The Regular Meeting of the Revere School Committee was called to order on Tuesday, June 21, 2016, at 6:05 p.m. at the Ferrante School Committee Room.

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

Mr. Maguire
MOVED That the minutes of the meetings of May 17 and June 7, 2016 be approved.

Roll Call:

<table>
<thead>
<tr>
<th>Mr. Ferrante</th>
<th>Yes</th>
<th>Mrs. Rizzo</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Gravellese</td>
<td>Yes</td>
<td>Mr. Sannella</td>
<td>Yes</td>
</tr>
<tr>
<td>Mr. Maguire</td>
<td>Yes</td>
<td>Ms. Tye</td>
<td>Yes</td>
</tr>
<tr>
<td>Mayor Arrigo</td>
<td>Yes</td>
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Dr. Kelly talked about Dr. Vadala being appointed as Assistant Superintendent of Pupil Personnel Services and how he focuses on building relationships that are critical for students success. He has the knowledge and expertise necessary to lead the pupil personnel services in this district.

Ms. Gravellese
MOVED That the Superintendent enters contract negotiation with Dr. Vadala.

Roll Call:

<table>
<thead>
<tr>
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<tr>
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<td>Yes</td>
<td>Ms. Tye</td>
<td>Yes</td>
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<tr>
<td>Mayor Arrigo</td>
<td>Yes</td>
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Superintendent’s Report

a. Dr. Kelly talked about Capstone Projects for senior students and how they apply with the project proposal in order to be accepted into the course. She was very proud of the great jobs they all did and the high quality of their projects.

b. Dr. Kelly talked about MCIEA, a program that the Revere Public School with 8 other districts from across Commonwealth are joining together to form a consortium to look other ways of assessing students and assessing schools.
Ms. Tye

MOVED That the Revere School Committee pass a resolution in full support to MCIEA’s goal.

Roll Call:

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

c. Dr. Kelly talked about the fiscal drain that Charter Schools are placing on Public Schools Districts.

d. Dr. Kelly talked about Gianni Hill attending Massachusetts State Boys Program, where he was voted Governor of their hypothetical Commonwealth.

Staff Sergeant James J Hill School Invoices

Mr. Maguire

MOVED That the encumbrance from Comm- Track Corp.in the amount of $ 37,150.00 for Fiber Relocation along Park Ave. be approved.

Roll Call:

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

Mr. Maguire

MOVED That the invoice from Hill International in the amount of $ 16,605.00 for April 2016 services be approved for payment.

Roll Call:

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

MOVED That the invoice from DRA in the amount of $15,005.20 for January 2016 services be approved for payment.

Roll Call:

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

Mr. Maguire

MOVED That the invoice from DRA in the amount of $9,240.00 for January 2016 services be approved for payment.

Roll Call:

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

Mr. Maguire

MOVED That the invoice from DRA in the amount of $7,898.00 for February 2016 services be approved for payment.

Roll Call:

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

Mr. Maguire

MOVED That the invoice from DRA in the amount of $734.23 for printing services be approved for payment.  VOTED
Mr. Maguire  
That the invoice from DRA in the amount of $3,949.00 for March 2016 services be approved for payment. **VOTED**

Mr. Maguire  
That the invoice from DRA in the amount of $11,847.00 for April 2016 services be approved for payment.

**Roll Call:**

Mr. Ferrante - Yes  
Ms. Gravellese- Yes  
Mr. Maguire - Yes  
Mayor Arrigo - Yes **VOTED**

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

Mr. Maguire  
That the invoice from DRA in the amount of $7,898.00 for May 2016 services be approved for payment.

**Roll Call:**

Mr. Ferrante - Yes  
Ms. Gravellese- Yes  
Mr. Maguire - Yes  
Mayor Arrigo - Yes **VOTED**

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

Mr. Maguire  
That the invoice from DRA in the amount of $21,241.99 (McPhail) be approved for payment.

