

MEMORANDUM OF AGREEMENT
Revere School Committee and Revere Teachers Association
November 18, 2024

General (RTA #1)

- Update the contract to make all pronouns gender-neutral.
- Fix typographical errors while proofreading the successor collective bargaining agreement.
- Incorporate the parties' MOA regarding class coverage

Housekeeping (RTA #2)

- Update the CBA to make all references to "The Association" change to "The Union"
- Change references from "Seacoast" to "City Lab"

Union Rights (RTA #14)

O. NEW EMPLOYEES & ORIENTATIONS

1. ONBOARDING PAPERWORK

The Employer shall provide new employees, as part of their onboarding paperwork process, a membership enrollment and dues deduction form, as provided by the Union. Should any new employees have a question about the form, the Employer shall direct the new employee to the President of the Association. The Employer shall forward completed forms to the Union as soon as reasonably possible.

2. New Educator Orientation

- i. For bargaining unit employees hired before the start of the academic year, the Union shall be provided thirty (30) minutes to orient new members of the district during an August/September orientation to be scheduled during orientation hours.
- ii. For employees who are hired after the first orientation as described in section "i" above, the Employer shall schedule and conduct one (1) new employee orientation in December/January for any new employee hired. The Employer shall provide thirty (30) minutes during this new employee orientation, as scheduled by the Employer. The Employer shall provide release time for new employees to attend and two members of the Union to conduct the orientation with no loss of

pay in that the employees shall attend such meetings in lieu of a “department night”.

3. VOLUNTARY DEDUCTIONS.

For any bargaining unit employee who voluntarily participates in the Union’s scholarship or Committee on Political Education (COPE) program, the Employer shall provide payroll deductions from those bargaining unit employees and transmit funds accordingly to the Union.

Diverse Workforce (RTA #16)

~~B. For teachers hired before September 1993, unlimited f~~ **In the discretion of the Superintendent, up to full credit will ~~may~~** be given for previous outside teaching experience upon initial employment. ~~For teachers hired after September 1993, a maximum of three (3) years of teaching experience outside of the Revere Public Schools may be credited toward step placement on the teachers’ salary schedule (Appendix A).~~

F. COMMITMENT TO DIVERSE WORKFORCE

The Union and the School Committee have established mutual goals of maintaining and promoting student achievement; recruiting and retaining the best educators; promoting diversity and inclusion through increased hiring and retention of diverse staff; and promoting education to the community of Revere. During the life of this agreement, either party may institute discussions of issues that affect our mutual goals. Discussions, under normal circumstances, shall be brought to the equity advisory board(s).

G. MULTILINGUAL INCENTIVE

Bilingual Education Endorsement Stipend

Any full-time educator who possesses a DESE bilingual education endorsement and is assigned to an education setting where such endorsement is beneficial to students, as determined by the school Principal, shall be paid an annual stipend of two thousand dollars (\$2,000) for any school year so assigned and teaching. The stipend shall be prorated for service of less than one full school year.

Educators shall only be eligible for payment pursuant to the Bilingual Education Endorsement Stipend or Working under two educator licenses Stipend in a given school year, even if the educator would otherwise qualify for both stipends.

Working under two educator licenses:

Any full-time educator who is assigned to teach and teaches under two distinct educator licenses in two different departments/content areas (i.e.,

Mathematics (8-12) and Teacher of Students with Moderate Disabilities (5-12)); one of which is either Special education or ESL/ML, shall be paid an annual stipend of two thousand dollars (\$2,000) for any school year so assigned and teaching. The stipend shall be prorated for service of less than one full school year. Absent short periods of extenuating circumstances, defined as not more than five consecutive school days, the parties agree that this provision shall not be used to mandate an educator simultaneously perform both the roles on a teaching team.

Educators shall only be eligible for payment pursuant to the Bilingual Education Endorsement Stipend or Working under two educator licenses Stipend in a given school year, even if the educator would otherwise qualify for both stipends.

Workplace Dignity and Respect (RTA #17)

Create a New Article called "Workplace Dignity & Respect"

A. The Employer and the Union agree that the work environment shall be characterized by mutual respect for the common dignity to which all employees are entitled. Every employee has the right to be treated with dignity and respect and to work in a safe and healthy environment, free of verbal and nonverbal abuse, intimidating body language, retaliation, and any form of hostility.

Stipends, Appendix B (RSC #2)

Amend Appendix B, Section H as follows:

"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 beginning with the first day of work and concluding on the day before the subsequent school year.~~ 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.

In the event a stipended position remains unfilled and at the sole discretion of the Superintendent, a teacher may hold one (1) additional position (as defined in Section B) concurrently during any single year beginning with

the first day of work and concluding on the day before the subsequent school year (i.e., a teacher may hold a maximum of three (3) positions as defined by Section B or a teacher may hold a maximum of two (2) positions as defined by Section B if they already have a regular assignment paying a salary differential.)

