

Revere School Committee Meeting Agenda
October 15, 2024

A Regular Meeting of the Revere School Committee will be held on **Tuesday, October 15, 2024 at 6:00 PM in the Ferrante School Committee Room at Revere High School and via Zoom Webinar.**

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join.

<https://us02web.zoom.us/j/87231152463?pwd=Gb3K07YW5SLku8BYRCM5miPuOb6CUXV.1>

Passcode: 261045

Watch on Revere School Committee YouTube

<https://www.youtube.com/c/revereschoolcommittee>

REGULAR MEETING:

1. Pledge of Allegiance/Call to Order
2. Recognition
3. Consent Calendar (Vote Required)
4. Student Representative Report
5. Public Speak
6. Superintendent Report
 - a. MASS Awards
 - b. Core Curriculum and Academic Rigor – Garfield Middle School
 - c. MCAS Results
7. HEARINGS (None)
8. Report of the Sub-Committees
 - a. Safety and Security Subcommittee
 - b. Health and Special Education Subcommittee
9. Motions
 - a. AFSCME 93 and AFSCME 93A Contract
10. Unfinished Business
11. New Business
 - a. Discussion of delegate and alternative delegate to the November MASC conference
12. Executive Session
13. Adjournment

Respectfully submitted,

Dianne K. Kelly, Ed.D
Superintendent of Schools

DK/rp

File: BEDH

Note: The listed agenda items are those that are reasonably anticipated by the School Committee to be discussed at the meeting. Not all items, in fact, may be discussed, and other items not listed also may be brought up for discussion to the extent permitted by law.

PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS

All regular and special meetings of the School Committee shall be open to the public. Executive sessions will be held only as prescribed by the Statutes of the commonwealth of Massachusetts.

The Revere School Committee desires citizens of the District to attend its meetings so that they may become better acquainted with the operations and the programs of Revere Public Schools. In addition, the Committee would like the opportunity to hear the wishes and ideas of the Revere school community on matters within the scope of their authority. These matters include the budget for the Revere Public Schools, the performance of the Superintendent, and the educational goals and policies of the Revere Public Schools.

In order that all citizens who wish to be heard before the Committee have a chance and to ensure the ability of the Committee to conduct the District's business in an orderly manner, the following rules and procedures are adopted consistent with state and federal free speech laws:

1. At the start of each regularly scheduled School Committee meeting, individuals or group representatives who have signed up to speak will be invited to address the Committee during its 15-minute public comment period, which shall be known as Public Speak. Public Speak shall occur prior to discussion of Agenda items, unless the Chair determines that there is a good reason for rearranging the order at a public meeting that is unrelated to deterring participation in Public Speak.
2. All speakers are encouraged to present their remarks in a respectful manner.
3. Speakers must begin their remarks by stating their name, town or city of residence, and affiliation. All remarks will be addressed through the Chair of the meeting.
4. Public Speak shall concern items that are not on the School Committee's agenda, but which are the scope of the School Committee's authority. Therefore, any comments involving staff members or students must concern the educational goals, policies, or budget of the Revere Public Schools, or the performance of the Superintendent.

5. Assuming that four (4) or fewer speakers sign up to engage in public comment, each speaker will be allowed three (3) minutes each to present their material. If five (5) or more speakers sign up to engage in public comment, then each speaker will be allowed two (2) minutes each to present their material. No more than six (6) speakers will be accommodated at any individual meeting.
6. Large groups addressing the same topic are encouraged to consolidate their remarks and/or select a spokesperson to comment at Public Speak.
7. Speakers may not assign their time to another speaker, and in general, extensions of time will not be permitted. However, speakers who require reasonable accommodations on the basis Revere Public Schools of a speech-related disability or who require language interpretation services may be allotted a total of five (5) minutes to present their material. Speakers must notify the School Committee by telephone or email at least 48 hours in advance of the meeting if they wish to request an extension of time for one of these reasons.
8. The Chair of the meeting may not interrupt speakers who have been recognized to speak, except that the Chair reserves the right to terminate speech which is not Constitutionally protected because it constitutes true threats, incitement to imminent lawless conduct, comments that were found by a court of law to be defamatory, and/or sexually explicit comments made to appeal to prurient interests. Verbal comments will also be curtailed once they exceed the time limits outlined in paragraphs 5 and 7 of this policy and/or to the extent, they exceed the scope of the School Committee's authority.

Disclaimer: Public Speak is not a time for debate or response to comments by the School Committee. Comments made at Public Speak do not reflect the views or the positions of the School Committee. Because of constitutional free speech principles, the School Committee does not have the authority to prevent all speech that may be upsetting and/or offensive at Public Speak.

