March 8, 2016
Revere, MA 02151

A meeting of the Revere School Committee was called to order on Tuesday, March 8, 2016 at 6:10 PM at the Ferrante School Committee Room at Revere High School. A Subcommittee meeting was held at 5:00 PM.

MEMBERS PRESENT: Mayor Brian M. Arrigo, Chair, Ms. Susan Gravellese, Vice Chair, Mr. Dan Maguire, Secretary, Mr. Michael Ferrante, Mrs. Stacey Rizzo, Mr. Fred Sannella, Ms. Carol A. Tye.

Mr. Maguire

MOVED That the minutes of the meeting of February 9, 2016 be approved. VOTED

Spelling Bee Certificates of Appreciation were presented.
Poetry Out Loud Certificates of Appreciation were presented.
The Poet Laureate was presented with a Certificate of Appreciation.
Science Fair Certificates of Appreciation were presented.

Superintendent's Report

A presentation by RHS staff who spoke at the NASSP Conference took place.
Dr. Garcia and a group of teachers talked about the presentation that took place in Florida and focused on:
- Student Centered Learning in the classroom
- RHS Core Competencies
- Competency Based Learning at the RHS
- Anytime, Anywhere Learning at RHS
- Personalized Learning
- Student Owned Learning
- Google Hangout

Parent Universities at the Beachmont and Paul Revere Schools were discussed.
Dr. Napier and Ms. Kelly talked about different sessions presented to parents; providing skills to help their kids.

Dr. Kelly talked about Ms. Barile’s class trip to New York City on May 6th. It’s a one-day trip and the class raised funds for the trip.

Ms. Tye

MOVED That the trip to New York City be approved.

Roll Call:

Mr. Ferrante - Yes
Ms. Gravellese - Yes
Mr. Maguire - Yes
Mayor Arrigo - Yes
Mrs. Rizzo - Yes
Mr. Sannella - No
Ms. Tye - Yes

VOTED
Dr. Kelly discussed the school calendar for the 2016-17 school year. Students will start on August 29. There will be 10 professional half days and June 14th will be the last day of school if there are no snow days.

Ms. Tye

MOVED That we accept this calendar as a draft, subject to revision according to the information we get from people if we've made a mistake; but in essence, that next year we will go to school on all the holy days in the interest of good education. (ATTACHED)

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Dr. Kelly talked about the NEASC Special Progress Report. NEASC gave us an area of correction on inconsistency in the curriculum documents. She said the High School developed a new form used by all subjects which NEASC gave an outstanding review.

Dr. Kelly talked about the school budget. She said that we are negatively impacted in how state defines poverty. The School department is taking steps now to save as much as possible for next year and will update the School Committee as additional information becomes available from the state.

Ms. Rizzo

MOVED That we move to adopt the resolution to endorse the chapter 70 resolution that has been formulated by the suburban correlation. (ATTACHED)

Roll Call:

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Mr. Ferrante was excused from the meeting.

Dr. Mokaba discussed the Middle School Lottery. She said the lottery will take place on Thursday, April 14th at 5:00 PM in the School Committee Room. Parents may attend but students may not. She reviewed the numbers of kids for each lottery.

Student School Committee member Gianni Hill talked about upcoming school events at RHS.
Staff Sergeant James J Hill School Invoices

Mr. Maguire

MOVED That the encumbrance for Comcast to relocate to new poles on Park Avenue in the amount of $30,351.65 be approved.

Roll Call:

Mr. Ferrante - Absent
Ms. Gravellese- Yes
Mr. Maguire - Yes
Mayor Arrigo - Yes  

Mrs. Rizzo - Yes
Mr. Sannella - Yes
Ms. Tye - Yes

VOTED

Mr. Maguire

MOVED That the encumbrance for CTA Change Order #13 in the amount of $64,436.80 which includes the following be approved:

- PCO#75 – Pass Through Window ($4,752.63)
- PCO#77 – Site Wall Changes/Match Height of Stadium Wall ($5,377.32)
- PCO#79 – Repair Brick Damage by Owner’s Delivery Truck ($3,370.73)
- PCO#80 – Add Fence at North Property Line ($20,883.95)
- PCO#85 – Boiler Bypass T&M ($30,052.17)

Roll Call:

Mr. Ferrante - Absent
Ms. Gravellese- Yes
Mr. Maguire - Yes
Mayor Arrigo - Yes

Mrs. Rizzo - Yes
Mr. Sannella - Yes
Ms. Tye - Yes

VOTED

Mr. Maguire

MOVED That the encumbrance for Creative Office Pavilion in the amount of $3,334.00 for Slant board, Mat Table, Platform Swing and various other items (listed on agenda) be approved.

