



## BLACKSTONE-MILLVILLE REGIONAL DISTRICT SCHOOL COMMITTEE

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Frederick W. Hartnett Middle School

Please Note: *Meeting will be held in The Common Room*

December 11, 2014

Included in this transmission is the following:

**\*\*AR – Action Required / IO - Information Only / DI – Discussion Item\*\***

- I. Opening of Meeting**
  - a. Call to Order
  - b. Pledge of Allegiance
  - c. Introduction of Members
  
- II. Public Forum**
  
- III. Report of Student Representative**
  - a. Eric Eisner IO
  - b. Griffin Reilly IO
  
- IV. School Committee – Chair Update**
  - a. FY15 9C Cuts – Transportation Costs
  - b. Upcoming Survey to communities
  - c. Budget Season
  - d. Superintendent Evaluation Year 1 – Review Process
  
- V. School Committee**
  - a. Other items to be reviewed in the coming months
  
- VI. Consent Agenda “A”**
  - a. Warrants AR
  - b. Minutes of the meeting:
    - a. November 13, 2014 AR
  
- VII. Report of the Superintendent**
  - a. Field Trip Request for Grade 7 and 8 to New York City AR
  - b. Snow Emergency Procedures IO
  - c. Request Student Activities Transfer AR
  - d. Roof Projects Update IO

- e. Hartnett Middle School – Fire Damage and Repair Update IO
- f. Welcome Osiris Gonzalez, Network Administrator IO
- g. Preliminary FY16 Budget Update IO
- h. Ratification of Unit C Contract AR

**VIII. Report of the Assistant Superintendent**

- a. MCAS Improvement Plans IO

**IX. Public Forum**

**X. School Committee Forum**

- a. Mr. William F. Chaplin, Chair
- b. Mr. Steven J. Tringali, Vice Chair
- c. Mrs. Erin P. Vinacco, District Secretary
- d. Mrs. Wendy L. Greenstein, District Treasurer
- e. Ms. Diane C. Robin, Member
- f. Mr. Brian T. Faulkner, Member
- g. Mrs. Jane C. Reggio, Member
- h. Ms. Georgette A. Jarret, Member

**XI. Upcoming Meetings**

- a. Thursday, January 8, 2015
- b. Agenda items for next meeting

**XII. Adjournment**

The items listed on this agenda are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

**BLACKSTONE-MILLVILLE  
REGIONAL SCHOOL DISTRICT  
ALLEN W. HIMMELBERGER  
SUPERINTENDENT OF SCHOOLS**

**MEMO**

**TO: Blackstone-Millville Regional School Committee**

**RE: School Committee 12-11-14, Consent Agenda A**

**DATE: December 11, 2014**

Recommended Consent Agenda A – Items

**1. Warrants**

a. Payroll

- i. Move to approve payroll voucher numbers: , and as submitted by the Superintendent of Schools

b. Payables

- i. Move to approve the payable voucher numbers: and as submitted by the Superintendent of Schools

**2. Field Trips**

a. Blackstone Police Department – Forensic Science Class, Friday, December 19, 2014

b. Theater, Lincoln RI - National Honor Society, Monday, December 15, 2014

c. Old Sturbridge Village, Grade 4, Thursday, June 5, 2015

d. Roger Williams Park Zoo, Grade 1, Thursday, June 4, 2015

e. Davis Farmland, Grade K, Monday, May 18, 2015

f. Hyannis Resort & Conference Center, Student Council, March 11 – March 13, 2015

- i. Move to approve field trip to Blackstone Police Department, as recommended by the Superintendent of Schools
- ii. Move to approve field trip to Lincoln Theater, as recommended by the Superintendent of Schools
- iii. Move to approve field trip to Old Sturbridge Village, as recommended by the Superintendent of Schools

- iv. Move to approve field trip to Roger Williams Park Zoo, as recommended by the Superintendent of Schools
- v. Move to approve field trip to Davis Farmland, as recommended by the Superintendent of Schools
- vi. Move to approve field trip to Hyannis Resort & Conference Center, as recommended by the Superintendent of Schools

**3. Use of Facilities**

- a. Tuesday Nights (December 2014 through June 2015) 6:00pm – 8:00pm – Masters Basketball League, Millville Elementary School

