

TEACHERS

CONTRACT NEGOTIATIONS PROPOSALS

1. Develop a Committee to review the Evaluation Procedures including but not limited to the rubrics, forms, etc.
2. Teacher Evaluation Standard 3 "Family and Community Engagement" – Teachers should attend and participate in a minimum of 3 school community events per school year to receive a proficient on this section of the evaluation process.
3. Article 3-03 – Page 4 - Computation of Salaries
 - a. Teachers- 189 days
 - b. Guidance Counselors and Adjustment Counselors- 194 days
 - c. Department Heads, Coordinators and Deans 204 days
 - d. Data Processor- 220 days
 - e. Out of District Special Education Coordinator-214 days
4. Article 4-03 - Page 6 - Delete first sentence about reductions in staff.
5. Article 5-01 - Page 7 - First paragraph-Staff start school at 7:30 a.m.
6. Article 5-01 - Page 7 - School day ends at 2:30 p.m. for students and 2:45 p.m. for teachers.
7. Article 5-01 – Page 7 - Work Day - Guidance Counselors, Adjustment Counselors, Department Heads and Coordinators will work from 7:00 a.m. - 3:00 p.m.
8. Article 5:02 - Page 8 First Paragraph – Delete the dates and keep only these: Primary Day and the General Election Day shall be scheduled workdays for professional development.
9. Article 5-04 - Page 9 – Number 1 - Add after 4th paragraph- Quarterly department meetings (4 times a year) October, December, March and May at One and half hours each. These hours will not be counted toward Professional Development hours and teacher salary schedules.

10. Professional Development Hours

5-04 – Page 9 - delete sentence- In addition, the parties agree to pilot “Academy Style” professional development for the 2016-2017 school year.

11. Article 5-04 – Page 9 - Add after paragraph four- Devens School staff are expected to make up their contractual late time on Tuesday afternoons. This time is to be used to meet with students, parents and or service providers. In the absence of these meetings, staff are expected to participate in building specific professional development. This professional development is exclusive of professional development hours required by the district.
12. Article 5-04 - Page 9 – Number 3 - Increase night event assignments from 2 to 3 per year. Add Sentence - Elementary teachers shall be required to supervise night events that take place at EHS that involve Elementary students along with high school teachers
13. Article 5-08 - Page 11 - First Paragraph - Change to this: Teachers stay on Monday, Tuesday and Wednesday for supportive help until 3:00 p.m.
14. Article 5-08 - Page 11 - Department Heads, Coordinators, Head Teachers, and Deans must complete the three 30 minute make- up/ assistance sessions in addition to their additional hours during the 186 day school year.
15. Article 7:01 - Page 12 – paragraph 3 - amend sentence to read this way: Notification of all vacancies at this time will be forwarded to the President of the Association and staff by the last day of school.
16. Article 13 – Page 16 - Delete 2nd and 3rd sentences and add the following: All teachers hired during the 2012-2013 school year and after shall be granted five (5) days of sick per year. All teachers hired prior to the 2012-2013 school year shall be granted ten (10) days of sick per year.
17. Article 14-03 - Page 19 - Add the following after first paragraph: Regarding Extended “Maternity Leave”: Include language to provide notification with deadline for requesting extended leave – 30 day notice.

18. Add the following language: Article 23-05 - Page 24 - Dress Code for Members covered by the scope of this contract: Staff shall adhere to the following:

Men:

- Long/short sleeved, collared dress shirts
- Tie
- Casual or dress slacks
- Dress shoes

Women:

- Smart casual shirts or dress shirts with modest necklines
- Dress Slacks
- Dresses and skirts of modest length
- Dress shoes- No open toe shoes

19. Teacher Evaluation Section Appendix B – Page 52 - Number 19 - Change to Timelines for non-PTS educators or PTS on a one year plan or an improvement or directed growth plans. Delete rest of sentence.

Revised Dates: Page 53 - Teacher Evaluation- Evaluator should complete mid-cycle Formative Assessment Reports for Evaluators on one-year Plans- Change from February, 15 to March 1.

20. Article 23 Appendix A - Page 26 – Increments Add F: Add Teachers that are put on a

21. Directed Growth plan or an Improvement Plan should not be eligible for step raise and/or salary increase.

22. Article 23 Appendix A - Page 27 – Increments Add G: Teachers who fail to complete the required professional development for any year will not be entitled to any increase steps and/or salary for the following year.

23. Timeline for educator on 2 year plans date changes (page 53).

- Formative Evaluation Report: June 1 Year 1
- Formative Meeting if any: June 15th
- Summative Evaluation Report June 7th Year 2
- Summative Evaluation Meeting June 15th Year 2
- Sign Summative Evaluation Reports June 15th Year 2

24. Page 56 - Grandfather present employees – Add for new employees hired for the 2018-2019 school year and beyond - Now that a Masters' Degree is required by the Massachusetts Department of Elementary and Secondary Education, eliminate column B+10 and B+20 on the salary scale.

Vocational Modifications to ETA Contract

25. Below are suggested modifications to the current contract due to expansion of Vocational Technical Programs at Everett High School

- Article 5-04 - Page 9, bottom of page before PTO Meetings add "4. Vocational Technical teachers will be required to attend two evening Craft Advisory Meetings each year."
- Article 16-04 - add Page 21 add another section as follows:

Each vocational teacher is required, as a condition of continued employment, to meet all certification requirements of the Massachusetts Department of Elementary and Secondary Education, and to satisfactorily complete every two (2) years:

(i) Sixty (60) hours of further on the job experience, either paid or unpaid, related to his/her occupational area provided the experience is approved in advance by the Superintendent. Curriculum development that is compensated at the contracted hourly rate will not qualify for salary credit. Said experience will receive professional improvement only credit and may be used to satisfy the professional improvement requirement once every three (3) years, or;

(ii) Two hundred forty (240) documented summer hours new on-the-job experience, either paid or unpaid, related to his/her occupational area provided the experience is approved in advance by the Superintendent. Said experience will receive a total of three (3) salary credits and may be used to satisfy the professional improvement requirement once every three (3) years, or;

(iii) Three (30 semester hours of further academic credit from an institution accredited by a U.S. Department of Education federally-recognized accreditation body (e.g., NEASC) in a related educational or technical area. Salary credits will be given for every fifteen (15) hours earned in compliance with this requirement, and if these hours are taken at an institution accredited by a U.S. Department of Education federally-recognized accreditation body, then the number of credits will be determined by the college, or:

(iv) Other learning experiences, such as courses, conferences, and training provided by professional associations or other professional development rate will not qualify for salary credit. These activities are measured in clock hours and, if approved in advance by the Superintendent, then these hours may be used for salary scale credits.

- Article 23-10 - Page 23 in the tutoring add after the first two words no teacher, “other than vocational technical teachers”,
- Article 23 Appendix A - Page 25 add the second paragraph to read:
All Vocational Teachers shall be placed on proper step of the salary schedule in accordance with their teaching experience and training level once licensed in the area of hire. Vocational teachers shall receive one (1) year of teaching experience for every two (2) years of verified full time and full year work experience in their area of hire and aligned with the State Vocational Technical Education Frameworks, up to a maximum of step 6. Work experience and degree required to attain Massachusetts Educator Licensure shall not be eligible for salary schedule placement.
- Teacher Salary Scale A-10 - Page 29 – Add a “Skills USA Advisor” at a stipend similar to the Robotics Club Advisor to begin in calendar year 2019-2020 when Juniors are in the programs.
- Article 1 Scope page 2 – add CVTE (Career Vocational Technical Teachers) to definition of classroom teacher