

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS

The School Committee determines the compensation to be paid professional employees in the following ways:

1. Bargaining groups selected by staff as listed below negotiate with the School Committee for the salaries and benefits given their members. All certified personnel except principals, central office administrators and substitutes are represented by these groups.
 - ◆ Arlington Education Association: Bargaining group for teachers and other professionals,
 - ◆ Arlington Administrators Association: Bargaining group for administrators other than principals and central office administrators.
2. Principals and central office administrators are compensated at rates set by the Committee after the Superintendent has made his or her recommendations.

Individual Contracts

Teachers and supervisory personnel referenced in Paragraph 1 above shall serve under one-year contracts for each of the first three years of employment. Each professional staff member referenced in Paragraph 2 above shall be issued an individual contract with the School Committee. The term of the contract between the Committee and each central office administrator may be from one to six years, at the discretion of the Committee, upon the recommendation of the Superintendent. The term of the contract between the Committee and principals shall be a negotiated between the Superintendent and the principal.

The term of each individual employment contract shall begin July 1, although personnel who work September-June shall start work on the assigned day at the beginning of the school year.

All changes in the terms of individual contracts for professional staff members referenced in Paragraph 2 above will be put into explicit written amendments to the contract reviewed by the Committee's legal counsel and signed by both parties.

LEGAL REFS.: M.G.L. 71:38; 71:40; 71:41; 71:43

CROSS REFS.: GCB subcodes (all relate to compensation and benefits for professional staff)
GCE, Part-Time and Substitute Professional Staff Employment
GCG, Professional Staff Probation and Tenure HG,
Method of Determining Professional Staff Negotiating Organizations

CONTRACT REFS.: AEA Unit A and AAA, I and VI-B-1, B-5 and B-6

Revised: September 27, 2005

Arlington Public Schools