SOURCE: MASC
Amended by Revere School Committee: March 2019

MCAS & Accountability Data

School Committee Presentation
October 15, 2024



REVERE
Public Schools

RIGOR, RELEVANCE, RELATIONSHIPS, RESILIENCE

Accountability Information

Overall Classification for the District

- Not requiring assistance or intervention
- Reason: Moderate progress towards targets (Cumulative Criterion-referenced target % = 40%)

Schools:

- RMA & CityLab found to be requiring assistance or intervention.
- Reason:
 - RMA among the lowest performing 10% of schools; low student group performance (white & students with disabilities)
 - CityLab-test participation rate

What measures are included in determining progress towards improvement targets?

Indicators included:

- Achievement
- Growth
- Progress towards attaining English language proficiency
- Chronic absenteeism
- High School Completion
- Advanced Coursework

*These indicators are calculated for all students and the cohort identified as the “lowest performing students.”

Accountability Percentiles

- This number is an indication of the school's overall performance relative to other schools that serve similar grades, and is calculated using multiple years of data for all accountability indicators.
- Highlights:
 - BEA 53%
 - PRE 37%, GES 35%, Hill 31%, WHE 29%
- Focus areas for growth:
 - SBA 13%, GMS 18%, RMA 7%
 - RHS 20%
 - Lincoln 19%

Comparable Districts					% Meeting or Exceeding Expectations					Growth Average SGP				
					Grades 3-8		Grade 10		5 & 8	HS Sci	Grades 3-8		Grade 10	
	Enrollment	LI %	SWD%	ELL%	ELA	Math	ELA	Math	Science		ELA	Math	ELA	Math
Barnstable	4817	53.3	17.9	23.4	28	28	42	30	31	33	45	46	51	56
Brockton	14954	74	19.6	31.1	21	20	38	18	19	21	52	51	53	38
Chelsea	6148	78.1	19.2	45.2	14	19	28	17	15	20	44	43	41	38
Everett	7345	71.5	13.3	41.7	17	19	37	21	16	26	47	46	52	39
Fall River	10656	78.5	25.2	22.7	20	20	31	15	18	17	48	45	45	34
Lowell	14274	72.3	20.3	28.7	23	29	40	32	22	34	49	53	45	46
Lynn	16022	73.5	19.4	43.4	15	14	34	18	23	23	47	46	48	40
Malden	6282	60.7	18.7	25.9	33	36	49	36	31	46	54	58	46	38
Marlborough	4729	58.3	16.4	32.9	24	25	40	37	27	25	47	50	53	58
Milford	4413	54.1	17.4	33.4	26	22	47	33	31	39	49	43	53	61
Peabody	5832	44.7	21.3	15.3	27	33	35	32	35	35	47	52	42	46
Revere	7344	65.2	17.9	34	22	25	49	31	28	40	47	46	54	49
Waltham	5709	47.6	17.8	24.5	36	36	42	37	35	37	54	53	38	34

Some positives

- Grade 10 ELA and SCI
- Gr 4 math & Gr 5 Science- increase in the percentage of students M/E expectations.
- Several schools saw reduction in chronic absenteeism.
- WHE accountability percentile increased from 20-29%; Exceeded target in science achievement.

Some areas of focus moving forward

- Math
 - Constructed responses
 - Gr 5
 - MS & HS curriculum implementation
- ELA
 - Writing
- Continue efforts to address chronic absenteeism
- Continue focus on EL's and Students with Disabilities

Next Steps

- DESE site visit at RMA on Thursday, October 17, 2024; \$50,000 targeted assistance grant.
- CityLab will focus on student participation during testing.
- All school based admin/instructional coaches are taking a deeper dive into their data.
- School based teams/curriculum directors meet with each teacher to discuss individual results starting with the middle school level.

Steps already in progress

- Summer work: curriculum alignment, lesson/unit development, honors tasks.
- Math (IM) at MS (year 1); Reveal Math at HS (year 1).
- GLEAM at MS and RHS.
- Ignite 1:1 literacy tutoring (gr 1,2 and 3) (Year 2).
- OpenSci Ed at MS (Year 2).
- SPED Redesign (year 1).
- MTSS focus K-12

**MEMORANDUM OF AGREEMENT
BETWEEN
REVERE SCHOOL COMMITTEE
AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 93, LOCAL 1383, AFL-CIO
August 2024**

WHEREAS, the Revere School Committee and AFSCME Council 93 (collectively “the Parties” are parties to a collective bargaining agreement effective July 1, 2021 to and including June 30, 2024 (“the CBA”; and

WHEREAS, the Parties wish to amend the CBA solely in the following respects and in no other.