VOTED

Mr. Maguire

MOVED That the encumbrance for School Specialty, Inc. in the amount of $10,657.50 for Kit Cubby Store be approved.

Roll Call:

Mr. Ferrante - Absent
Ms. Gravellese- Yes
Mr. Maguire - Yes
Mayor Arrigo - Yes

Mrs. Rizzo - Yes
Mr. Sannella - Yes
Ms. Tye - Yes

VOTED
Mr. Maguire
That the encumbrance for School Specialty, Inc. in the amount of $13,884.44 for Cross Bar/Rotational Device, Kappa Maps, Flashcard Sets, and various other items (listed on agenda) be approved.

**Roll Call:**

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**VOTED**

Mr. Maguire
That the encumbrance for B&H Photo in the amount of $1,025.56 for Video Camera, Tripod and Memory Card be approved.

**VOTED**

Mr. Maguire
That the encumbrance for Lakeshore Learning in the amount of $448.96 for Carpets be approved.

**VOTED**

Mr. Maguire
That the encumbrance for School Furnishings, Inc. in the amount of $1,851.94 for Refrigerators and Microwaves be approved.

**VOTED**

Mr. Maguire
That the encumbrance for School Specialties, Inc. in the amount of $334.72 for Ball-Sportime Super Pro, Hammock Chair, Printing Plate and Clipboard be approved.

**VOTED**

Mr. Maguire
That the invoice from Comcast to relocate to new poles on Park Avenue in the amount of $30,351.65 be approved for payment.

**Roll Call:**

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**VOTED**

Mr. Maguire
That the invoice (XJPD4TM38) from Dell for the Software License in the amount of $17,793.72 be approved for payment.
Roll Call:

Mr. Ferrante - Absent    Mrs. Rizzo - Yes
Ms. Gravellese - Yes    Mr. Sannella - Yes
Mr. Maguire - Yes    Ms. Tye - Yes
Mayor Arrigo - Yes    VOTED

SUBCOMMITTEE REPORTS

Attached is a copy of the report of the minutes from a Subcommittee on Personnel meeting held on February 23, 2016.

First item: ACSME Contract. Ms. Tye listed the salient points of the Agreements.

Ms. Tye

MOVED That we ratify the Contract as negotiated by Dr. Kelly, and by Dr. Dakin and by everybody else who came and shared their expertise. (ATTACHED)

Roll Call:

Mr. Ferrante - Absent    Mrs. Rizzo - Yes
Ms. Gravellese - Yes    Mr. Sannella - Yes
Mr. Maguire - Yes    Ms. Tye - Yes
Mayor Arrigo - Yes    VOTED

Second item: RTA Contract

Ms. Tye

MOVED That we place the negotiated language regarding stipends for Extra-Curricular Activities on file. VOTED

Third item: The school calendar was addressed earlier.

NEW BUSINESS

Ms. Rizzo

MOVED That the we adopt the Resolution to endorse the opposition to raising the cap on Charter Schools in the Commonwealth. (ATTACHED)

Roll Call:

Mr. Ferrante - Absent    Mrs. Rizzo - Yes
Ms. Gravellese - Yes    Mr. Sannella - Yes
Mr. Maguire - Yes    Ms. Tye - Yes
Mayor Arrigo - Yes    VOTED
PUBLIC COMMENTS

Julie DeMauro- 33 Loomis St., Revere, talked about using the money the PTO raised for specific events. She asked to finish the year off with what PTAs have planned and with what they have raised.

Mr. Ralph DeCicco, 49 Washington St., Revere, also talked about PTO and field trips.

**Mr. Sannella**
MOVED That the PTAs that have money to fund field trips in entirety, at no cost to the School Department, be allowed to do so.

