

APPENDIX A as amended for the start of the 2016-2017 School Year
SALARY SCHEDULES

RPS RTA SALARY TABLE

Effective Day 1 of 2015-2016 School Year

2% Increase

	BA	BA + 15	MA	MA+15	MA+30	MA+45	MA+60	CAGS	PHD/EDD
0	43,603	44,662	48,081	49,858	51,622	53,401	55,174	56,948	62,516
1	44,662	45,913	51,431	53,201	54,979	56,748	58,527	60,297	65,876
2	47,492	49,259	54,777	56,554	58,325	60,098	61,872	63,648	69,215
3	50,837	52,612	58,136	59,897	61,675	63,448	65,224	66,993	72,568
4	54,189	55,959	61,474	63,252	65,025	66,799	68,568	70,347	75,921
5	57,541	59,308	64,825	66,597	68,378	70,144	71,918	73,694	79,269
6	60,890	62,660	68,176	69,953	71,719	73,495	75,272	77,041	82,620
7	64,235	66,010	71,519	73,302	75,070	76,851	78,613	80,391	85,967
8	67,587	69,356	74,877	76,650	78,423	80,196	81,969	83,744	89,318
9	70,932	72,713	78,228	79,998	81,774	83,547	85,318	87,093	92,668

Longevity

15 Years:	1,099
20 Years:	1,673
25 Years:	3,100

30 Years:	4,100
35 Years:	5,100
40 Years:	5,300

RPS RTA SALARY TABLE

Effective Day 1 of 2016-2017 School Year

2% Increase

	BA	BA + 15	MA	MA+15	MA+30	MA+45	MA+60	CAGS	PHD/EDD
0	44,475	45,555	49,043	50,855	52,654	54,469	56,277	58,087	63,766
1	45,555	46,831	52,460	54,265	56,079	57,883	59,698	61,503	67,194
2	48,442	50,244	55,873	57,685	59,492	61,300	63,109	64,921	70,599
3	51,854	53,664	59,299	61,095	62,909	64,717	66,528	68,333	74,019
4	55,273	57,078	62,703	64,517	66,326	68,135	69,939	71,754	77,439
5	58,692	60,494	66,122	67,929	69,746	71,547	73,356	75,168	80,854
6	62,108	63,913	69,540	71,352	73,153	74,965	76,777	78,582	84,272
7	65,520	67,330	72,949	74,768	76,571	78,388	80,185	81,999	87,686
8	68,939	70,743	76,375	78,183	79,991	81,800	83,608	85,419	91,104
9	72,351	74,167	79,793	81,598	83,409	85,218	87,024	88,835	94,521

Longevity

15 Years:	1,099
20 Years:	1,673
25 Years:	3,100

30 Years:	4,100
35 Years:	5,100
40 Years:	5,300

RPS RTA SALARY TABLE

Effective Day 1 of 2017-2018 School Year

2% Increase

	BA	BA + 15	MA	MA+ 15	MA+ 30	MA+ 45	MA+ 60	CAGS	PHD/EDD
0	45,365	46,466	50,024	51,872	53,707	55,558	57,403	59,249	65,041
1	46,466	47,768	53,509	55,350	57,201	59,041	60,892	62,733	68,538
2	49,411	51,249	56,990	58,839	60,682	62,526	64,371	66,219	72,011
3	52,891	54,737	60,485	62,317	64,167	66,011	67,859	69,700	75,499
4	56,378	58,220	63,957	65,807	67,653	69,498	71,338	73,189	78,988
5	59,866	61,704	67,444	69,288	71,141	72,978	74,823	76,671	82,471
6	63,350	65,191	70,931	72,779	74,616	76,464	78,313	80,154	85,957
7	66,830	68,677	74,408	76,263	78,102	79,956	81,789	83,639	89,440
8	70,318	72,158	77,903	79,747	81,591	83,436	85,280	87,127	92,926
9	73,798	75,650	81,389	83,230	85,077	86,922	88,764	90,612	96,411

Longevity

15 Years:	1,099
20 Years:	1,673
25 Years:	3,100

30 Years:	4,100
35 Years:	5,100
40 Years:	5,300

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

<i>Category</i>	<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3</i>	<i>Tier 4</i>
Salary	3800	2300	1400	750

High School Extracurricular Activity Tiers

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

Middle School Extracurricular Activity Tiers

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

Elementary School Extracurricular Activity Tiers

Homework Club	4	Peer Leaders	4
Literacy/Language Club	4	Respect Core	4
Math/Science Club	4	Robotics/Technology Club	4
Memory Book/Yearbook	4	Student Council	4
Music/Dance Club	4		

NON-TEACHING DUTY STIPEND SCHEDULE

<i>Category</i>	<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3</i>	<i>Tier 4</i>
Salary	1200	1000	800	600

504 Coordinator (Non-RHS)	3
504 Coordinator (RHS)	1
BBST Chair (Elementary Schools)	1
BBST Member (Elementary Schools)	2
BBST Chair (Middle & High Schools)	3
BBST Member (Middle & High Schools)	4
Equity Coordinator	4

<u>SPECIAL PROGRAMS</u>	Eff. 7/1/15	Eff. 7/1/16	Eff/ 7/1/17
Summer School	\$35.00	\$36.00	\$37.00
Tutoring	\$35.00	\$36.00	\$37.00
Evening School	\$35.00	\$36.00	\$37.00

ATHLETICS STIPEND SCHEDULE

Category	Tier 1	Tier 2	Tier 3	Tier 4
Head Coach	8000	5000	4500	2000
Junior Varsity, Freshman, Assistant, and other Coaches	4000	3700	3500	1000
Team Assistants	1000	1000	1000	1000
Intramural Advisor	2400	2000	1600	1600

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