THEREFORE, the Parties agree as follows (New language **bold** and underlined; deleted language ~~struck~~):

1. Article VIII: Hours of Work

Modify Article VIII Section 1 paragraph two as follows:

“Custodians and maintenance employees assigned to the ~~DAY~~ shift shall be paid an annual shift rotation differential of five-thousand two-hundred dollars (\$5,200.00) ~~four thousand four hundred and twenty dollars (\$4,420.00)~~, which will be paid in weekly increments of one hundred dollars (\$100.00) ~~eighty five dollars (\$85.00)~~. Said differential shall be included in the calculation of the employee's overtime rate.

2. Article VIII: Hours of Work

Modify Article VIII Section 2 by adding the follows:

“On the following dates clerical employees shall be released at 1:00 PM:
Friday before winter break and Friday before Labor Day.”

3. Article XIII: Vacations

Modify Article XIII Paragraphs 5 and 6 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 affected. Vacations shall normally be taken during the months of June, July and August, except that employees may request fifteen (15) ~~ten (10)~~ days of vacation at another time during the calendar year, but no more than five (5) days consecutively, subject to the operating needs of the department and subject to the approval of the Superintendent of schools. When employee leaves (vacation or otherwise)

create understaffing at a particular building or buildings, the Superintendent and/or the Director of Facilities, at their discretion, will reassign other employees to assist as needed.”

“Bargaining unit employees who work the full year schedule shall be required to take, **at least**, five (5) days of their vacation during the period starting the day immediately after the last day of school and ending three weeks prior to the opening of school. Vacation requests shall be approved at the discretion of the Superintendent, or designee, consistent with efficient operations of District business.”

4. Article XIV: Sick Leave

Modify Article XIV Section 2 as follows:

“Upon death, retirement, or other separation from employment without fault of the employee, an employee shall be entitled to a lump sum cash reimbursement for any accumulated unused sick leave at the rate of:

- **Thirty dollars (\$30.00)** ~~Twenty five dollars (\$25.00)~~ per day for the first one-hundred (100) days,
- **Forty dollars (\$40.00)** ~~Thirty dollars (\$30.00)~~ per day for the next one-hundred (100) days, and
- **Sixty dollars (\$60.00)** ~~Thirty five dollars (\$35.00)~~ per day for the final one-hundred (100) days

This section shall be applicable to part-time bus drivers and van drivers.

5. Article XXIA: Miscellaneous

Modify Section 17 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, shall, if eligible, be paid one half of the license differential provided to full-time employees pursuant to Article VIII, Section 7 and shall be entitled to one half (1/2) of the annual personal leave benefit provided to full-time employees to Article XVIII, and one-half (1/2) of the annual sick leave allotment provided to full-time pursuant to Article XIV, Section I. (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). **Eligible part time bus and van drivers shall be eligible for the full benefits associated with Article XIV, Section 2 (sick leave buy back).** It is agreed that the above are the 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 under this Agreement.”

6. Article VIII: Hours of Work

Modify Section 7- Bus and Van Drivers as follows:

A full-time bus driver and van driver who holds one of the following licenses will be, subject to the conditions below, eligible for payment of the following annual license differential:

License	Differential	
7D license	\$1,170	<u>\$1,400</u>
CDL license	\$2,140	<u>\$2,500</u>

7. Article XVI: Compensation and Appendix A

Modify Article XVI Section 2 (Appendix A) as follows:

3.5% ~~2.5%~~ increase to hourly rates effective July 1, ~~2024~~ 2022
3.5% ~~2.5%~~ increase to hourly rates effective July 1, ~~2025~~ 2023
4.0% ~~2.0%~~ increase to hourly rates effective July 1, ~~2026~~ 2024

These increases shall not apply to any other provisions or aspects in the CBA.

All salary schedules will be adjusted to consist of three (3) steps:
zero to five years, five to ten years, and more than ten years.