**Ms. Tye**
**Substitute Motion**
MOVED That Dr. Kelly have a conversation with the PTAs about what would be the best way to service the students.

**Roll Call:**

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**moved**
That the bills submitted by the Superintendent of Schools be approved for payment.

VOTED

The meeting was adjourned at 8:20 PM.

The next regular meeting of the School Committee is scheduled for Tuesday April 12, 2016 at 6:00 pm.

Respectfully submitted,

DK/rd

Dianne K. Kelly, Ed.D.
Superintendent of Schools
# Revere Public Schools 2016-2017 School Calendar

***This is a district-wide calendar. Consult your child’s individual school calendar for additional events and release days***

- **H**: Holiday/No School
- **PD**: Professional Development
- **E**: Early Release for all schools
- **Q**: End of Quarter
- **T**: End of Trimester
- **V**: Vac

## 184 Student Days, 185.5 Teacher Days

### August/September '16

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### Student Days:
- **23**
- **20**
- **19**
- **17**
- **22**
- **15**
March 8, 2016

Dear Senator DeLeo and Representative Vincent:

Whereas the Massachusetts Foundation Budget Review Commission identified two areas (employee health insurance and special education) where the Massachusetts Foundation Budget significantly understates the true cost of educating students in the Commonwealth and has failed to keep pace with rising costs;

Whereas this underfunding means the cost of providing a quality education has increasingly been borne by local communities, most often at the expense of other vital municipal operations;

Whereas investing in education today leads to higher incomes, and thus less investment in police, prisons, subsidized health care, low income housing, welfare, etc. in the future;

Whereas state and local economies are most effectively strengthened "by investing in education and increasing the number of well-educated workers."

Therefore Be It Resolved that the Revere School Committee calls on the Massachusetts Legislature and the Governor of Massachusetts to fully fund and adopt the recommendations of the Foundation Budget Review Commission in the immediate future. In addition, we call on the Legislature and the Governor to account for each poor child using the definition of Low Income found in the Chapter 70 State Law as opposed to the new Economically Disadvantaged definition which fails to account for all students in need.

Rationale: The Foundation Budget Review Commission (FRBC) was established by the Legislature in the FY16 budget and was charged with examining the Foundation Budget (Chapter 70) formula. The formula was first established as part of the Education Reform legislation in 1993 and has not been thoroughly reviewed or updated since that time. The FBRC found that the current formula understates costs significantly in two areas: Employee Health Insurance and Special Education. If the recommendations of the FBRC had been implemented in the FY16 budget, state funding for education would have been about $500 million more than it was. However, if Chapter 70 reflected the true cost of education, the number would be closer to $2 billion. Spending by school districts over the required Net School Spending amounts has increased, as a whole, for more than a decade, indicating that communities are using local property taxes and diverting funding from other portions of municipal budgets to fund their schools. In FY14, the total spending above Foundation in the state was $1.7 billion. At the same time, the state’s commitment to municipal aid has declined. Since 2001, unrestricted local aid has been cut by 43%. The net effect is a combination of cuts to local and school services and an increasing reliance on the regressive property tax. The evidence overwhelmingly establishes the correlation between a well-educated workforce and higher income individuals. States that invest more in education have a higher paid workforce; also, states that increase the level of education of their population see greater productivity and
higher wages over time. The link can then easily be made between higher paid individuals and less reliance on various forms of government assistance, as well as lower rates of crime. A state's high school and college attainment rates are important factors in the state's overall economic strength. Additionally, investments in education can have significant long-term impacts on state and local economies, as well-educated individuals tend to stay relatively local and contribute tax dollars to the state and municipality in which they reside. In general, the taxes paid over time by these individuals are substantially higher than the cost of their public education. In some districts, including Revere, the change in definition from Low Income to Economically Dis advantaged has exacerbated these problems exponentially.

cc: Governor Baker
    Secretary Peyser
    Senate President Rosenberg
    Member, Joint Committee on Education

[Signatures]
March 8, 2016,

Dear Senator DeLeo and Representative Vincent:

