



SCHOOL COMMITTEE PRESENTATION: BSC-BTU TENTATIVE AGREEMENT

June 12, 2019

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Dave Murphy, Deputy Superintendent of Administration

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Timeline of BPS/BTU Tentative Agreement



BTU will also present the contract for ratification by their members on June 12th

Basic Information

● Contract Period:

- Three-year duration: Sept. 1, 2018 to Aug. 31, 2021
- Prior contract was a two-year contract ending Aug. 31, 2018

● Cost

- The total cost over the 3-year contract term will be \$108,843,750. The FY19 supplemental will be \$12,037,969. The FY20 amount to be added to the BPS budget will be \$38,619,566.

● Wages:

- 2% in Sept. 2018, 2% in Sept. 2019, and 2% in Sept. 2020
- Plus the potential to rise to 2.5% in either 2019-20 or 2020-21 (one year, not both) if mutual agreement is reached via ongoing interest-based bargaining on unaddressed layoff and leaves protocols, and in conjunction with adding a new step to the start of the wage scale to slow growth in wages

Overview

- **Nurses:** increase guaranteed staffing from a minimum of .5 to 1.0 nurse per school
- **Mental health professionals:** increase by 23 the number of centrally funded and allocated licensed mental health professionals, to be allocated to schools based on student need
- **Inclusion:** additional staffing supports for single teacher inclusion models; a limit on the total number of students with IEPs in a single classroom; and a commitment to a joint working group to define and improve inclusion programming going forward
- **K2 paraprofessionals:** increase guaranteed staffing level from .5 to 1.0 paraprofessional in every K2 classroom

Overview

- **Increased compensation for turnaround schools:** brings extended time compensation at turnaround & pilot schools in line w/ Schedule A schools
- **Additional increased compensation for paraprofessionals:** adds \$1 to each step and lane of the para rate tables; separately, adds one step (2.2% increase) beyond Step 4 for all paras
- **Sheltered English Immersion:** reduces class size from 25 to 22 for K0-K2 SEI classes
- **School times and schedules:** adds 5 minutes to consecutive teaching maximum for greater scheduling flexibility; launches pilot with the BTU around innovative schedules
- **Suitable professional capacity:** increases incentives for school leaders to hire SPC teachers and for SPC teachers to apply to jobs

Overview

- **Workload pilot:** rethinks assignment of cases to related service providers by focusing on workload and acuity vs. basic caseload
- **LATF:** increases compensation for Language Acquisition Facilitators in schools
- **Substitute compensation:** increases compensation for substitutes working extended hours and increases bonuses for 120+ days
- **Para staffing:** simplifies staffing processes to ensure faster and more transparent hiring
- **Para mentoring and PD:** creates para mentoring program and enables increased PD time before start of school

Additional areas addressed by the contract

- Homelessness
- Hub schools
- Educator effectiveness and evaluation
- Adoptive leave
- AWOL
- Health and welfare
- Excessing
- Instructional leadership teams
- Coaches
- Eligibility and placement specialists
- Supervisor of attendance
- Paraprofessional probationary period
- PD hours for DOJ trainings
- Extended “Mutual consent” hiring for paras