

| Administration Proposal   | Current Contract Language  |
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| 1. Develop a committee to review the Evaluation Procedures including, but not limited to the rubrics, forms, etc.   | None<br><br>Note: Evaluation procedures are modeled after the State recommendations. Each local can negotiate certain aspects of the evaluation.   |
| 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.  | Right now each teacher contractually has to attend two “night” functions with the school department. The Department of Elementary and Secondary Education regulations do not require them to be school functions.  |
| 3. Article 3-03 - Computation of Salaries<br>a. Teachers - 189 days<br>b. Guidance Counselors and Adjustment Counselors - 194 days<br>c. Department Heads, Coordinators and Deans - 204 days<br>d. Data Processor - 220 days<br>e. Out of District Special Education Coordinator - 214 days | Not referenced in 3-03.<br><br>5-02:<br>a. Teachers - 189 days<br>b. Guidance Counselors and Adjustment Counselors - 194 days<br>c. Department Heads and Coordinators - 204 days   |
| 4. Article 4-03<br>Delete the first sentence about reduction in staff   | <i>Reductions in positions may be effective only as of the first day of any professional work year.</i> Teachers laid off shall be notified within seven (7) days after the action of the School Committee reducing the positions in the unit. Under normal circumstance, all teachers shall be notified by June 1.  |
| 5. Article 5-01<br>First paragraph - “Staff start school at 7:30 a.m.”  | The work day for all teachers shall be as follows: 7:45 a.m. - 2:30 p.m. The student day shall be 8:00 a.m. - 2:15 p.m. The work day for Guidance Counselors, Adjustment Counselors, Department Heads and Coordinators shall be 7:30 a.m. to 3:00 p.m. with the exception of the Secondary Coordinator and the Out of District Coordinator. Their hours are 7:30 a.m. - 3:30 p.m. The workday for Deans will be 7:00 a.m. to 4:00 p.m. |
| 6. Article 5-01<br>School day ends at 2:30 p.m. for students and 2:45 p.m. for teachers   |  |
| 7. Article 5-01<br>Work Day - Guidance Counselors, Adjustments Counselors, Department Heads, and Coordinators will work from 7:00 a.m. - 3:00p.m.   |  |
| 8. Article 5-02<br>Delete the dates and keep only these:<br>Primary Day and the General Election Day shall be scheduled workdays for professional   | The work year will begin the Monday before Labor Day for teachers. The Tuesday before Labor Day will be the first day of school for students. The Friday before Labor Day will be a  |

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| development  | <p>school day. Students will be dismissed at 12 noon. The teacher workday will end at 1:00 p.m.</p> <p>Primary Day (3rd Tuesday in September) and Election Day (1st Tuesday in November) shall be scheduled workdays for professional development.</p>  |
| <p>9. Article 5-04<br/>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.</p>   | <p>Fourth Paragraph:</p> <ul style="list-style-type: none"> <li>- The parties agree that professional development is critical to both educator and student learning. The professional development content (for pre-K through 12 and all specialists) and schedule will be jointly developed by Administration and the Association and will be posted for the following school year prior to the last day of school each year. The joint committee of Administration and the Association will meet at least monthly in order to ensure that the principles of quality and relevant professional development are upheld and implemented. In addition, the parties agree to pilot “Academy Style” professional development for the 2016-2017 school year.</li> </ul> |
| <p>10. 5-04 Professional Development Hours<br/>Delete sentence - In addition, the parties agree to pilot “Academy Style” professional development for the 2016-2017 school year.</p>   |   |
| <p>11. Article 5-04<br/>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.</p> |   |
| <p>12. Article 5-04<br/>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.</p>  | <p>All school teachers will be assigned up to two (2) night supervisions per year on a rotating basis.</p>  |
| <p>13. Article 5-08<br/>First Paragraph - Change to this:<br/>Teachers stay on Monday, Tuesday, and Wednesday for supportive help until 3:00 p.m.</p>  | <p>Teachers shall be available for two thirty minute periods after school two days a week or one sixty minute period one day per week, to provide extra help or other instructional assistance to students. The scheduling of the thirty or sixty minute periods after school shall be approved by the building principal.</p> <p>Teachers shall not be required to perform</p>   |
| <p>14. Article 5-08<br/>Department heads, coordinators, head teachers, and deans must complete the three 30 minute make-up/assistance sessions in addition to their</p>  |   |

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| additional hours during the 186 day school year.   | school-wide detention, which shall be a function of the administrator.  |
| 15. Article 7.01<br>Paragraph 3 - Amend sentence to read this way:<br>Notification of all vacancies at this time will be forwarded to the President of the Association and staff by the last day of school.  | Paragraph 3:<br>No appointment shall take place for a period of at least two (2) weeks subsequent to the giving of such written notice.   |
| 16. Article 13<br>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.  | Teachers absent for other causes than illness shall forfeit their pay for the time absent, except as herein provided, and unless the School Department shall otherwise determine. <i>Teachers who commenced employment during the 2012-2013 school year and all employees hired thereafter shall be granted ten (10) days of sick leave per year. All teachers hired prior to the 2012-2013 school year shall be granted fifteen (15) days of sick leave per school year.</i> |
| 17. 14-03<br>Add the following after first paragraph:<br>Regarding Extended "Maternity Leave": Include language to provide notification with deadline for requesting extended leave - 30 day notice.   |   |
| 18. Article 23-05<br>Dress Code for Members covered by the scope of this contract: Staff shall adhere to the following:<br>Men:<br><ul style="list-style-type: none"> <li>- long/short sleeved, collared dress shirts</li> <li>- Tie</li> <li>- Casual or dress slacks</li> <li>- Dress shoes</li> </ul> Women:<br><ul style="list-style-type: none"> <li>- Smart casual shirts or dress shirts with modest necklines</li> <li>- Dress slacks</li> <li>- Dresses and skirts of modest length</li> <li>- Dress shoes - No open toe shoes</li> </ul> | New item  |
| 19. Teacher Evaluation Section Appendix B<br>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.<br><br>Revised Dates: Teacher Evaluation - Educator should complete mid-cycle Formative Assessment Reports for Evaluators on one-year plans - Change from February 15 to March 1   |   |

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| <p>20. Article 23 - Increments<br/>Add F: Add teachers that are put on a Directed Growth plan or an Improvement Plan should not be eligible for step raise and/or salary increase.</p>   | <p>New item</p>   |
| <p>22. Article 23 Appendix A - Increments<br/>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.</p>   | <p>New item</p>   |
| <p>23. Timeline for educator on 2 year plans date changes:</p> <ul style="list-style-type: none"> <li>- Formative Evaluation Report: 6/1 Year 1</li> <li>- Formative Meeting if any: 6/15</li> <li>- Summative Evaluation Report 6/7 Year 2</li> <li>- Summative Evaluation Meet 6/15 Year 2</li> <li>- Sign Summative Evaluation 6/15 Year 2</li> </ul> |   |
| <p>24. Grandfather present employees<br/>Add for new employees hired for the 2018-2019 school year and beyond - Now that a Master's Degree is required by the Massachusetts Department of Elementary and Secondary Education, eliminate column B+10 and B+20 on the salary scale.</p>  | <p>Currently, teachers salary is based on number of years worked (1-10+) and credits:</p> <ul style="list-style-type: none"> <li>- Bachelors, Bachelors + 10 credits, Bachelor's +20 Credits</li> <li>- Masters, Master's + 6, Master's + 12, Master's + 18, Master's + 30</li> <li>- Master's + 60/ CAGs</li> <li>- Doctorate</li> </ul> |