***Massachusetts Department of***

***Elementary and Secondary Education***

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| Jeffrey C. Riley*Commissioner* |  |
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November 22, 2019

Michael Contompasis

Receiver, Paul A. Dever School

325 Mt. Vernon Street

Boston, MA 02125

Dear Receiver Contompasis:

Lauren Woo and Manuel Monteiro have briefed me on the work done by you, members of the Paul A. Dever (Dever) leadership team, and Department of Elementary and Secondary Education staff to review the salary amounts in the career ladder compensation plan included in the Turnaround Plan of the Dever. As anticipated, this review has resulted in proposed salary adjustments, which will attract, retain, and reward effective teachers in order to better serve the needs of students at the school. I have approved the adjustments to the salary scale and am authorizing you, in your role as Receiver, to implement the changes, effective January l, 2020. The revised Appendix A of the Dever Turnaround Plan is attached for your reference.

You should plan to communicate the new career ladder scale and individual salary expectations to teachers at the Dever and to implement the new salary schedules in recruiting and hiring new teachers.

I appreciate all of your efforts to improve the academic achievement of students at the Dever.

If you need further assistance, please contact Lauren Woo (lwoo@doe.mass.edu) or Russell Johnston (rjohnston@doe.mass.edu).

Sincerely,



Commissioner of Elementary and Secondary Education

Cc: Russell Johnston, Senior Associate Commissioner, Department of Elementary and Secondary Education

Lauren Woo, Director of the Strategic Transformation Region, Department of Elementary and Secondary Education

Todd Fishburn, Principal, Paul A. Dever Elementary School

Enclosure