**4. Minutes**

- i. Move to approve the school committee minutes of November 13, 2014

BLACKSTONE-MILLVILLE REGIONAL SCHOOL DISTRICT

Field Trip Request Form

Date of Submission 12/9/14 Date of Field Trip May 22nd  
 Event and Location Empire State Building, New York, New York  
 Time all day Class/Group Requesting Field Trip Sony Wonder STEM LAB possible 9/11 museum  
 Teacher/Advisor Mr. Cameron / Mrs. Ryan  
 Transportation Required (No. of Buses) 4 buses  
 Other Transportation Provisions Coach buses (AA Trans at this time)  
 Round Trip Distance \_\_\_\_\_  
 Number of Students Participating 175 invited Chaperones 1:10 18 w/ principal and nurse  
 Names of Chaperones TBD  
 Total Cost to the School System none / students: \$80.00 per  
 Educational Objectives of the Field Trip 8th grade Chorus performing at the Empire State Building / 7th grade attending  
 How Does the Proposed Field Trip Tie Into the Instructional Program? Group would visit historical landmarks in NYC while also visiting Sony Wonder STEM LAB on Madison Avenue ★

Transportation Provided \_\_\_\_\_ Date \_\_\_\_\_

[Signature]  
Principal

Approved  Denied

\_\_\_\_\_  
Superintendent

Approved  Denied

PRESENTED TO THE SCHOOL COMMITTEE FOR APPROVAL		
<input type="checkbox"/> Approved	<input type="checkbox"/> Denied	Date _____

**BLACKSTONE-MILLVILLE REGIONAL SCHOOL COMMITTEE  
AND  
BLACKSTONE-MILLVILLE SUPPORT PERSONNEL ASSOCIATION**

**MEMORANDUM OF AGREEMENT**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Blackstone-Millville Regional School Committee ("Committee") and the Blackstone-Millville Support Personnel Association ("Association").

**Whereas**, the Committee and the Association have entered into a Collective Bargaining Agreement for the period of July 1, 2011, through and including June 30, 2014; and,

**WHEREAS**, the duly-authorized representatives of the Committee and the duly authorized representatives of the Association have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

**WHEREAS**, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed to a successor agreement for the period of July 1, 2014, through and including June 30, 2017;

**NOW, THEREFORE**, in consideration of mutual promises and covenants, the parties hereto agree as follows:

**Prior Agreement**

The Collective Bargaining Agreement in effect for the period July 1, 2011 through and including June 30, 2014, shall be in full force and effect for the period July 1, 2014 through and including June 30, 2017, except as modified by this **MEMORANDUM OF AGREEMENT**.

**Duration**

Three Years – July 1, 2014 to June 30, 2017.

**Wages- APPENDIX A: SALARY SCHEDULES** - Wage increases will be applied to all cells on the salary grid schedules set forth as follows:

- a. Effective July 1, 2014 – 1.75%;
- b. Effective July 1, 2015 – 1.75%; and,
- c. Effective July 1, 2016 – 1.75%.

The wage increase effective 2014-2015 shall be retroactive to July 1, 2014. Update job titles on corresponding grids as necessary.

**APPENDIX B: LONGEVITY PAY** - The longevity benefit shall be increased as follows:

15 years of service - **\$750**  
20 years of service - **\$1000**

**Article II: Recognition** – Amend as follows:

All full-time and regular part-time non-professional employees of the School District, including Custodians, Assistant Office Manager, Bookkeeper, **Administrative Assistants**, Clerks, Library Paraprofessionals, Cafeteria Workers, **Paraprofessionals**, Technology Aides, Cafeteria Monitors, Financial Assistants, Student Safety Monitors, Groundskeeper/Custodian, Van Driver/Custodian, Bus Monitors and Crossing Guards; excluding the Director of Maintenance, the Cafeteria Managers, the Office Manager, the **Executive Assistant to the Superintendent**, casual employees and all other employees.

**Article V: Work Year/Work Day** – Amend as follows:

During summer vacation period, except for the week immediately preceding the official school opening and the week immediately following the official school year closing, **administrative assistants, custodial personnel and tech aides** may be permitted to work a seven (7) hour day without loss of compensation.

Footnote Explanation: The parties to this Agreement understand that in certain instances exceptions to the specified work year/work day language are permissible where authorized.

