

CANTON PUBLIC SCHOOLS



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To develop students who are competent and creative thinkers, curious and confident learners, and compassionate citizens.

CANTON SCHOOL LEADERSHIP TEAM/CANTON TEACHERS ASSOCIATION (UNIT A) FACT SHEET: WHAT IS AND HAS BEEN ON THE TABLE? 1.10.23

BACKGROUND *(as of 1.10.23)*

- First bargaining session was on December 7, 2021
- As of October 19, the parties held 14 multi-hour negotiations sessions
- Tentative Agreements/Partial Tentative Agreements reached on 17 issues raised by the Union.
- On December 20, 2022, the parties entered into mediation with the Canton School Committee offering new proposals and desire to reach a settlement agreement that evening and proposing to meet on additional dates prior to the next scheduled mediation date on January 24th. The efforts to settle and to add an additional meeting date prior to Jan 24 were rejected during that meeting.
- The School Leadership Team has since made a new offer to Unit E and provided new interim meeting date options. We continue to affirm that we will work in good faith with urgency and diligence to bring this matter to close with the intent to benefit students, educators and the town of Canton.

CORE 2022 CANTON SCHOOL LEADERSHIP TEAM FINANCIAL/LEAVE PROPOSAL

(Please note, what follows details what was offered prior to the December 20 mediation date.)

- The current financial offer to teachers is a 7% across-the-board over 3 years, depending on their years of service/longevity and post graduate work.
- This 7% is in addition to existing steps and lanes, which cause the actual wages for the majority of individual Unit A members to increase an additional 1% - 4.35% per year based upon steps alone, resulting in a total of 10% to 14% increase over the 3 years.
- This offer also includes a "Super Step 20" that would be a new step to the current 16 steps that provides an additional 1% increase for those Unit A members that have 20 years of experience in Canton, previously these members would have hit the top step when reaching 16 years of experience.
- 7% across-the-board over 3 years, plus "Super Step 20" at 1% for year 2 for Unit Members who have worked more than 20 years in the district, brings the top step/lane to \$114,439 by year 2 and \$116,728 by year 3.
- Those Unit A members who are moving lanes in a particular year would see an additional increase of 2.82% to 6.15% for that year. Thus, steps and lanes provide wage increases for Unit A members (and costs to the District) that are significant.
- The total current offer allows our teachers to earn up to roughly \$58K- \$116K in the third year of the contract, which represents at least a 10% to 14% increase for many over the 3 years.

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- The financial proposal includes a leave package that:
 1. Increases paid time for parental leave (not taken from sick leave) to 4 weeks, with additional use of sick time where applicable
 2. Expands circumstances applicable to paid time for bereavement leave
 3. Adds language to limit teacher use of paid personal days, with the goal of eliminating the stacking of personal days back-to-back and the wrapping of personal days around long weekends, vacations or holidays. It does not limit use of single personal days and allows for staff to seek approval for multi-personal day use approval from the Superintendent for unique life event situations. This shift limits the disruption of educational programming for our students.

CONCESSION SOUGHT BY THE CANTON SCHOOL LEADERSHIP TEAM

- Ask to eliminate the unusual practice of “stacking” (taking more than one day at a time), “wrapping” (taking time off around long weekends, vacations, and holidays) and “rolling” (building a bank of time) personal days to ensure educators are in the classroom with students unless the educator is sick/has a unique life event that must be attended to, or is absent under the another authorized leave provision .
- The CTA has accepted the increases to paid parental leave and paid bereavement leave, and has repeatedly rejected any limitation on the use of paid personal days. This issue and the financial package have been the primary areas of concern that all parties continue to work hard to resolve.

SIGNIFICANT ASKS BY UNIT A OF CANTON SCHOOLS

THAT HAVE BEEN TENTATIVELY AGREED TO INCLUDE:

1. Increase to hourly rate for class coverage/after school work from \$30-\$40 (i.e., 33%)
2. Guarantee that students at all levels will attend only half day on parent conference days
3. Increase to unassigned time and common planning time at PreK-5
4. Addition of testing block for special educators/providers, where applicable
5. Addition of new steps for Occupational and Physical Therapists
6. Addition of process for reporting and addressing assaults
7. Guarantee that CTA may appoint two Unit A representatives to the Health Advisory Committee at each building
8. Guarantee that CTA may appoint a Unit A representation to the Hiring Subcommittee of the District’s Core Equity Team
9. Creation of a joint committee to further develop evaluation protocols for Department Heads and Coordinators
10. Creation of a joint Stipend Committee
11. Agreement to memorialize flex periods at Middle School in a separate Memorandum of Agreement

OTHER ITEMS

CTA seeks to:

- Add Home Interventionists to Unit
- Mandate full credit for years as ESP or substitute stature in calculating longevity (Superintendent already has discretion to grant where appropriate, and SC is willing to mandate 50% for ESPs)

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- Not include the language "in consultation with the principal" when referring to work educators engage in to meet the school and district goals during their contracted common planning time

SLT seeks to:

- Add reasonableness standard to timelines for filing a grievance (provide some statute of limitations where there is currently none)