



Boston Teachers Union: Collective Bargaining Agreement

September 14, 2022

Megan Costello
Senior Advisor

Jeremiah Hasson
Director of Labor Relations



New Contract Highlights

1. Paid Parental Leave
2. Religious Holidays
3. Tuition Reimbursement
4. Smaller Class Sizes
5. Inclusive Education



Our Shared Vision for Inclusive Education

Inclusion is fully delivered when all students are educated in the least restrictive environment and are provided access to a full continuum of services that meet their individualized and special needs.

Inclusion is not a place or a program.

All classrooms in the Boston Public Schools must be inclusive.



Transition to an Inclusive District

- Sunset current language as we transition
- School-based inclusion planning teams for educator input
- Increase in academic resources for students and staff
- Increase in staff training and planning time
- Smaller class sizes
- School Committee's Inclusion Working Group
- Inclusive Education Liaison



School-Based Inclusion Planning Teams

Each school and the students they serve is unique. Inclusion planning teams will provide a critical service by making a plan for each school and classroom to become inclusive.

The inclusion planning team will be charged with making recommendations on:

Professional Development

- Culture and mindset building
- Scheduling
- Staffing
- Reviewing the class composition and staffing models in the school
- Communicating structures, relationship and protocols with school based SST/MTSS systems

Each team will:

- Include 50% BTU membership
- Be provided appropriate planning time
- Receive compensation for additional meetings outside of their regular work day and work year for up to 15 per school year

Academic Resources

We must provide provide the financial resources and staff needed to support every student

Multiple Licenses

- Dual/triple licensure will not be considered as a sole service delivery model
- If position requires two licenses, teachers will be given two years to obtain the required licensure provided they demonstrate each year that they are making “continuous progress” according to the DESE guidance

Additional Funding and Staff:

- Significant financial commitment from Mayor Wu for additional resources
- Classrooms will be staffed to meet the requirements of students’ IEPs (i.e academic interventions)
- The teacher of record, in collaboration with other educators and service providers, is responsible for all outcomes of students in their class.
- A coach, specialist, facilitator, director or coordinator focused on supporting and implementing inclusion and building the MTSS framework for each school

Staff Training and Planning Time

Providing the space and time for training and planning is critical to strong implementation

Staff Training:

- All staff must participate in professional development
- Additional time added for professional development
- Paraprofessionals shall be compensated and invited to participate in the professional development

Planning Time:

- Teachers who meet the requirements for student IEPs, using both a general education or ESL license and special education license, will be afforded one additional 48-minute period per week for special education paperwork.
- Provide more space where possible to allow the teacher of record to unit and lesson plan collaboratively, including for accommodations and modifications to ensure students have full access to the curriculum.



Class Sizes

Providing intentional supports where they are most needed

- Overall, the majority of class sizes will be reduced as we implement inclusion plans at each school. *(see appendix for class size details)*
- Classes will not have more than 40% student with IEPs.
- Classes that have more than 30% of students with IEPs will be provided extra supports. Those supports may include .5 para, a .5 special education teacher and/or an additional educator, and/or other district supports.
- Inclusion working group will review and make recommendations for resource teachers caseload and workload.



Inclusion Working Group

Collaboration for implementation and monitoring

The School Committee will form an Inclusion Working Group to monitor the progress and implementation of inclusive education in the district.

Any concerns from the school based Inclusion Planning teams will be addressed by the School Committee's Inclusion Working Group.

The group will be 50% appointed by the BTU and 50% appointed by the Chair of the School Committee.

The working group's decisions will be final, in writing and binding provided it conforms to the requirements in state and federal laws and regulations regarding special education and English language learners. Ties are broken by the School Committee chair.

Appendix

New Class Sizes	Column 1	Column 2	Column 3
Grade	Class size for schools with an overall student population as of October 1 with 6.5% or fewer students on IEPs	Class size for schools with an overall student population as of October 1 with more than 6.5% of students on IEPs	BPS will endeavor to have the following class size targets in schools with an overall student population as of October 1 with 25% or more of students on IEPs. The maximum will not exceed column 2.
K0	Not to exceed maximum in state regulations.	Not to exceed maximum in state regulations.	Not to exceed maximum in state regulations.
K1	22	20	Not to exceed maximum in state regulations.
K2, Grade 1 and 2	22	22	20
Grade 3-5	25	23	20
Grade 6-8	28	25	22
Grade 9-12	31	28	25
Resource Teacher Caseload	25	25	25

Supplemental Budget Request

- For FY22, all costs are in reserve
- For FY23, will be requesting a supplemental budget increase of \$37,674,337
- For FY24, cost increases will be built into the budget proposal we bring before the School Committee on February 1st, 2023 for our 2023-24 budget planning process

Total Contract Cost

	FY2022	FY2023	FY2024	Total Cost Over Contract Term	FY24 Annualized
Wages	\$16,849,757	\$34,120,757	\$51,823,533	\$102,794,047	\$51,823,533
Wage Based Items	\$357,340	\$723,613	\$1,107,977	\$2,188,930	\$1,107,977
Other Costs	\$0	\$2,829,967	\$2,914,866	\$5,744,833	\$2,914,866
Costs of Inclusion Implementation	\$3,441,419	\$12,266,779	\$15,215,354	\$30,923,552	\$15,215,354
Total	\$20,648,516	\$49,941,116	\$71,061,729	\$141,651,361	\$71,061,729
Supplemental Request		\$37,674,337			
		Total Cost Over 3 yr Contract Term:			\$141,651,361