

SETTLEMENT AGREEMENT
BY AND BETWEEN THE
WESTFIELD SCHOOL COMMITTEE
AND
WESTFIELD EDUCATION ASSOCIATION,
UNIT B

The Westfield School Committee and the Westfield Education Association, Unit B hereby agree to the following terms, conditions, and understandings to be incorporated into a successor collective bargaining agreement. This Settlement Agreement is subject to ratification by the respective constituent bodies.

1. ARTICLE II – NEGOTIATION PROCEDURES

Section A. Revise as follows:

“Within a reasonable time period after a written request to commence negotiation in the final year of the collective bargaining agreement, the Committee agrees to negotiate with the Association over a successor Agreement.”

2. ARTICLE IV – SALARIES

- a. Section B. Revise to reflect a 2% increase each year for the three (3) year contract.
- b. All Sections. Remove references and information pertaining to furlough days (no more remaining).

3. ARTICLE V – ADMINISTRATOR WORK DAY AND WORK YEAR

a. Section A. Revise start times as follows:

“The starting and dismissal times for all schools and the time at which teachers will be at their assigned stations shall be as follows:

<u>Starting and Dismissal Times:</u>	<u>Pupils</u>	<u>Teachers</u>
<u>Elementary Schools:</u>	9:15 a.m. 3:15 p.m.	9:00 a.m. 3:30 p.m.
<u>Middle School:</u>	8:00a.m. 2:29p.m.	7:50a.m. 2:35p.m.

<u>Senior High School/Vocational High School:</u>	7:20a.m.	7:15a.m.
	1:56 p.m.	1:59 p.m.”

b. Section D. Delete the second sentence of the first paragraph (2016-2017 school year only...).

c. Section D. Add the following:

“Effective FY24, December 23rd shall be a half workday.”

d. New Section. Add the following as a new Section:

“Remote days - Bargaining unit members may elect to work remotely on up to two (2) snow days per school year.”

4. ARTICLE IX – ADMINISTRATOR ASSIGNMENT

Section D. Revise as follows:

“D. Administrator assignments will be made without regard to protected categories including race, creed, color, religion, nationality, sex, gender identity, or marital status.”

5. ARTICLE XII – VACANCIES AND PROMOTIONS

a. Section A. Revise the sixth sentence as follows:

“No vacancy will be filled, except on a temporary basis, within ten (10) days from the date the notice is posted in the schools or the giving of notification to the Association.”

b. Section B. Delete the last sentence (Appointments will be made...).

6. ARTICLE XVII – SEVERANCE PAY

Delete this Article, re-number remaining Articles accordingly.

7. ARTICLE XVIII - TEMPORARY LEAVES OF ABSENCES

Section A. Subsection 1, delete the second paragraph (In the 2016-2017 school year only...).

8. ARTICLE XXVII – AGENCY SERVICE FEE

Delete this Article, re-number remaining articles accordingly.

9. ARTICLE XXXIV – LONGEVITY

a. Increase all longevity amounts by \$500.

b. Revise the second to last paragraph as follows:

“Employees who have prior service in other school systems shall receive credit for half (1/2) of full years of service in other school districts for longevity purposes. For all hires after July 1, 2023, only years of service in the Westfield Public Schools will qualify for credit towards longevity.”

FOR THE WESTFIELD PUBLIC
SCHOOL COMMITTEE:

FOR THE WESTFIELD EDUCATION
ASSOCIATION, UNIT B:

Dated: _____

Dated: _____