The hourly rate for cafeteria employees, prior to the application of the cost of living adjustments referenced above shall be increased as follows:

Step	Hourly Rate
0-5	\$25.00
5-10	\$26.50
10+	\$28.00

The hourly rate for cafeteria assistant managers, prior to the application of the cost of living adjustments referenced above shall be increased as follows:

Step	Hourly Rate
0-5	\$27.00
5-10	\$28.50
10+	\$30.00

The hourly rate for cafeteria managers, prior to the application of the cost of living adjustments referenced above shall be increased as follows:

Step	Hourly Rate
0-5	\$28.00
5-10	\$29.50
10+	\$31.00

8. Clerical Coursework, Appendix A

Modify Appendix A Paragraph 3 as follows:

“The Revere Public Schools will annually offer clerical employees a thirty (30) hour course in a subject area determined by the superintendent. A clerical employee who, following satisfactory attendance at such a course, passes the proficiency test offered at the end of the course will thereafter be paid an hourly increment of ~~thirty cents (.30) per hour for each such course taken and passed, up to a maximum of one dollar and twenty cents (\$1.20) per hour for five (5) four (4) different courses taken and passed.~~ Effective July 1, ~~2021~~ **2024**, the hourly increment will ~~increase~~ **be** to fifty cents (\$0.50) per hour for each such course taken and passed, up to a maximum of ~~two dollars (\$2.00)~~ **two dollars and fifty cents (\$2.50)** per hour for ~~four (4)~~ **five (5)** different courses taken and passed. Clerical employees may receive an increased hourly increment for courses previously taken only if said courses are approved by the Superintendent within thirty (30) calendar days after **<INSERT DATE OF RATIFICATION OF JULY 1, 2024 MOA>** ~~the ratification of this MOA.~~ **An employee must submit the successful completion of a course and related test by April 30th to receive an increase in compensation to be effective for July 1st (i.e., submit coursework and test by April 30, 2025 to have new increase effective July 1, 2025).**

9. Language Proficiency, New Section in Article XXIA:

Modify Article XXIA by adding a new Section 19 as follows:

“Clerical staff who, as determined by the Superintendent and/or building principal, demonstrate proficiency in reading, writing, and speaking a second language that is predominant in the Revere Community will receive a stipend of two-thousand dollars (\$2,000) so long as they exercise such proficiency and are willing to assist with language needs during their regular working hours as directed by the building principal or other administrator(s). Stipend shall be prorated for service of less than one full year. Such stipend shall be paid in the month of June.”

10. Appendix A, Salary Schedule (Senior Building Custodians)

Senior building custodians shall have a one-time compensation adjustment of one thousand dollars (\$1,000) effective July 1, 2024. Such adjustment shall be made prior to the application of the cost of living adjustments referenced above .

11. Article XVIII: Personal Leave

Modify Article XVIII as follows:

“Each employee shall be permitted three (3) days off with pay each fiscal year (July 1- June 30) as personal leave. However, the second (2nd) and third (3rd) days of leave may not be used the day before or after a scheduled vacation, holiday, long weekend, or an employee's other personal day **(such restriction shall not apply to employees who are between one (1) year and less than five (5) years of employment, i.e., those accruing two (2) weeks of vacation per year)**. Personal leave will not be cumulative from year to year.”

12. Article XVI: Longevity

Modify Section 2 as follows:

“An employee who has completed at least ten (10) years of service with the Revere Public Schools shall, effective on his/her anniversary date of employment, have his/her annual compensation increased by the amounts specified in the following schedule:

Years of Service	Longevity Increment
10	\$1,100 <u>\$2,000</u>
15	\$2,100 <u>\$3,200</u>
20	\$3,200 <u>\$4,200</u>
25	\$4,200 <u>\$5,500</u>
30	\$5,500 <u>\$6,050</u>

13. Article XIX: Uniforms and Protective Clothing

Modify Article XIX Paragraphs 7, 9, and 10 as follows:

“All custodians, maintenance workers, cafeteria workers, truck drivers and bus drivers shall receive an annual clothing allowance of **eight-hundred dollars (\$800.00)** ~~seven-hundred-fifty dollars (\$750)~~.

In or around July of each year, each maintenance employee will be provided with a **seven-hundred-fifty dollar (\$750.00)** ~~five-hundred-dollar (\$500)~~ tool allowance.

As the maintenance employees working within the Revere School Department are required to use their personal; vehicles to transport tools, travel to different school sites to perform work, respond to emergency call-ins with tools and necessary equipment, and be available at various work sites within the Revere School System, employees who are classified as maintenance employees will be paid a weekly increment of **one-hundred-fifteen dollars (\$115.00)** ~~fifty-seven dollars and sixty-nine cents (\$57.69)~~, effective **July 1, 2024** ~~2009~~. Said differential shall be included in the calculation of the employee's overtime rate.”

Agreed to:

For the Revere School Committee: _____

For AFSCME Local 93: _____