PROPOSED CHANGES TO THE AGREEMENT BETWEEN THE
BELMONT SCHOOL COMMITTEE
AND THE
BELMONT EDUCATION ASSOCIATION, UNIT B

April 28, 2025

The Belmont Education Association proposes that the Unit B Collective Bargaining Agreement (CBA) between the Belmont Education Association (Association) and the Belmont School Committee (Committee), currently in effect from July 1, 2022 through June 30, 2025, remain unchanged except as previously proposed and as detailed below. All changes are effective September 1, 2025.

[In modified text, deletions are denoted by ~~strikethrough~~ and additions are denoted by **bold underline**.]

#36) BEA Appendix A – Salary/Performance Pay Amend **Appendix A** as follows**:**

> ~~Minimum Salaries (2.0% increase from prior year):~~
> ~~The minimum salary for an Administrator shall be no less than $107,100 effective July 1, 2022~~
> ~~The minimum salary for an Administrator shall be no less than $109,200 effective July 1, 2023~~
> ~~The minimum salary for an Administrator shall be no less than $111,384 effective July 1, 2024~~
>
> ~~The salary of an Administrator hired after July 1, 2002 will be established at the discretion of the Superintendent.~~ **New Administrators hired into Unit B will be placed on the salary scale according to their level of prior experience, highest degree earned, and any additional graduate credits.** In order to recruit and retain a workforce that represents the diverse demographics of the United States, in hiring outside candidates and promoting employees the District may give special consideration to Unit B Administrators from historically marginalized groups. All Administrators hired into Unit B from Unit A will receive a salary higher than their current Unit A salary at the time they are hired into Unit B. The district may elect to extend this provision to an experienced educator hired from another district.

Compensation

~~All members shall receive an increase to their base salary, annually. The increase shall be a minimum of 2.75% and a maximum of 4.0% of the individual member's salary and shall be based on a variety of sources. The data sources shall include strong positive evaluation, fulfillment of goals, introduction of innovation practices, leadership development, workload, equity, and demonstration of initiative.~~

A. There shall be a stipend of ~~$3,150~~ **$4500** that shall be applied to the salary of any eligible member who has completed thirteen (13) or more night **and/or weekend** events in a school year. The assignment of these duties for Assistant Principals shall be directed by the Principal. The member must have been required to be at the event for two (2) or more hours, with all of those hours outside of the regular work day. Events which all staff are generally required to attend are not eligible for this stipend, including but not limited to curriculum/back-to-school night or evening parent-teacher conferences. The following positions are eligible for this stipend: Director of Athletics, Physical Education, and Student Activities, Director of Fine and Performing Arts, and Middle and High School Assistant Principals.

A. There shall be a stipend of $9000 that shall be applied to the salary of any eligible member who has completed thirty (30) or more night and/or weekend events in a school year. Individuals who collect this stipend shall not be eligible to collect the stipend above in Appendix A section A.

A. There shall be a stipend of ten (10) days at the individual's per diem rate that shall be applied to the salary of not less than one Assistant Principal in the High School who is responsible for building the student schedule for the following academic year.

A. There shall be a stipend of five (5) days at the individual's per diem rate that shall be applied to the salary of not less than one Assistant Principal in the Middle School and not less than one Assistant Principal at Chenery Upper Elementary who is responsible for building the student schedule for the following academic year.

Step Increases

In order to be eligible for a step increase, the employee must have served in his/her position for at least one half (1/2) of the work year. Annual step increases may be subject to receiving a proficient evaluation during the prior year. Any contention that the withholding of an increment was without foundation may be presented through the grievance and arbitration procedure.

Members of the bargaining unit who are employed less than full time will be paid on a pro-rated basis of the appropriate step of the salary schedule. (e.g. three quarters time = .75 x appropriate step).

Effective July 1, 2025 the salary scale for all Unit B Administrators will be as follows. No Administrator will be placed at a salary position less than 3% above their 2024-2025 pay rate:

2025-2026 Salary Scale					
	MA	MA +15	MA +30	MA +45	MA +60 / PhD
Step 1	$104,980	$110,336	$113,550	$115,692	$117,835
Step 2	$107,080	$112,543	$115,821	$118,006	$120,191
Step 3	$109,221	$114,794	$118,137	$120,366	$122,595
Step 4	$113,590	$119,386	$122,863	$125,181	$127,499
Step 5	$116,998	$122,967	$126,549	$128,936	$131,324
Step 6	$120,508	$126,656	$130,345	$132,804	$135,264
Step 7	$124,123	$130,456	$134,255	$136,789	$139,322
Step 8	$127,847	$134,369	$138,283	$140,892	$143,501
Step 9	$132,961	$139,744	$143,814	$146,528	$149,241

Effective July 1, 2026 ~~adjust all steps on the salary based on the percentage increase in the Consumer Price Index (CPI) as reported by the Bureau of Labor Statistics during the preceding calendar year for a cost of living adjustment (COLA). After the COLA is applied,~~ increase all steps on the salary scale by 5%

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