The work year of employees of the bargaining unit shall also include two (2) in-service days which shall be scheduled by the Superintendent so as to coincide with the in-service days scheduled for teachers. All bargaining unit employees, whether full-time or part-time, must be present for, and participate in, scheduled in-service days. Part-time bargaining unit employees will be compensated at their hourly rate of pay for that portion of such days which exceeds the percentage figure of their part-time employment. Appropriate certificates will be awarded to those employees of the bargaining unit who successfully complete the courses presented on such in-service days. The courses presented on such in-service days shall not count toward meeting the requirements for earning the differential provided in Article VI (L).

**Professional Development days shall include managerial meetings between all support staff members and their immediate supervisors to discuss any concerns or questions.**

**A Professional Development Committee with representatives of management and labor from the various positions and work areas of the District will be established to meet annually or more often as needed. This committee shall seek to provide staff with professional development relevant to their positions during the required in-service days. Where possible, this committee shall also collaborate with other districts in effort to maximize opportunities for relevant training.**

**Article VI: Conditions Relating to Employment** – Amend as follows:

D. Any bargaining unit member who is called upon to work on a Saturday shall be guaranteed a minimum of two (2) hours pay at the rate of one and one-half (1½) times the employee's regular hourly rate of pay, excluding building checks. Any bargaining unit member who is

called upon to work on a Sunday or a holiday shall be guaranteed a minimum of two (2) hours pay at the rate of two (2) times the employee's regular hourly rate of pay, excluding building checks.

- G. Whenever school is cancelled due to inclement weather or for some other unforeseen emergency situation, **bargaining unit members, at the discretion of the Superintendent or his designee, shall not be required to report to work.** However, the Superintendent of Schools is contractually authorized to direct administrative assistants, clerical personnel and technology aides to report for duty if, subsequent to the initial school cancellation announcement, he/she determines that conditions are sufficiently safe and suitable to warrant their on the job presence. Such a decision shall be made by not later than 8:30 a.m. of the day in question and such personnel shall be contacted by telephone by the building administrator or his/her designee. Such personnel shall report by 9:30 a.m. Such personnel shall be paid their regular daily wages whenever school has been cancelled as aforesaid and they are not contacted as aforesaid to report to work. In those instances when school has been cancelled as aforesaid and such personnel are contacted as aforesaid to report to work, such personnel shall be docked their daily wages if they fail to report to work and such absence shall be deemed to be unauthorized. Nothing in this provision is intended to preclude the use of "personal days" on such school cancellation days.
- I. Bargaining unit members who are required to use their personal vehicles in the performance of their employment duties shall be provided a mileage allowance of **\$0.56 per mile or the applicable IRS rate.**
- V. **Support staff will be notified in writing by August 1<sup>st</sup> of their building assignments via U.S. mail.**

**Article VII: Vacancies** – Amend as follows:

- 6. **Voluntary transfers will be considered from within the employee's job classification/prior classification before involuntary transfers take place to fill a vacant position if no qualified applicants from within or outside the system have applied to fill said position.**
- 7. Vacancies which occur in positions considered to be a promotion within or without the boundaries of the bargaining unit shall be filled in accordance with Paragraphs one through six of this Article.
- 8. **Prior to any transfers, a meeting with support personnel, principal, Superintendent or designee and the Association will take place.**

**Article VIII: Reduction in Force** – Amend as follows:

In the event of a decrease in the number of bargaining unit employees due to fiscal constraints, the following procedure shall be followed:

- 1. Wherever and whenever possible, reduction of the bargaining unit employees shall be accomplished through normal attrition.