The Revere School Committee is writing to express its opposition to raising the cap on Charter Schools in the Commonwealth. When Charters were first approved back in 1992 they were supposed to be laboratories of innovation. What they have become in the years since are quasi private school systems funded by the taxpayers. Currently, even with reimbursement funding from the state, the City of Revere sends over $2.5 million to Charter Schools to educate only 172 students (about $16,000 per student). The taxpayers of Revere have absolutely no say in how this public money is spent. The proposed legislation and ballot initiative would raise the cap annually with no limit, which is of significant concern. Other concerns the Revere School Committee has with Charter Schools in Massachusetts are:

- Charters educate fewer students with special needs or English language learners
- The waiting list that is often cited as the need for more charters is in fact overstated and inaccurate
- The charter school reimbursement account is inadequate and not even fully funded
- Charter boards of directors have no accountability to the public
- The social, economic and educational impact of charters upon sending districts is not considered when charters are established

A lifting of the charter cap could create a two-tiered system in many communities, Charters for some and underfund Public School for those who either don’t make the lottery or more concerning those with special education needs that are not served by Charters.

Given the significant unresolved concerns surrounding Charter Schools, the Revere School Committee calls for the legislature to reject any legislation that raises the current cap on Charter Schools and encourages our elected officials to support a moratorium on new Charter Schools until above concerns can be resolved.

cc: Governor Baker
    Secretary Peyser
    Senate President Rosenberg
    Members, Joint Committee on Education
MINUTES of February 23, 2016
Revere School Committee Personnel Sub-Committee

ATTENDANCE: Mr. Ferrante, Ms. Gravellese, Mr. Maguire, Ms. Rizzo, Ms. Tye

AGENDA:

1. **AFSCME Negotiations:** Dr. Kelly reported that our negotiators had concluded discussions with the AFSCME Union, and the Union would be bringing the finalized document to their members for ratification. The July 1, 2015-June 30, 2018 contract:
   a) Provides a 2% raise every year, plus an additional raise of 2% in the 5th year of service;
   b) Establishes a Sick Leave Bank;
   c) Defines hours of work for specific employees;
   d) Defines how OT hours are to be reported and compensated;
   e) Defines timing for vacation leave;
   f) Provides an exception to the seniority privilege if the ethnic composition of a particular school necessitates a speaker of a specific language;
   g) Defines work hours around holiday and vacation periods.

2. **RTA Negotiations re: Stipends for Extra-Curricular Activities/ Athletics**
   Dr. Kelly presented the negotiated revisions to the Revere Teachers Association Contract, Appendix B. But in view of the concerns of both the administration and the teachers regarding the draconian budget cuts that we fear we may be experiencing, the agreement is that we will continue this year with what currently exists, and deal with changes when the budget crisis caused by the State’s definition of poverty changes to actually count all our children living below the poverty level.

3. **Calendar for the 2016-2017 School Year:**
   Dr. Kelly reported the concerns of the parents about the lack of continuity of education when the schools are closed for every religious holiday.
   School Committee members shared that concern. Dr. Kelly will present to both the RTA and the PTO a calendar with no closings on religious holidays.
MEMORANDUM OF AGREEMENT
BETWEEN
THE REVERE SCHOOL COMMITTEE
AND
AFSCME, COUNCIL 93, LOCAL 1383, AFL-CIO

It is agreed by and between the Revere School Committee (hereinafter "the Committee") and AFSCME, Council 93, Local 1383, AFL-CIO (hereinafter "the Union") that their collective bargaining Agreement covering the period of July 1, 2012 through June 30, 2015 shall be extended through June 30, 2018, except as modified by the following paragraphs:

1. **Appendix A**

   Effective July 1, 2015, add a new "5 years or more" step to each bargaining unit classification that is two percent (2%) higher than the highest step for that classification on June 30, 2015. It is agreed that any employee who, on July 1, 2015, had been employed in a bargaining unit position for more than five (5) years shall move to that "5 years or more" step on July 1, 2015. Any other employee will progress to the "5 years or more" step upon her/his completion of five (5) years of employment in a bargaining unit position.

Further amend the rates for all bargaining unit job classifications (including steps thereof) to reflect the following percentage increases effective as of the dates specified:

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<td>July 1, 2016</td>
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Further amend Appendix A by adding the following at the end thereof:

No later than one (1) month after this 2015 - 2018 Agreement has been ratified by the Union and approved by the School Committee, an Assistant Cafeteria Manager position will be established at each school.