**Roll Call:**

Mr. Ferrante - Yes  
Ms. Gravellese- Yes  
Mr. Maguire - Yes  
Mayor Arrigo - Yes **VOTED**

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

Mr. Maguire  
That the invoice from DRA in the amount of $2,124.01 for (McPhail) be approved for payment. **VOTED**
Ms. Gravellese talked about the Superintendent End Cycle Evaluation and how the overall summative performance rating by the School Committee for Dr. Kelly was proficient in all areas.

**SUB COMMITTEE REPORTS**

a. Mrs. Rizzo talked about Reports of the NSBA Advocacy & Equity. She attended Washington DC on behalf of the Massachusetts Association for School Committee.

b. The RAA ELT Agreement was discussed.

   Ms. Tye

   **MOVED** That we ratify the agreement between the Revere School Committee and the Revere administrators Association in regard to extended learning time. (Attached)

**Roll Call:**

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<tr>
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<th>Yes</th>
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<td>Mr. Sannella</td>
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<td>Mr. Maguire</td>
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<tr>
<td>Mayor Arrigo</td>
<td>Yes</td>
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**c. RTA Appendix B**

   Ms. Tye

   **MOVED** That the Memorandum of Agreement between the Revere School Committee and the Revere Teacher Association regarding the teacher leadership position schedule Appendix A schedule for the School year and the entirety of Appendix B be ratified by this honorable body. (Attached)

**Roll Call:**

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<td>Mr. Maguire</td>
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<tr>
<td>Mayor Arrigo</td>
<td>Yes</td>
<td>VOTED</td>
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**COMMUNICATIONS**

Mr. Maguire

**MOVED** That we approve the Mayor's execution of the Maintenance Services Agreement with Ameresco for the 2016-17 school year in the amount of $693,590.00, which covers all basic maintenance services, Alternate 1 (Lincoln A/C/Design), Alternate 2 (Beachmont, West Revere air chillers).
Roll Call:
Mr. Ferrante - Yes
Ms. Gravellese- Yes
Mr. Maguire - Yes
Mayor Arrigo - Yes
Mrs. Rizzo- Yes
Mr. Sannella - Yes
Ms. Tye - Yes

MOVED
Ms. Tye
That we vote our support for house bill #771 and that we send a communication to representative Rosalee Vincent expressing our support in gratitude to her for taking the lead in this area.

Roll Call:
Mr. Ferrante - Yes
Ms. Gravellese- Yes
Mr. Maguire - Yes
Mayor Arrigo - Yes
Mrs. Rizzo- Yes
Mr. Sannella - Yes
Ms. Tye - Yes

MOVED
Mrs. Rizzo
That a certificate of appreciation be given to the Hill School Food Bank at our first School Committee meeting in September.

MOVED
Mrs. Rizzo
That certificates of appreciation be awarded to 8 SBA students for sweeping local, regional, and state-wide History competitions, at our first School Committee meeting in September.

The meeting was adjourned at 7:11 PM.

The next regular meeting of the School Committee is scheduled for July 19, 2016 at 6:00 PM

Respectfully submitted,

Dianne K. Kelly, Ed.D.
Superintendent of Schools

DK/rd
AGREEMENT

It is agreed by and between the Revere School Committee ("the Committee") and the Revere Administrators Association ("the Association") that the following terms and conditions shall apply to the Extended Learning Time (ELT) initiative:

1. The work day and work year of all full-time administrators in schools that adopt the ELT initiative (hereinafter referred to as "ELT schools") will be as outlined in the plans for each of those schools that are submitted to and approved by the Department of Elementary and Secondary Education (DESE). The work day and work year for full time Assistant Principals in ELT schools will remain as established in the RAA Collective Bargaining Agreement with the Committee ("the Contract" or "the Collective Bargaining Agreement") pursuant to Article IX with the understanding that their work day is defined by the student hours in their respective school with the additional 100 minutes added to that extended day as defined by Article IX section B of the RAA Collective Bargaining Agreement with the Committee.