2. Prior to the lay-off of any bargaining unit member from a specific employee classification position, such employee will be given the opportunity of moving into a position in a different employee classification area provided that the employee is deemed to be qualified to assume the new position **or held such position in the past.**
3. **Any bargaining unit member whose position has been eliminated due to a lay-off, shall be eligible to assume a position in any classification previously held where the bargaining unit member has more seniority than the least senior member of a given classification/category. The least senior member of any classification/category is subject to dismissal to make a position available to a more senior unit member who has more seniority. Seniority shall be defined as an employee's continuous length of service in a bargaining unit position or positions. Part-time bargaining unit employment will be credited as one-half or 50% of full-time bargaining unit employment for seniority purposes.**
4. A bargaining unit member who is laid off, in accordance with Paragraph Three (3) of this Article, shall be entitled to remain on a recall list for a period of one (1) year following his/her lay-off. As a bargaining unit position(s) becomes available, laid off employees shall be given the opportunity to return to employment in any position for which they are deemed to be qualified to occupy. Notification of such a position will be by regular and certified mail, sent to the latest address on file at the Superintendent's office. The timeline for hiring for such a position will not be extended to accommodate the receipt of either regular or certified mail. Opportunities for recall to employment shall be afforded in the inverse order of lay-off. A laid-off employee shall forfeit his/her recall eligibility if he/she refuses one (1) opportunity to return to a comparable employment situation. However, a bargaining unit member who is offered and accepts a temporary or dissimilar position shall remain on the recall list for the remainder of the one year recall period. A laid off employee must return to employment within thirty (30) calendar days after being informed of a recall opportunity and failure to do so shall result in removal of such individual's name from the recall list and forfeiture of all rights afforded by this Article. An employee who returns to a bargaining unit employment position, as a result of this recall provision, shall have all previously earned rights, privileges and benefits restored to him/her. Further, a laid off bargaining unit employee who is returned to a bargaining unit position, as a result of this recall provision, shall not have time spent on lay-off status cause a break in service for purposes of his/her unit seniority credit.
5. A bargaining unit member who is laid off, in accordance with Paragraph Three (3), and is on recall status, as a result of Paragraph Four (4) of this Article, shall be permitted to continue his/her group medical and life insurance coverage provided that such laid off employee will be responsible for payment of the full premiums as such premiums become due.

**Article IX: Sick Leave** – Amend as follows:

- F. Upon completion of twenty (20) years of continuous service in the District or upon the acceptance of retirement through the Worcester Regional Retirement System, as determined by the bargaining unit member, he/she will be compensated in the amount of **fifty dollars (\$50.00)** for each day of accumulated sick leave in excess of **thirty (30)** days except that the daily rate of compensation shall in no event exceed the employee's regular

daily rate of compensation at the time of utilization of this benefit. The total amount of payment under this Paragraph F may not exceed **three thousand five hundred dollars (\$3,500.00)**. In cases of dismissal for just cause, the dismissed employee will not be eligible for benefits under this Paragraph unless he/she requests in writing that the School Committee consider granting the benefit. The School Committee reserves the right to consider such requests on a case by case basis, with all decisions made by the School Committee final. In the event that the employee elects to receive benefits under this Paragraph upon completion of twenty (20) years of continuous service in the District, such employee shall not be entitled to receive any additional benefits under this Paragraph for any sick leave accumulated subsequent thereto.

**Article XI: Temporary Leaves of Absence** – Amend as follows:

- G. When the death of a wife, husband, mother, father, grandmother, grandfather, mother-in-law, father-in-law, brother, sister, child, grandchild or relative living in the same household or someone who has acted in loco parentis occurs in the family of an employee covered by this Contract, such employee shall be entitled to a leave of absence of up to four (4) consecutive work days, without loss of salary. ~~such leave to take effect from, but not include, the date of death and to fall within five (5) calendar days of the date of death.~~
- H. When the death of an aunt, uncle, niece, nephew, sister-in-law or brother-in-law occurs in the family of an employee covered by this Contract, such employee shall be entitled to a leave of absence of one (1) work day, without loss of salary. ~~such leave to take effect from, but not include, the date of death and to fall within three (3) calendar days of the date of death.~~

**Article XIX: Holidays** – Amend as follows:

- B. The following days, irrespective of the day of the week on which they fall, shall be considered paid holidays for all other employees - excluding part-time watchmen:

Labor Day (subject to Paragraph F of this Article)	Christmas Day
Columbus Day	New Year's Day
Veteran's Day	Martin Luther King Day
One-Half (1/2) Day before Thanksgiving Day	Good Friday
Thanksgiving Day	Memorial Day
<b>Friday After Thanksgiving*</b>	
One-Half (1/2) Day before Christmas Day	

**\*additional holiday given beginning in the 2015 – 2016 school year and moving forward.**

**Article XX: Vacations** – Amend as follows:

- A. For purposes of earning paid vacation leave credit, the vacation year period shall run from July 1<sup>st</sup> to June 30<sup>th</sup> inclusive.
- B. Bargaining unit members shall earn and be credited with paid vacation leave days as follows upon completion of their first year of employment.