Further amend Appendix A, effective July 1, 2016, by increasing the rates for all school year classifications (i.e. Cafeteria, Cafeteria Manager, Cafeteria Assistant Manager, School Bus Operator, Part-time Driver (CDL), Part-time Driver, Cafeteria Truck Driver) by 1.1%.

2. **Article XIVA: Sick Leave Bank (NEW)**

Add a new Article XIVA that provides as follows:

**ARTICLE XIVA: SICK LEAVE BANK**

There shall be a Sick Leave Bank. Said “Bank” shall function for the use of non-probationary bargaining unit members who, due to extraordinary illness, have exhausted their accumulated sick leave.

**Membership in the Bank**

Membership is open to all non-probationary bargaining unit members who have accumulated at least twenty (20) days of sick leave prior to the beginning of the fiscal year. A non-probationary bargaining unit member who wishes to participate in the Bank will be required to provide the Superintendent with written notice of that intention on or before the June 1 of the fiscal year that precedes the fiscal year during which the member desires to commence participation.

Those agreeing to participate will have one (1) day of sick leave automatically deducted from their yearly allotment of sick days on the first day of each fiscal year and put in the “Bank.”

Once days have been “banked” they are not returnable.

Membership will continue from year to year unless a member chooses, in writing, to withdraw from the Sick Bank before June 1st of the fiscal year that precedes the start of the fiscal year for which the member wishes to withdraw from the Bank.
Administration

The Bank will be administered by a committee consisting of three (3) persons designated by the Union and three (3) persons designated by the Superintendent.

The committee will review whether to grant requests for sick days from the "Bank." No grant of sick leave may commence before the member has utilized all of his/her accumulated sick leave. In no event will any grant of sick leave be permitted for the first forty (40) school days that a member is absent (whether such days are paid or unpaid). The initial grant of sick leave from the "Bank" shall not exceed thirty (30) days. After the sick leave initially granted has been used, the member may reapply for an extension. In no event, however, may any member be granted more than five (5) thirty (30) day increments (or more than a total of one hundred and fifty (150) days of sick leave) during any five (5) year period.

In deciding whether to make an initial grant or an extension of such leave the Committee will consider the following factors:

1.) the seriousness of the injury/illness

2.) the member's record of sick leave usage during prior years

The decision of the committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal or grievance.

Application

A member desiring a grant from the Bank will be required to complete an application form (prepared by the committee). The member will be required to submit medical evidence documenting her/his illness/injury.

3. **Article XVII: Bereavement Leave**

Amend the third sentence of this article to provide as follows:

For purposes of this paragraph "immediate family" shall be limited to the employee's husband, wife, son, daughter, brother, sister, parents, parents-in-law, foster parents, grandchild, grandparents or a member of the employee's immediate household.

Amend the fourth (4th) sentence of this article by deleting the words "grandchild, grandmother, grandfather."
4. **Article VIII: Hours of Work**

Amend the last paragraph of Section 3 by adding the following sentence:

Effective July 1, 2016, the work year for such employees will consist of one hundred eighty-five (185) days that will be scheduled by the Superintendent.

5. **Article IX: Overtime**

Add the following paragraph at the end of Section 1 of this article:

Overtime hours shall be reported in half hour (30 minute) increments except for full time bus drivers who will continue to report overtime in one hour (60 minute) increments. An employee may "round up" time worked only to the next half hour (e.g. 20 minutes worked may be rounded-up to one half hour, 42 to minutes rounded-up to one hour, etc.) except that a full time bus driver may round up time worked to the next hour.

6. **Side Letter**

Notwithstanding the first paragraph of Article IX, Section 2, it is agreed that for a trial period that extends from the day following ratification of this Memorandum of Agreement by the union and the Committee through November 1, 2016 a custodian need not be hired if a coach opens the High School gym for a practice for her/his team. In or around June, 2016, two representatives from each party will meet to discuss the progress of this program. In or around the first week of November, 2016 two representatives of each party will meet to determine mutually whether this practice shall be made permanent or terminated.

