

## Equity Impact Statement

Bruce C. Bolling Municipal Building  
2300 Washington Street, 5<sup>th</sup> Floor

Roxbury, Massachusetts 02119  
617-635-9000

<b>BPS/Boston Police Superior Officers Federation (“Federation”) Tentative Agreement on Four-Year Collective Bargaining Agreement</b>	
Date: May 15, 2018	
<b>Presentation Overview/Action Proposed:</b>	On May 2, 2018, the Boston Public Schools negotiating team reached a tentative agreement on a new, four-year (one-year and three-year) collective bargaining agreement with the Federation. It is being submitted to the School Committee for approval.
<b>Educational and Racial Equity Implications:</b>	Employee retention helps to ensure that school police officers are a known, trusted presence in our schools. Good relationships between school police, students, and staff help to create a safe learning environment for students of all backgrounds. Similarly, establishing a process for requiring police details at large third-party events ensures the safety and security of the BPS community.
<b>Policy Implications:</b>	This agreement is primarily an extension of the terms and conditions of the current collective bargaining agreement in place between BPS and the Federation. It includes wage increases of 2% for each of the four fiscal years (FY17 through FY20).
<b>Budget Impact:</b>	In order to support the costs of this Agreement, we further recommend that you approve a supplemental appropriation request to the City of Boston for the cost of the items contained in the agreements for FY18.
<b>Implications of Yes Vote:</b>	The Federation ratified this agreement on May 2, 2018. A favorable vote by the School Committee would finalize the agreement and incorporate all of the provisions of the tentative agreement into the collective bargaining agreement between the Boston School Committee and the Boston Police Superior Officers Federation.
<b>Implications of No Vote:</b>	A failure to sustain a favorable vote by the School Committee would return the parties to the negotiating table, or to the Massachusetts Department of Labor Relations for mediation.

