - An Open Purchase Order for CTE Teachers to Purchase Supplies
Teacher Unit, New Provision

CTE teachers shall have an open Purchase Order to appropriate supply stores.

Union Proposal 46 - More Recess for Elementary School Students
Both Units, New Provision

All elementary school students shall be provided with at least thirty (30) minutes of recess each day.

Union Proposal 47 - Safe Staffing Levels during Recess
Both Units, New Provision

There shall be a 1:30 ratio of employees:students during recess at all times, and at least one (1) additional paraprofessional for each sub separate class participating in the recess.

Union Proposal 48 - Longer Lunch Periods for All Students
Both Units, New Provision

All students shall be provided with lunch periods of at least thirty (30) minutes (this may include the current schedule at Collins Middle School of 15 minutes of lunch + 15 minutes of recess).

Proposals from the Salem Teachers Union



To the Salem School Committee

Miscellaneous

Union Proposal 49 - Appropriate Schedules for Part-Time Teachers

Teacher Unit, Amended Provision

All part-time teaching positions require that the teacher attend, without additional compensation, a pro-rated amount of all faculty meetings, District sponsored Professional Development, parent- teacher nights, ~~and be scheduled for a “day back” per week for students.~~

Union Proposal 50 - Administrative Changes to the CBAs

Both Units, Conceptual Proposal

The parties shall form a joint subcommittee from amongst their respective bargaining teams to review the collective bargaining agreements for errors, formatting issues, anachronistic language, or other potential administrative changes. The subcommittee will make recommended amendments to the collective bargaining agreements to the full bargaining teams for discussion.