

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 E) 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 have held 13 multi-hour negotiations sessions
- CTA initiated proposals on more than 40 issues. Other than housekeeping items SC initiated proposals on 3 issues.
- Tentative Agreements/Partial Tentative Agreements reached on 25 issues raised by the Union.
- On December 20, 2022, the parties entered into mediation with the Canton School Committee with desire to reach a settlement agreement that evening and proposing to meet on additional dates prior to the next scheduled mediation on January 24th. The efforts to settle and additional dates were rejected.
- On December 20, 2022 the Union voted to initiate Work-to-Rule.
- On December 29, the School Committee issued another offer and will continue to 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. There is a new proposal on the table with details included in the Unit E Salary Table available here:

<https://www.cantonma.org/school-committee/2022-2023-contracting-information>)

The School Leadership Team entered into the negotiations process with the intent to acknowledge the importance of increasing the hourly rate for those in Unit E, and has subsequently proposed an increase with the following components:

- In fact, based on the current proposal, offered prior to the December 20 mediation date, the top proposed step for Educational Assistants in FY23 is \$26.34 per hour, for ABA tutors is \$36.62 per hour, and for COTAs and SLPAs is \$43.85 per hour.

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- For Unit E members, the SC proposal includes a minimum of 10% increase in year 1, plus steps which generally add 2%, bringing the increase to 12%, plus additional funds for educational lanes for those who are eligible.
- For Educational Assistants at Step 5, a new Step 6 results in an additional 4% for a total increase of 14% in year 1.
- Given the Team’s proposal of the addition of compensation for holidays and vacation days for ABA tutors, the increase for this group is even greater, ranging from 20.6% to 26% in year 1.
- Years 2 and 3 each provide a 3% increase for all. Over the course of the 3 year contract, all employees are receiving a minimum of 16% in wage increases, with some well over 20%.
- A key consideration in raising the rates of ESPs is ensuring that the rates of pay offered to our ESPs do not approach that of what we pay our teachers, who, unlike ESPs, must have a four year degree and licensure and must often work beyond the regular onsite day to fulfill their professional responsibilities.
- Including professional development and a pathway to attain training, associates degrees, bachelor's degrees and educator licenses has also been contemplated to help support ESP who seek to serve and be compensated at rates similar to our teachers.
- The School Leadership Team’s generous financial proposal includes a leave package that provides paid time off for bereavement and parental leave (which fills a major gap created as our part-time ESPs do not work enough hours to qualify for FMLA support).

CONCESSION SOUGHT BY THE CANTON SCHOOL LEADERSHIP TEAM

- In return, the School Leadership Team has asked only that the CTA agree to limits on ESP use of paid personal days, with the goal of reducing what has been extensive use of paid personal days for vacation and recreation, including “stacking” or “wrapping” around holiday periods, which disrupts the educational program for students and staff. Ask to eliminate the unusual practice of “stacking” (taking more than one day at a time) and “wrapping” (taking time off around long weekends, vacations and holidays) to ensure educators are in the classroom when students are not sick/have a unique life event that must be attended to.
- 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, supporting the professionalization of and growth opportunities for our ESPs, and the financial package have been the primary areas of concern that all parties continue to work hard to resolve.

SIGNIFICANT ASKS BY UNIT E OF CANTON SCHOOLS THAT HAVE BEEN TENTATIVELY AGREED TO INCLUDE:

1. Revised Management Rights Article
2. Add Union Rights Article
3. Add Article on Negotiation Process
4. Many new or enhanced leaves: increased family leave, increased bereavement leave, sick bank (which they did not have prior), religious leave, military leave and parental leave
5. Add a day to the work year (and thus pay) for professional development
6. Authorizes payment for those who want to attend faculty meetings
7. Increases pay for those who substitute for teachers
8. Adds pay for Educational Assistants who substitute for ABA tutors

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9. Adds language ensuring retention of Unit E benefits for those who are appointed as long-term teacher substitutes
10. Adds preparation periods for SPLAs and COTAs
11. Provides for Unit E representation on the Health and Safety Committee and hiring subcommittee of the Equity Committee

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