Should positions still remain unfilled and at the sole discretion of the Superintendent, an individual outside of the Revere Teachers' Association (i.e., this bargaining unit) may be appointed by the Superintendent."

Teacher Transfers, Article X: Section E(1) (RSC #3)

Amend Section E(1) as follows:

"Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building will file a written statement of such desire with the office of the principal, director and superintendent."

Temporary Leaves of Absence, Article XVII: Section B: Deaths (RSC #5)

Amend Section B as follows:

"Up to seven (7) days for death in the immediate family: spouse, partner, child, step-child, stillbirth (stillbirth is defined as the death of a fetus at any time after the twentieth week of pregnancy), siblings, parents, step-parents, parents-in-law, foster parents, grandchildren or members of the teacher's immediate household."

Research for Better Teaching (RBT) program, Article VIII , (RSC #9)

E. It is agreed that each teacher will be required to complete the Research for Better Teaching (RBT) program (or a similar program approved by the Superintendent) prior to completing her/his third (3rd) year of teaching in the Revere Public Schools. Teachers will be expected to attend the RBT program (or the similar program) on their own time. It is agreed that for purposes of this section the RBT Program or any "similar program" will involve no more than thirty-six (36) hours of classes, and will be offered by the Revere Public Schools at no cost to the participating teacher **one time during the teacher's tenure with the Revere Public Schools. In extenuating circumstances members may seek an exemption from the superintendent provided they make their request in writing explaining their reason(s). The district affirms its commitment to support teachers in completing the course creating flexibility where necessary up to the time limits imposed by the provider.** Finally, it is agreed that teachers will receive credit for the course for purposes of progression on the salary schedule, e.g. a teacher with a Master's Degree would be credited with three (3) credits for purposes of progression toward the MA+15 column.

Stipends (RTA # 26)

The parties shall form a joint committee, composed of four (4) representatives designated by the Union, and four (4) representatives designated by the Committee, to meet at least three (3) times to study Appendix B extra-curricular activities and compensated non-teaching duties. The committee shall consider:

- Whether the current stipend amounts are equitable relative to one another, considering such factors as the relative time commitments and student enrollment and interest associated with each Position.
- Potential reorganization, consolidation, addition or deletion of co-curricular positions.
- Equitable reallocation of stipend amounts among the existing co-curricular positions.

The committee shall submit recommendations, if any, to the parties for bargaining no later than January 15th, 2025 with respect to any amendments to Appendix B, at which time the parties agree to reopen the CBA to exclusively negotiation over the recommendations of the JLMC and implement any changes to Appendix B for FY26 (i.e., school year 2025-2026).

Advisory (RSC #7)

Advisory, Effective in the 2025-2026 school year, all secondary schools will have at least 30 minutes of advisory at least 3 times per week. Any individual building could have greater length or frequency of advisory after following the CBA procedures. Teachers will instruct the curriculum provided by the district; which may include combinations of teacher generated materials and purchased programs. At the Principal's request, a school may implement Advisory in a format different than separate learning blocks as long as student data demonstrates similar effectiveness and outcomes.

Environmentally Safe Schools (RTA #7)

AMEND - ARTICLE XXI: PROTECTION SAFE AND HEALTHY WORKING AND LEARNING ENVIRONMENT, subsection D.

D. Environmentally Safe Schools

1. The District, via District and/or City personnel and/or contracted services, shall continue to maintain school buildings and conduct regular reviews to detect and subsequently appropriately remediate, potential health concerns, including but not limited to mold and asbestos.
2. The District shall share relevant information with the RTA president(s) concerning any findings, reports, recommendations, and progress relevant to the identification and remediation of any

identified health concerns.

3. The District shall continue to work with District and/or City personnel and/or contracted services, to the extent reasonably possible, keep the facilities free of rodents and other pests.
4. Heat Protocols – In examples of extreme heat and where classrooms do not have air conditioning, administrators shall continue to work with staff to locate potential sufficiently cool alternate learning space for student learning. Effective June 2025, all classrooms without air conditioners will be equipped with oscillating fans with a CFM rating of 1,000 to 2,000.

Duration¹ Article XXX (RSC #1)

Amend as follows:

“This Agreement will be effective as of July 1, 2024 and will continue and remain in full force and effect until June 30, 2025.”

“This Agreement will be effective as of July 1, 2025 and will continue and remain in full force and effect until June 30, 2028. Either party may, by giving written notice to the other party no later than October 1, 2027, reopen this Agreement for negotiations for a successor Agreement to effective July 1, 2028.”