12 month	Year 1-5	Year 6-10	Year 11-20	Year 21+
	10 days	15 days	20 days	22 days

1. Twelve (12) month full-time employees with less than one (1) year of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall earn one (1) day of vacation credit for each calendar month employed between July 1<sup>st</sup> of a particular year and June 30<sup>th</sup> of the following calendar year except that such earned vacation days may not exceed a total of ten (10) days during such specified period.
- ~~2. Twelve (12) month full-time employees with one year or more of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) but less than six (6) completed years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with ten (10) vacation days annually.~~
- ~~3. Twelve (12) month full-time employees with greater than five (5) years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) but less than eleven (11) completed years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with fifteen (15) vacation days annually.~~
- ~~4. Twelve (12) month full-time employees with greater than ten (10) years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) but less than twenty-one (21) completed years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with twenty (20) vacation days annually.~~
- ~~5. Twelve (12) month full-time employees with greater than twenty (20) years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with twenty-two (22) vacation days annually.~~

<b>10 month</b>	<b>Year 1-5</b>	<b>Year 6-10</b>	<b>Year 11-20</b>	<b>Year 21+</b>
	5 days	8 days	9 days	11 days

6. Ten (10) month full-time employees with less than one (1) year of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall earn one (1) day of vacation credit for each calendar month employed between July 1<sup>st</sup> of a particular year and June 30<sup>th</sup> of the following calendar year except that such earned vacation days may not exceed a total of five (5) days during such specified period. This vacation time shall be taken/paid during the February school vacation period.
- ~~7. Ten (10) month full-time employees with one year or more of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) but less than eleven (11) completed years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with five (5) vacation days annually. This vacation time shall be taken/paid during the February school vacation period.~~
- ~~8. Ten (10) month full-time employees with greater than ten (10) years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) but less~~

~~than sixteen (16) completed years of bargaining unit seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with eight (8) vacation days annually. This vacation time shall be taken/paid at the rate of five (5) days during the February school vacation period and three (3) days during the April school vacation period.~~

~~9. Ten (10) month full-time employees with greater than fifteen (15) years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) but less than twenty-one (21) completed years of bargaining unit seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with nine (9) vacation days annually. This vacation time shall be taken/paid at the rate of five (5) days during the February school vacation period and four (4) days during the April school vacation period.~~

~~10. Ten (10) month full-time employees with greater than twenty (20) years of bargaining unit employment seniority (as seniority is defined in Article VIII of this Agreement) shall be credited with eleven (11) vacation days annually. This vacation time shall be taken/paid at the rate of one (1) day during the Holiday (December-January) school vacation period, five (5) days during the February school vacation period and five (5) days during the April school vacation period except that, during the first year of this Agreement, this vacation time shall be taken/paid at the rate of five (5) days during the February school vacation period, five (5) days during the April school vacation period and one (1) day (the eleventh day) shall not be taken but shall be paid and included with the payment for the five (5) days taken/paid during the April school vacation period.~~

**Ten month employees with more than one (1) year of bargaining unit employment seniority shall be allowed to take vacation time during the Christmas break, February vacation and April vacation. The employee must notify the Business Office by written computer form by November 1<sup>st</sup> with their choice. If the Business Office is not notified by November 1<sup>st</sup> the employee's vacation will be paid starting in the February vacation.**

**Article XXV: Compensatory Time – Amend as follows:**

~~In accordance with the decision of the U.S. Supreme Court in Garcia v. San Antonio Metropolitan Transit Authority et al, compensatory time will be allowed in lieu of immediate overtime pay in cash at a rate not less than one and one-half (1½) hours for each hour of overtime worked. The choice of overtime payment or compensatory time is at the option of the employee. The maximum compensatory time which may be accrued by any employee shall be two hundred and forty (240) hours (i.e., not more than 160 hours of actual overtime worked) for hours worked after April 15, 1986. An employee who has accrued the maximum number of compensatory hours shall be paid overtime compensation in cash for any additional overtime hours of work.~~

~~An employee shall be permitted to use accrued compensatory time within a reasonable period after it is requested if to do so would not unduly disrupt the operations of the school district.~~

~~Payment for accrued compensatory time upon termination of employment shall be calculated at the average regular rate of pay for the final three (3) years of employment, or the final regular rate received by the employee, whichever is higher.~~