2. Each full-time administrator when assigned to an ELT school shall have his/her base annual salary (from the teacher salary schedules at Appendix A of the RTA’s collective bargaining agreement) increased by the greater of:

   - the amount listed in the cell of the attached table that corresponds to his/her column and row of the RTA Salary schedule in the 2015-2016 school year.

   OR

   - the amount listed as “fixed” at the bottom of the column of the attached table that corresponds to his/her column of the RTA Salary schedule.

   It is understood that such increase of the base salary will remain fixed until such time that other values are negotiated.

3. Clarifying provisions include the following:

   - An administrator who changes columns in the salary schedule will advance to the “fixed” rate at the bottom of their new column unless such rate is less than their current rate at the time of advancement.
   - An administrator who transfers from a non-ELT position to an ELT position will be placed directly at the “fixed” value.
   - An administrator who transfers from one ELT position to another will continue with the differential rate they have at the time of the transfer.
   - For the 16-17 school year only, those administrators who complete a new degree by August 1\(^{st}\), 2016 will be moved to the cell of the attached table that
corresponds to his/her new column of the RTA Salary schedule and the same row that applied on the last day of school in June 2016.

4. Any administrator who is assigned to a school that will, during the succeeding school year, become an ELT school will, if he/she does not wish to work the ELT work day and/or work year, be permitted to transfer to a non-ELT school provided that he/she provides notification to the Superintendent of his/her desire to transfer prior to the April 1 that precedes the school year for which the transfer is requested. (The right to transfer shall not apply to an administrator without professional status whose contract is not renewed, nor shall it apply to an administrator who is laid off pursuant to Article XXVII of the parties’ collective bargaining agreement.)

5. It is agreed that a sick leave day will have the same value whether it is/was earned or used while an administrator is/was working at a non-ELT school or at an ELT school.

6. The parties acknowledge that the economic feasibility of the ELT schedule is dependent upon State funding for that initiative. The parties agree that if that State funding is not available for the 2016-2017 school year, this Agreement will be of no effect. Alternatively, if that funding should be withheld at any time during the year, the parties agree that all ELT schools affected shall return to the non-ELT schedule and the salary differential shall be discontinued as of the date that such schools return to the non-ELT schedule.

7. The parties agree that the terms of this Agreement will apply for the 2016-2107 and 2017-2018 school years and will be re-opened to negotiation at the time the parties’ Collective Bargaining Agreement is renegotiated.

8. The parties agree that the terms of this Agreement, with regard to ELT, will supersede any inconsistent provisions of the parties’ Collective Bargaining Agreement.
### ELT Differential Table 2016-2018

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<th>MA+45</th>
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| Fixed | 10,056 | 10,374 | 11,367 | 11,686 | 12,006 | 12,325 | 12,644 | 12,964  | 13,967   |
WHEREFORE the parties have executed this Agreement on this 21st day of June, 2016.

REVERE SCHOOL COMMITTEE

[Signatures]

REVERE ADMINISTRATORS ASSN

[Signatures]
MEMORANDUM OF AGREEMENT

BETWEEN

THE REVERE SCHOOL COMMITTEE

AND

THE REVERE TEACHERS ASSOCIATION

It is agreed by and between the Revere School Committee (hereinafter "the Committee") and the Revere Teachers Association (hereinafter "the Association") that the terms of their collective bargaining Agreement covering the period of July 1, 2015 through June 30, 2018 shall be modified by the following provisions:

1. Appendix A Salary Schedules shall be replaced in their entirety by the attached document labeled Appendix A Salary Schedules as amended for the start of the 2016-2017 School Year.

2. Appendix B Extra-Curricular Activities and Compensated Non-Teaching Duties shall be replaced in their entirety by the attached document labeled Appendix B Extra-Curricular Activities and Compensated Non-Teaching Duties as amended for the start of the 2016-2017 School Year.

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

REVERE SCHOOL COMMITTEE

REVERE TEACHERS ASSOCIATION
APPENDIX A as amended for the start of the 2016-2017 School Year

SALARY SCHEDULES

RPS ETA SALARY TABLE
Effective Day 1 of 2015-2016 School Year

2% Increase

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<tr>
<th>XA</th>
<th>MA</th>
<th>MA+15</th>
<th>MA+30</th>
<th>MA+45</th>
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Longevity

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RPS ETA SALARY TABLE
Effective Day 1 of 2016-2017 School Year

2% Increase

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<th>XA</th>
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Longevity

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**Longevity**

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Teacher Leadership Positions Stipend Schedule

(1) Any teacher employed on a full-time basis in the Revere Public Schools who obtains certification as a National Board Certified teacher from the National Board of Professional Teaching Standards will be paid an annual stipend of $3,000 for any school year that the teacher both maintains his/her certification and teaches the entire year in the Revere Public Schools on a full-time basis. In order to receive the stipend, National Board Certified teachers must participate in the organization and operation of our new teacher induction program held prior to the start of the school year, coordination of the Revere Public Schools mentoring program, as well as ongoing mentoring of National Board candidates.

(2) A teacher who has completed mentor training and who is assigned mentoring duties by the Superintendent for a particular school year will be paid an annual stipend of $1,200 if mentoring a single teacher, $2000 if mentoring two teachers, or $2400 if mentoring three teachers, for any school year that he/she is so assigned. The parties agree that only when absolutely necessary should a mentor receive three mentees, and no mentor will be assigned more than three mentees. Assignment of a mentor will be made when in the judgment of the Superintendent there is not a National Board Certified Teacher available who would be appropriately assigned the mentoring responsibilities. Mentor assignments are for one (1) school year, although the Superintendent may, at his/her discretion, choose to re-assign a particular teacher for successive years. The Superintendent will consider a teacher’s certification areas and proximity to the teacher to be mentored when determining who will be assigned to a mentoring opportunity.

(3) A teacher assigned as a Lead Teacher for a particular school year will be paid a stipend of $4,000 for any school year so assigned. Lead Teachers assist both administrators and teachers in regular academic tasks relating to the academic department and/or grade level to which the Lead Teacher is assigned. No teacher who has not completed Research for Better Teaching training will be eligible for assignment as a Lead Teacher. Lead Teacher assignments are for one (1) school year, although the Superintendent may, at his/her discretion, choose to re-assign a particular teacher for successive years.

(4) A nurse employed on a full-time basis in the Revere Public Schools who holds certification from the National Board for Certification of School Nurses will be paid an annual stipend of $300 for any school year that the nurse both maintains that certification and works for an entire school year in the Revere Public Schools on a full-time basis.

(5) A teacher assigned as a PLG Facilitator for a particular school year will be paid a stipend of $2,000. PLG Facilitators are trained staff members who plan and guide Professional Learning Groups which is not a typical activity of their role. PLGs are small teams which meet regularly to discuss teacher work, student work, research, or data, with a focus on improving student learning by refining individual and team classroom practice.

(6) The Evening School Coordinator will be paid a stipend of $4,600.

CHAPTER 766
If for any reason during the life of this Agreement, teachers are required to perform duties which go beyond the scope of their present assignments due to Chapter 766, then negotiations will immediately reopen and agreement shall be reached within ninety (90) days.
APPENDIX B

EXTRA-CURRICULAR ACTIVITIES AND COMPENSATED NON-TEACHING DUTIES

A. In the interest of non-interference with academic scheduling, all extra-curricular activities will be conducted either after or before the regular school hours.

B. Extra-curricular activities are defined as those clubs, student councils, sports, and other such activities which are not part of the regular curriculum. Compensated non-teaching duties are defined as those duties which are beyond the scope of the regular classroom duties (e.g., the distribution of textbooks and supplies).

C. All vacancies as defined in Section B caused by death, retirement, discharge, resignation, or the establishment of new extra-curricular activities will be filled pursuant to the following procedure:

1. Such vacancies will be advertised throughout the Revere Public Schools at least three (3) weeks prior to the date of appointment.

2. Said notice will clearly set forth the duties of the position and its rate of compensation.

3. Teachers who desire to apply for such vacancies will file their applications in writing with the office of the superintendent within the time limit specified in the notice.

D. Qualifications

1. Faculty supervisors for academic extra-curricular activities will be recommended according to:
   a. academic background related to the activity;
   b. relevance of the regular teaching assignment;
   c. experience in the field;
   d. years of service in the building in which the activity is to transpire and/or in the Revere Public Schools.

2. Faculty supervisors and coaches for athletic extra-curricular activities will be recommended according to:
   a. background in the area;
   b. skill (when such is necessary or desirable);
   c. experience in the field;
   d. years of service in the building in which the activity is to be held and/or in the Revere Public Schools.
   e. the recommendation of a head coach (for his/her assistant).

All other things being equal, preference will be given to a teacher who is regularly employed in the Revere Public Schools.

3. Applications for compensated non-teaching positions will be recommended according to:
   a. experience in the field;
b. years of service in the building and/or in the Revere Public Schools.

E. Recommendations

1. Recommendations for vacancies in academic extra-curricular activities and compensated non-teaching positions will be made by the principal of the building in which the activity is to transpire to the superintendent.

2. Recommendations for vacancies in athletic extra-curricular positions will be made by the principal to the superintendent.

F. Continuity of Service

1. Faculty supervisors and coaches for athletic extra-curricular activities will, at the termination of their contract, retain their positions unless the superintendent, on the recommendation of the principal, decides to re-advertise the position.

2. After a coach has held the same extra-curricular athletic position for three (3) consecutive years, the position will be re-advertised according to the procedure delineated above.

G. Faculty supervisors for academic extra-curricular activities will submit, through the principal of the building in which their activity transpires, to the superintendent, monthly reports indicating dates, times, and attendance at meetings of the activity.

H. No teacher will earn compensation for more than two (2) such positions (as defined in Section B) concurrently during any single year beginning September 1 and concluding August 31. Any teacher who has a regular assignment paying a salary differential may hold only one (1) such position as defined in Section B. This provision is meant to include summer school and evening school.

I. If, after a year's trial, interest in an extra-curricular activity seems inadequate, the superintendent, after meeting with all parties concerned, may determine that the activity should be discontinued at the end of the school year.

Principals, after consulting their staffs and students, will decide which academic extra-curricular activities are suitable for their schools.

Any new stipend positions which are initiated by a building principal or other administrator will be negotiated with the Revere Teachers Association prior to posting the position. Upon reaching agreement with the Association, the stipend position will be posted by June 15th or September 15th when necessary.

New clubs initiated by a teacher/student will be a volunteer position for the first/pilot year. During the pilot year, the teacher will need to log the students, the hours and the purpose/success of the extracurricular activity. At the end of the year, if the Administration decides to continue the new activity; the Administration and the Association will meet to negotiate the appropriate stipend amount.

The non-athletic extra-curricular stipends will be posted annually by June 15th.
A Contracted Services Form will be completed by October 1st annually by the principals and teachers who are appointed to receive the stipend.

J. Teachers who are coaches or supervisors for extracurricular activities will be required to file a Services Completed Form which they will submit to their director/principal at the conclusion of the activity. This log will include the time spent in preparation, as well as the number of meetings and the list of participants at each function.
EXTRACURRICULAR ACTIVITY STIPEND SCHEDULE

<table>
<thead>
<tr>
<th>Category</th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
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<td>2300</td>
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High School Extracurricular Activity Tiers

A Capella                          | 4      |        |        |        |
Amnesty International               | 4      |        |        |        |
Art Club and Honor Society          | 3      |        |        |        |
Anime Club                         | 4      |        |        |        |
Band                               | 4      |        |        |        |
Book Club                          | 3      |        |        |        |
Chess Club                         | 3      |        |        |        |
Culture Club                       | 2      |        |        |        |
Drama Guild                        | 1      |        |        |        |
ELL/Foreign Language Club           | 3      |        |        |        |
Freshman Class Advisor             | 2      |        |        |        |
Friendship Club                    | 3      |        |        |        |
Future Teachers Club                | 3      |        |        |        |
Gay-Straight Alliance (RHS)        | 3      |        |        |        |
Green Team/Environmental Awareness | 4      |        |        |        |
Health/Fitness Club (RHS)          | 4      |        |        |        |
Interact /Rotary                   | 3      |        |        |        |
Investment Club                    | 4      |        |        |        |
Junior Class Advisor               | 2      |        |        |        |
Key Club                           | 4      |        |        |        |
Math Team                          | 4      |        |        |        |
Mock Trial                         | 4      |        |        |        |
Model UN                           | 3      |        |        |        |
National Honor Society             | 3      |        |        |        |
Newspaper                          | 1      |        |        |        |
Peer Leaders                       | 4      |        |        |        |
Poesy Out Loud                     | 4      |        |        |        |
RHS Connect                        | 4      |        |        |        |
Robotics Club                      | 3      |        |        |        |
Rock Ensemble                      | 2      |        |        |        |
Science Club (North Shore Science League) | 3 |
Senior Class Advisor               | 1      |        |        |        |
Senior Year Book                   | 1      |        |        |        |
Sophomore Class Advisor            | 2      |        |        |        |
Speech and Debate                  | 2      |        |        |        |
Technology Club                    | 4      |        |        |        |
Unicef Club                        | 4      |        |        |        |

Middle School Extracurricular Activity Tiers

Anti-Bullying Coalition            | 4      |        |        |        |
Art/Ceramics Club                  | 4      |        |        |        |
Aspirers                           | 4      |        |        |        |
Debate                             | 4      |        |        |        |
Drama Club (Director)              | 2      |        |        |        |
Drama Club (Assistant)             | 3      |        |        |        |
Friendship Club                    | 4      |        |        |        |
Gay-Straight Alliance              | 4      |        |        |        |
Health/Fitness Club                | 4      |        |        |        |
Music/Dance Club                   | 4      |        |        |        |
Newspaper                          | 4      |        |        |        |
Student Council                    | 4      |        |        |        |
Yearbook                           | 4      |        |        |        |

Elementary School Extracurricular Activity Tiers

Homework Club                      | 4      |        |        |        |
Literacy/Language Club             | 4      |        |        |        |
Math/Science Club                  | 4      |        |        |        |
Memory Book/Yearbook               | 4      |        |        |        |
Music/Dance Club                   | 4      |        |        |        |
Peer Leaders                       | 4      |        |        |        |
Respect Core                       | 4      |        |        |        |
Robotics/Technology Club           | 4      |        |        |        |
Student Council                    | 4      |        |        |        |
NON-TEACHING DUTY STIPEND SCHEDULE

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<th>Category</th>
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SPECIAL PROGRAMS

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ATHLETICS STIPEND SCHEDULE

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Sport Tiers

High School Baseball .................................................. 2
High School Basketball .................................................. 2
High School Cross Country .............................................. 3
High School Fall Cheerleaders ................................. 3
High School Field Hockey .................................................. 2
High School Football ........................................................ 1
High School Golf ........................................................ 3
High School Hockey ........................................................ 2
High School Indoor Track .............................................. 2
High School Lacrosse .................................................... 2
High School Outdoor Track ............................................ 2
High School Soccer ..................................................... 2
High School Softball .................................................... 2
High School Swimming ................................................... 3
High School Tennis ..................................................... 3
High School Volleyball .................................................. 2
High School Winter Cheerleaders ............................. 3
Middle School Basketball ............................................. 4
Middle School Cross Country ......................................... 4
Middle School Hockey ................................................... 4
Middle School Swimming ............................................... 4
Middle School Softball .................................................. 4
Middle School Track .................................................... 4
Middle School Volleyball ............................................... 4

Additional Athletic Staff Tiers (paid as Head Coach)

Equipment Manager (per year) ......................................... 2
Trainer (per season) .................................................... 2
Weight Room Monitor (per season) .................................. 4
Middle School Coordinator (per year) ............................ 4