



Tentative Agreement
Between the
Saugus Union School District
And the
Saugus Teachers Association
November 8, 2019

The Saugus Union School District (District) and the Saugus Teachers Association (STA) agree to the following Tentative Agreement (TA). This TA reflects the full and complete agreement of the parties and will be incorporated into the current Collective Bargaining Agreement unless otherwise indicated below:

The parties agree to the following terms to take effect upon ratification of the TA by the parties:

Article 11 – Progress Report Release Time

Third (3rd) – Sixth (6th) grade general education and special education teachers, Resource Specialists, and Speech and Language Pathologists will have a total of three (3) minimum days for the purpose of completing Progress Reports. One (1) minimum day will be designated prior to each reporting period. The days will be determined by the District Office and placed on the District Calendar.

Article 11.7 – Evening Meetings

Bargaining unit members may be required to attend Back-to-School and Open House, ~~and one additional event that meets the needs of the site.~~ **If a third meeting is mutually agreed upon amongst administrator and teacher, the teacher will be paid extra duty, extra pay for up to 1.5 hours to attend.** Reasonable efforts will be made to collaboratively determine all regular night meetings by the end of the first month. Unit members at more than one site will determine night meeting attendance with the site(s) administrator. Attendance at other meetings and activities is to be encouraged.

Article 18.10 – Medical

The medical cap is \$650 monthly (\$7,800 per year). **Married, or registered domestic partners, of District employees who are both District employees may combine their district provided medical caps up to \$1300 monthly (\$15,600 per year).**

Article 20 – Salary Regulations


B. – See MOU (Service Credit for New Hires)

M. – The extra-duty/extra-pay assignments shall be compensated at the negotiated rate (currently \$32/hour).


10. The compensation for “in-house” presenters of district workshops will ~~also~~ be **compensated at extra-duty/extra-pay rates the rate of \$50/hour.** This includes the option for preparation time equal to the length of the presentation. **Committee work that requires writing curriculum and/or assessments will be compensated at the rate of \$40/hour.**

Upon agreement negotiations are considered complete for the 2019-20 school year, except for salary and benefits.

This agreement is subject to ratification by both the Governing Board of the District and the membership of STA and will not become final until such ratification occurs.



Jennifer Stevenson
Assistant Superintendent, Human Resources
Saugus Union School District



Steve Goldstein
STA Chief Negotiator