Paid Parental Leave (RTA #3)² -

G. As noted at Article XVIII, Section C. 8, maternity parental leave will generally be without pay. **A birthing or non-birthing parent who is eligible for unpaid leave under the MPLA and/or the FMLA for the birth or adoption of a child shall be provided with two (2) calendar weeks (not to exceed ten days) of paid leave. Such paid leave shall be used first and shall not come from the employee’s sick leave and must be used subject to the employee’s available leave under the MPLA/FMLA and the time conditions below. Additionally, a birthing or non-birthing parent** A female employee will, however, be will be permitted to utilize accrued sick leave (if any) for any period during said leave **for up to fifty (50) school days** that she is incapacitated from working due to illness. provided that the ~~forty-five (45)~~ **sixty (60)** school days fall within fourteen (14) calendar days prior to the birth/adoption of the child and within ~~ninety (90)~~ **seventy (70)** calendar days after the birth/adoption of the child. If, however, the employee's leave during the fourteen (14) calendar days prior to the birth is supported by medical documentation of incapacity, leave during those fourteen

¹ The parties agree that the one year MOA (July 1, 2024 – June 30, 2025) and the three year MOA (July 1, 2025 – June 30, 2028) are independent MOAs but must be ratified as a package and are contingent on one another.

² All leave provisions in this package shall be effective upon ratification, not retroactive.

(14) days will not be counted against the ~~forty-five (45)~~ **sixty (60)** days of presumed incapacity. If the employee claims sick leave before or after that period, ~~she~~ **they** will be required to provide the Superintendent with medical documentation of ~~her~~ incapacity by submitting a medical certification form executed by ~~her~~ **the** health care provider.

Adjust all provisions regarding non-birthing parent leave accordingly.

Family Sick Leave (RTA #4) –

AMEND - ARTICLE XVII: TEMPORARY LEAVES OF ABSENCE, as follows:

7. Up to ~~six~~ **ten (10)** days in the event of serious illness in the immediate family (as defined below in Section B). Such leave will be subtracted from the teacher's annual or accumulated sick leave.

Employees who apply for (via the appropriate FMLA paperwork) and are approved for a family member related FMLA leave may use up to an additional ten (10) days of accumulated sick leave during such time.

Sick Leave (RTA #5) –

AMEND - ARTICLE XVI: SICK LEAVE, as follows:

~~A. All teachers are entitled to sick leave with full pay up to a maximum of fifteen (15) working days in each school year.~~

A. Sick Time

1. On the last day of each month from September through June, each teacher will be granted one and one-half (1 1/2) sick leave days **(a total of fifteen (15) days per school year).**

2. In order to assure adequate coverage of classes, teachers will be required to **report the absence to their principal or his/her designee, according to the guidelines set by the principal or designee, two hours (2) before their contractual start time)** ~~before 7:00 a.m.~~ on the day of their absence **unless the individual is medically incapacitated and unable to do so.**

Safe and Healthy Working Environment (RTA #6) –

~~A. Teachers will be required to report immediately all cases of assault suffered by them in connection with their employment to the superintendent in writing.~~

~~B. The superintendent will comply with any reasonable request from the teacher for information “in the possession of the Revere Public Schools” relating to the incident and/or the persons involved. The superintendent will act in appropriate ways as liaison between the teacher, the police, and the courts.~~

- A. Safe Working Environment: The Committee and the Union recognize ALL employees' right to a safe working and learning environment, including the right to be free from threats of violence, and recognize the parties' obligation to provide a safe working environment.**

We will:

- 1. Ensure each school shall utilize a model standard and district approved digital reporting form and procedure (a team including two RTA member shall develop the standard reporting form, if a consensus on the form cannot be achieved the district shall have the right to determine the final form);**
- 2. Semi-Annually the District shall provide the RTA with a redacted discipline data summary of all student offenses. The District will also share annually with the Union the DESE report known as the School Safety Discipline Report (SSDR);**
- 3. Annually provide staff training on the digital reporting form and procedure at opening day.**
- 4. School administrators and staff will review all student discipline records quarterly and determine any needed changes to policy and practices as a result of that data review. At least two (2) members of the RTA will be invited to participate in such meetings.**

B. Student Related Incident Reporting/ Response: Educators will report as soon as reasonably possible and in writing to their respective Principals all cases of workplace injury, including but not limited to physical injury, incidents of sexual harassment, and/or threats of assault suffered by them in connection with their employment, including but not limited to any violations of the District's Acceptable Use Policy by which staff members are targeted.

Safe and Healthy Learning Environment (RTA #8)

AMEND - ARTICLE XXI: ~~PROTECTION~~ SAFE AND HEALTHY WORKING AND LEARNING ENVIRONMENT, subsection E.

