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Dear School Committee members,

Please find attached letters from the governing bodies of four Boston Public Schools Horace Mann Charter Schools (Boston Green Academy, Dudley Street Neighborhood Charter School, UP Academy Boston, and UP Academy Dorchester). The district is in support of their recommendation to increase the salaries of BTU members, who are covered under the teachers' collective bargaining agreement, to account for the extended teacher work hours at each school.

As background, all BPS Elementary and K-8 schools are either required to have an extended day (Schedule A) or have the option through autonomies. All BPS autonomous high schools have the option of an extended day. If any of these schools choose an extended day, they have a portion of their hours paid for on the district budget. There are six total Horace Mann Charters: Kennedy Health Careers, BDEA, Boston Green Academy, UP Boston, UP Dorchester, and Dudley Street Neighborhood Charter School. Two of the schools, Kennedy Health Careers and BDEA, are included in our Pilot School Agreement for extended time pay. The extended day compensation is different for the four other Horace Mann Charter schools. The contract makes no mention of the other four schools: two UP charter schools (Boston and Dorchester), Boston Green Academy, and Dudley Street Neighborhood Charter School.

In short, the four schools not mentioned currently have teachers who work extended hours, but they are paid using the traditional BPS salary schedule for teachers who work a traditional day.

The recommendation is for the three Horace Mann Charter schools serving grades PK-8 (UP Boston, UP Dorchester, Dudley Street Neighborhood Charter School) to join the Schedule A pay scale, if teachers work at least the same number of hours as a Schedule A teacher. For Boston Green Academy, a 6-12, the recommendation is to increase the compensation of BTU members at BGA so that their additional work hours above and beyond the workday of staff in traditional secondary schools are compensated in accordance with Article III, Section E (paragraphs i and ii only) of the teachers' collective bargaining agreement.

This only impacts teaching staff as paraprofessionals are already hourly employees and getting paid for their full work day. The estimated cost is \$800,000, which would be included in our district extended time budget.

Please do not hesitate to contact us if you have any questions or need further information. We look forward to discussing this at the February 15th School Committee meeting.

Sincerely,

Nathan Kuder  
Chief Financial Officer

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Chief Human Capital Officer