



# SCHOOL COMMITTEE PRESENTATION: BSC- ADMINISTRATIVE GUILD'S TENTATIVE AGREEMENT

*October 10, 2018*

*Zack Scott, Executive Director, Office of Human Capital*

# Tentative Agreement Context

- **Bargaining Unit:**

- Approximately 275 members, representing school and department clerical and technical workers
- Play a critical role in helping our schools and departments run smoothly

- **Tentative Agreement:**

- Tentative agreement reached on September 14, 2018
- Seeking BSC ratification and approval for supplemental appropriation on October 17, 2018

# Tentative Agreement Overview

- **Timeline:** Bargaining began in February 2017, TA on September 14, ratified by AGU on September 19
- **Contract Period:** Four-year duration – September 1, 2016 to August 31, 2020 (one year and three years)
- **Wages:**
  - 2% in September 2016 (FY17)
  - 2% in September 2017 (FY18)
  - 2% in September 2018 (FY19)
  - 2% in September 2019 (FY20)
- **Total Overall Cost of Contract:** \$3.7M

# Tentative Agreement Highlights

- **Tentative agreement provides additional hiring flexibility to schools and opportunities for members:** School leaders and hiring managers able to access a broader pool of candidates and more members able to interview for positions.
- **Revamped evaluation rubric to support evaluation best practices:** New rubric better clarifies expectations for staff members and supervisors
- **Additional compensation supports retention:** Tentative agreement provides additional compensation to retain and reward both our experienced and early career Guild members.