7. **Article XIII: Vacations**

Amend the first sentence of the fourth (4th) paragraph (beginning "During the months …") of this article to provide as follows:

During the months of June, July and August, up to forty percent (40%) of the custodial or clerical work force may be on vacation at one time, provided that the Superintendent may deny requests if multiple custodians in one building request
vacation at the same time and/or the operation of any building would be adversely effected.

Amend the second (2nd) sentence of this paragraph by deleting the words "one week" and replacing them with "seven (7) days."

Amend the first sentence of the seventh (7th) paragraph (beginning "Custodians and secretaries…") to provide as follows:

Custodians and secretaries will not be permitted to take vacation time during the two (2) weeks immediately preceding the opening of school or during the two (2) weeks preceding the last day of school.

8. Article VII: Seniority

Amend Section 5, sub-section 4. of this article by adding the following paragraph at the end thereof:

Notwithstanding the listed factors, if the Superintendent concludes that the ethnic composition of a school requires a specific language proficiency for the Principal’s secretary at that school, s/he may designate that language proficiency as the primary factor for consideration in the filling of that Principal’s secretary position. However, the above sentence shall not apply if an applicant for that Principal’s secretary position was employed in a bargaining unit position on January 1, 2016 and would, but for that sentence, be awarded the position pursuant to the factors listed, above.


Add a new Section 16. that provides as follows:

A committee shall be established consisting of three (3) representatives of each party to develop an Annual Employee Growth Plan.

Add a new Section 17. that provides as follows:

Notwithstanding any other provisions of this Agreement, it is agreed that part-time bus-drivers and van drivers within this bargaining unit shall be paid one-half (1/2) the annual clothing allowance provided to full-time employees pursuant to Article XIX, and shall be entitled to one half (1/2) of the annual personal leave benefit provided to full-time employees pursuant to Article XVIII, and one-half (1/2) of the annual sick leave allotment provided to full-time employees pursuant to Article XIV, Section 1. (i.e. two (2) half-days of personal leave each fiscal year
and one and one-quarter (1 ¼) half-days of sick leave each month). It is agreed that the above are the only contractual benefits for which part-time bus drivers and part-time van drivers are eligible under this Agreement and that only full-time employees are eligible for any other fringe benefits provided under this Agreement.

10. **Holidays During This 2015 - 2018 Agreement**

Notwithstanding the provisions of Article XII or any other provision of the parties' Agreement, the parties agree as follows:

During 2015, 2016 and 2017, employees in Central Office clerical, custodial and maintenance classifications will be provided with a full-day holiday on the day before Christmas and the day before New Year's Day (rather than the ½ day on each of those days required by Article XII).

On the school day before Christmas in 2015, 2016 and 2017:

(1) full-time bus drivers will be released from work two (2) hours before the end of their regular work day, provided that all of her/his job obligations have been completed,

(2) full-time cafeteria workers will be released from work two (2) hours before the end of their regular work day, provided that their kitchens are clean, ready for the next work week, and in compliance with health codes, and

(3) part-time bus drivers and van drivers will be paid for an extra 2 hours (at the straight time rate) for each of those days.

On the school day before Christmas vacation in 2015, 2016 and 2017 clerical employees who do not work in the Central Office will be released from work one hour after students in the employee's building have been released.

It is understood that the above provisions apply to 2015, 2016 and 2017, only, and will not apply to 2018 or subsequent years.

11. **Article XXII, Effective Date/Termination**

Amend the first two (2) paragraphs of this article to provide as follows:
The contract will become effective on July 1, 2015 and will terminate June 30, 2018.

It is agreed that during December, 2017 the parties to this Agreement will confer on changes or amendments to the Agreement.

IN WITNESS WHEREOF, the parties have set their hands and seals on the dates indicated, below.

REVERE SCHOOL COMMITTEE

Stacy R. Rizzo

Fredrick A. Pannelli

Den Mez

Michael Atienza

Susan Fabrello

Carol A. Fyce

DATE: ________________

AFSCME, COUNCIL 93, LOCAL 1383, AFL-CIO

Mary Ann

Pauline M. Lyons

DATE: 3-3-16

(Revised 1/5/16)
(Revised 2/22/16)
(Revised 2/24/16)