**As of ratification of this contract, the practice of awarding compensatory time, if the employee elects it, shall cease. No additional accumulation will be allowed. All compensatory time currently on record must be used or paid out in full by June 30, 2017.**

**If employee retires prior to June 30, 2017 any compensatory time currently on the books will be paid to them at one and one half (1.5) times the employees hourly salary.**

**Upon ratification of this contract all overtime will be monetarily paid at one and one half (1.5) times the employee's hourly salary.**

**Article XXVI: Miscellaneous – Amend as follows:**

- A. The District agrees to provide bargaining unit members with an up-to-date accounting of accumulated sick leave, vacation leave and personal leave with, or on, one of the payroll checks issued during the months of October, February and June.
- B. In regard to Hepatitis B injections for those employees for whom such inoculations are recommended by medical authorities, the following procedures shall be followed:
  - 1. Employees who are covered by a health insurance program will utilize such benefits for this purpose and the employer will reimburse the employee for any co-pay liability.
  - 2. If an employee is not covered by a health insurance program and if such inoculation is medically recommended, the employer will assume the associated costs.
- C. The Association shall give written notice of its desire to modify or terminate this Agreement by November 1 of the year preceding the year of expiration of this Agreement.
- D. **All current secretarial job titles will become Administrative Assistants as of ratification of this contract.**

**All current teacher aide job titles will become Para-professionals as of ratification of this contract.**

~~There is hereby established a joint study sub-committee consisting of the Superintendent of Schools who shall serve as its Chair, the Office Manager in the Office of the Superintendent of Schools and three (3) members chosen by the Association. Said sub-committee shall gather and review the information and data necessary to establish a seniority list and, based on such information and data, shall establish a seniority list covering all members of the bargaining unit. The District and the Association recognize the need to establish a seniority list and agree to work co-operatively and in a meaningful way to that end. Said sub-committee shall meet at such times and places as determined by its Chair. Any recommendations of said sub-committee to change this Agreement shall not be effective unless and until approved in writing by the Regional District School Committee and the Association.~~

- ~~E. There is hereby established a joint study sub-committee consisting of the Superintendent of Schools who shall serve as its Chair, the Director of Student Services and three (3) SPED-paraprofessionals chosen by the Association, one of whom shall come from the elementary~~

~~school level, one of whom shall come from the middle school level and one of whom shall come from the high school level. Said sub-committee shall study and evaluate the District's needs for ABA trained SPED paraprofessionals and their integration into the bargaining unit to include their job classification and compensation. Said sub-committee shall meet at such times and places as determined by its Chair. Any recommendations of said sub-committee to change this Agreement shall not be effective unless and until approved in writing by the Regional District School Committee and the Association.~~

- E. The Seniority List will be updated by the Business Office by November 1<sup>st</sup> of each year. A copy of the list will be placed in each building for review by employees. Any discrepancies found will be brought to the attention of the Business Office by November 30<sup>th</sup>.**

This Memorandum of Agreement is subject to ratification by the Committee and the Association. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

Signed in duplicate this                    day of December, 2014.

BLACKSTONE-MILLVILLE REGIONAL  
SCHOOL DISTRICT

BLACKSTONE-MILLVILLE SUPPORT  
PERSONNEL ASSOCIATION/MTA/NEA

\_\_\_\_\_  
William F. Chaplin, Jr., Chairman

\_\_\_\_\_  
Karen J. Breault, President

\_\_\_\_\_  
Steven J. Tringali, Vice Chairman

\_\_\_\_\_  
Jean M. Nerbonne, Vice President

\_\_\_\_\_  
Wendy L. Greenstein, Treasurer

\_\_\_\_\_  
Denise L. Allard

\_\_\_\_\_  
Erin P. Vinacco, Secretary

\_\_\_\_\_  
Scott A. Hebert

\_\_\_\_\_  
Brian T. Faulkner

\_\_\_\_\_  
Tina M. Lacroix

\_\_\_\_\_  
Georgette A. Jarret

\_\_\_\_\_  
Deborah A. Maloney

\_\_\_\_\_  
Jane C. Reggio

\_\_\_\_\_  
Rachel R. Oliveira

\_\_\_\_\_  
Diane C. Robin

\_\_\_\_\_  
Monique F. Simard

Being the Members of the  
Blackstone-Millville Regional  
District School Committee

\_\_\_\_\_  
Julianne C. Wolford

**ARTICLE XXVII**

**EFFECTIVE DATE AND DURATION**

A. This Agreement shall take effect as of July 1, 2014 and shall continue in full force and effect to and including June 30, 2017.

B. This Agreement may be amended in any manner by mutual agreement at any time.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as a sealed instrument in their name and behalf by duly authorized representatives and agents thereof as of the day and year first above written.

BLACKSTONE-MILLVILLE REGIONAL  
SCHOOL DISTRICT

BLACKSTONE-MILLVILLE SUPPORT  
PERSONNEL ASSOCIATION/MTA/NEA

\_\_\_\_\_  
William F. Chaplin, Jr., Chairman

\_\_\_\_\_  
Karen J. Breault, President

\_\_\_\_\_  
Steven J. Tringali, Vice Chairman

\_\_\_\_\_  
Jean M. Nerbonne, Vice President

\_\_\_\_\_  
Wendy L. Greenstein, Treasurer

\_\_\_\_\_  
Denise L. Allard

\_\_\_\_\_  
Erin P. Vinacco, Secretary

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Scott A. Hebert

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Brian T. Faulkner

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Tina M. Lacroix

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Georgette A. Jarret

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Deborah A. Maloney

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Jane C. Reggio

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Rachel R. Oliveira

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Diane C. Robin

\_\_\_\_\_  
Monique F. Simard

Being the Members of the  
Blackstone-Millville Regional  
District School Committee

\_\_\_\_\_  
Julianne C. Wolford





# **MCAS Improvement Plans 2014**

Blackstone Millville Regional School District



# •MCAS Improvement Plan

BMR Elementary Schools - Math Building a Foundation for Critical Problem Solving

Specific Issues to be Addressed	Action Plan	Assessments	Next Steps
<p>Number Sense</p> <p>Math Fact Fluency</p> <p>Place Value</p> <p>Fractions</p>	<p>Use of IXL software for practice</p> <p>Visual aids</p> <p>Group work</p> <p>Understanding and use of math vocabulary</p> <p>Interactive Smart Board lessons</p> <p>Math journals: writing and explaining</p> <p>MCAS practice with rubric</p>	<p>Formative Assessments</p> <p>Pre/Post tests</p> <p>Item Analysis as part of IXL</p> <p>MCAS Rubrics</p>	<p>Modeling</p> <p>Re-evaluate process</p> <p>RTI</p>
<p>Multi-step Word Problems</p>	<p>Teach systematic plan to address each step</p> <p>Identify correct operations</p> <p>Identify key words</p> <p>Pick a strategy</p> <p>Increase opportunities for think-alouds with use of appropriate math vocabulary</p> <p>Rubrics</p>	<p>Formative Assessments</p> <p>Pre/Post tests</p> <p>MCAS Rubrics</p>	<p>Pinpoint specific students and specific sub skill(s) that cause the breakdown in their thinking</p> <p>Depending on the breakdown, targeted instruction using a different methodology will be provided</p>



# •MCAS Improvement Plan

## Blackstone Millville Regional High School

Specific Issues to be Addressed	Action Plan	Assessments	Next Steps
<p>Solving equations and inequalities in one variable            *Zero product property (equations with two or three solutions)            *Solutions involving non-integers            (10P.6/A-REI.3)</p>	<p>Focus on solving equations that have more than one solution             Focus on solving equations with solutions that are fractions             Mix up format of linear equations so that students need to solve for x rather than y</p>	<p>Common assessments (Benchmarks) will be administered in both Algebra and Geometry             IXL lessons</p>	<p>Our department will share results on common assessments at PLC and Dept. meetings.             *Identify students struggling with concepts and provide after-school help/tutorial services.             *Provide additional resources specifically related to MCAS topics</p>
<p>Open Response Question</p>	<p>We will emphasize explanation and development of claims, support, and connections, through in-class, guided writing exercises.             Common Assessments will be evaluated using a guided matrix of Hess's Rigor Relevance and Bloom's Taxonomy.</p>	<p>We will track open response scores throughout the year using the MCAS scoring guide.</p>	<p>We will model exemplars, conduct individual conferences with students, and reteach strategies.</p>

