

MEMORANDUM OF AGREEMENT

The Marshfield School Committee and the Marshfield Education Association, by their respective bargaining teams, subject to ratification by their parent bodies, agree to amend their collective bargaining agreement for Assistant Principals as follows:

1. Article VI Salaries – add new salary schedule (attached)
2. Article VI – add a new Section 6.5 as follows:

“Merit pay as set forth in the salary schedule shall be awarded upon the Assistant Principal’s attainment of an annual goal. Such goal shall be established by mutual agreement with the Principal by October 1 each year and the Principal shall determine whether the goal was attained on or before May 15”.
3. Article XII Sick Leave – delete current Section 12.5 and add new sections as follows:

“12.5 In cases of emergency, absences of up to seven (7) days per school year may be chargeable to sick leave when such absence is due to illness of a member of the immediate family, living in the same household, or under the immediate care of a paraprofessional staff member. (Immediate family is defined father, mother, grandparent, brother, sister, husband, wife, child, ward, or father-in-law, mother-in-law, sister-in-law or brother-in-law.)

12.6 A Vice Principal who is absent from work due to illness, injury, disability or any paid or unpaid leave as a result of any illness, injury, or disability **may be required** to submit a medical certificate with appropriate medical evidence from a regularly licensed and practicing physician, or psychiatrist, or other appropriately licensed professional of his/her choice, indicating the nature of the illness, injury, disability, mental condition, or other reasons for the absence, the prognosis, and whether and when the employee is physically and/or mentally capable of returning to work.

12.7 When circumstances reasonably warrant the same, the Superintendent may require an employee absent from work for any of the reasons set forth in Paragraph 12.6 above to produce a medical certification from a licensed and practicing physician, psychiatrist or other licensed professional appropriately specialized in the field of the illness, injury or disability, and selected from the staff of a

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facility agreed upon with the Association, indicating the nature and dates of illness, injury, disability, mental condition, or absence for other reasons, the prognosis, and any other appropriate and relevant medical evidence including whether and when the employee is physically and/or mentally capable of returning to work. Said professionals at any such facility may require the employee to be examined by such other specialists as they may deem appropriate in order to produce the required medical certification.

12.8 The parties to this Agreement agree that consistent attendance of professional staff is essential to providing services of the highest possible quality to the students of the Marshfield Public Schools. The Superintendent or his/her designee may meet with, talk to, or otherwise communicate with Assistant Principals concerning their attendance and/or use of sick leave and take any appropriate action with respect to such absences, subject always to the provision of this Agreement.

12.9 The costs of any medical certifications required pursuant to Paragraphs 12.6 and 12.7 of this Article shall be paid for by the Committee”.

4. Article XVII Personal Injury Benefits - replace Section 17 as follows:

“Whenever an Assistant Principal is absent from school as a result of injury caused by an accident or an assault, he/she will be paid his/her full salary (less the amount of any Workers’ Compensation award made for temporary disability due to such injury) to the extent of the Assistant Principal’s available sick leave”.

5. Except as modified above, the collective bargaining agreement shall continue in effect through August 31, 2019.

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AGREED as of this ____ day of _____, 2016.

MARSHFIELD SCHOOL COMMITTEE
BY:

MARSHFIELD EDUCATION
ASSOCIATION
ASSISTANT PRINCIPALS
BY:

Printed Name

Printed Name

Title: Chair

Title:

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Salary Schedule: