

AGREEMENT

It is agreed by and between the Revere School Committee (“the Committee”) and the Revere Teachers 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 teachers 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).
2. Each full-time teacher when assigned to an ELT schedule shall have his/her base annual salary (from the teacher salary schedules at Appendix A of the parties’ 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:
 - A teacher 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.
 - A teacher who transfers from a non-ELT position to an ELT position will be placed directly at the “fixed” value.
 - A teacher 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 teachers who complete a new degree by August 1st, 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 teacher 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 a teacher without professional teacher status whose contract is not renewed,

nor shall it apply to a teacher who is laid off pursuant to Article XXVII of the parties' collective bargaining agreement.)

5. In filling a vacant position at an ELT school, the ELT School Principal and Superintendent will seriously consider seniority and prior teaching evaluations of properly certified candidates with at least some experience teaching at the grade level and discipline of the vacant position. Current employees who have proper certification and teaching experience at the grade level and in the discipline of the vacant position will have preference over outside applicants.

While the ELT Principal and Superintendent will consider the above criteria, it is understood by all parties that the assignment to ELT schools is the sole prerogative of the Superintendent.

The teachers who wish to be considered for assignment to an ELT school will be required to provide notice of that fact to the Superintendent prior to the April 1 that precedes the school year for which transfer is requested.

6. It is agreed that a sick leave day will have the same value whether it is/was earned or used while a teacher is/was working at a non-ELT school or at an ELT school.
7. 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.
8. 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 RTA CBA is renegotiated.
9. The parties agree that the terms of this Agreement, with regard to ELT, will supersede any inconsistent provisions of the parties' collective bargaining agreement.
10. A program continuation vote will be held in each ELT building annually during the first three weeks of February. All members of the bargaining unit within the ELT school will be eligible to vote. If two thirds (2/3) of those present and voting oppose continuation, the parties agree that the school shall return to the non-ELT schedule and the salary differential shall be discontinued in the following school year.

ELT Differential Table 2016-2018

	BA	BA +15	MA	MA+15	MA+30	MA+45	MA+60	CAGS	PHD/EDD
0	7,849	8,039	8,655	8,974	9,292	9,612	9,931	10,251	11,253
1	8,039	8,264	9,258	9,576	9,896	10,215	10,535	10,853	11,858
2	8,549	8,867	9,860	10,180	10,499	10,818	11,137	11,457	12,459
3	9,151	9,470	10,464	10,781	11,102	11,421	11,740	12,059	13,062
4	9,754	10,073	11,065	11,385	11,705	12,024	12,342	12,662	13,666
5	10,357	10,675	11,669	11,987	12,308	12,626	12,945	13,265	14,268
6	10,960	11,279	12,272	12,592	12,909	13,229	13,549	13,867	14,872
7	11,562	11,882	12,873	13,194	13,513	13,833	14,150	14,470	15,474
8	12,166	12,484	13,478	13,797	14,116	14,435	14,754	15,074	16,077
9	12,768	13,088	14,081	14,400	14,719	15,038	15,357	15,677	16,680

Fixed	10,056	10,374	11,367	11,686	12,006	12,325	12,644	12,964	13,967
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WHEREFORE the parties have executed this Agreement on this _____ day of _____, 2016.

REVERE SCHOOL COMMITTEE

REVERE TEACHERS ASSOCIATION