E. School Committee, Safety & Security Sub-Committee

The Safety & Security Sub-Committee meets to discuss items including but not limited to safety protocols, building safety and environmental quality, student safety and school culture, physical altercations, substance abuse, policy recommendations, drills (including but not limited to fire and lockdown) and use/operation of security cameras. The sub-committee is composed of three School Committee members; administrators and School Resource Officers Recognizing the vital role educator feedback can play in the success of the RPS learning community, especially safety and security two (2) members of the Revere Teachers Association may attend and be present at the sub-committee meetings, and engage with the sub-committee above and beyond what a member of the public would be able to do during the public comment period. RTA members shall be non-voting participants. The purpose of permitting such attendance and engagement is to foster a continuing dialogue about safety and security between and among the School Committee, administrators, security personnel and teachers. The RTA will inform the Committee no later than June 30th of the representatives for the following school year. The RTA representatives will serve for the duration of one school year.

The above paragraph shall be grievable, but not arbitrable.

Personal Injury Benefits (RTA #9)

ADD NEW - ARTICLE XXII: PERSONAL INJURY BENEFITS, subsection D., as follows:

The replacement cost of any medical devices including but not limited to hearing aids and corrective lenses damaged or destroyed in the course of one's work duties; and the cost of medical, surgical, dental, physical therapy or hospital services (less the amount of any insurance reimbursement) incurred as the result of any injury sustained in the course of one's work duties.

Employees must fill out an accident report within seventy-two (72) hours of the incident in order to receive reimbursement (maximum reimbursement shall be three hundred dollars (\$300)).

Class Size Proposal (RTA #10) –

A. Both the Committee and the Association recognize that the establishment of a lower pupil-teacher ratio is necessary to insure the high quality of education that is the goal of both parties. The Association commends the Committee and the City for embarking upon a school building program, which is vital to the limiting of class size.

~~B. Both the Committee and the Association recognize that the establishment of lower class maximum throughout the Revere Public Schools is desirable. The Committee agrees to implement them as soon as such becomes feasible~~

B. The Committee and the Union agree that the establishment of lower class size throughout the Revere Public Schools is desirable. Therefore, the District agrees, to the extent possible, to continue to work to lower class size.

Lunch and Recess (RTA #12) –SC Counters

The parties agree to form a Joint Labor Management Committee (JLMC) to study the feasibility, necessity, and innovative possibilities of increasing the lunch and/or recess time for elementary students – options will include, but are not limited to, increasing the time of the contractual work day for educators. The JLMC will be composed of eight (8) members, with four (4) designated by the Union and four (4) designated by the School Committee.

The JLMC will meet during the 2025-26 School Year. The JLMC will present any recommendations to the School Committee by June 15th 2026. JLMC shall not be empowered to bind either the School Committee or RTA to the JLMC's recommendations.

Special Education and Wrap Around Services (RTA #13) –

The District shall ensure, to the extent possible, that special education teachers and SISP service providers shall not be assigned non-teaching duties in any greater frequency/amount than other educators in their respective buildings.

Union Rights (RTA #14) –

2. Location TBD (Just Cause):

No bargaining unit member who is not recognized under M.G.L. c. 71 §42

who has completed three (3) consecutive school years of service in the District in the same position shall be suspended or dismissed for disciplinary reasons without just cause. Such members have no rights to statutory review and are limited to contractual review as the sole appeal remedy.

Educator Autonomy (RTA #22)

ADD NEW - ARTICLE XXIV: TEXTBOOKS subsection D., as follows:

Whenever the District solicits teachers to participate in a curriculum review. The RTA shall appoint two representatives to sit on such committee to provide input on behalf of the union.

Revere Innovation High School Exploratory Committee (RTA #30)

The RTA shall be permitted to appoint a representative to sit on the committee regarding the innovation high school to provide input on behalf of the union.

Teacher Evaluations (RSC #6)

Effective in the 2025- 2026 school year, in replacement of the current Revere Public Schools Rubric for teachers, adopt the DESE Model Rubric in whole.

Wages and Compensation (RTA #23)

Year 1: School Year 2024-2025: Drop Step 0

School Year 2024-2025: \$500 Longevity Increase to All Steps

School Year 2024-2025: 3.75% Increase to the salary schedule (retroactive to day one of the 2024-2025 school year for employees who are employed in the bargaining unit at the time of ratification)

Year 2: School Year 2025-2026: 3.75% Increase to the salary schedule

School Year 2027-2028: New Step (valued at 2.5% above Step 9) for employees who have completed 25 years of service with RPS in this bargaining unit

Year 3: School Year 2026-2027: 4.0% Increase to the salary schedule

Year 4: School Year 2027-2028: 3.0% Increase to the salary schedule