



OFFICIAL MINUTES OF THE BOSTON SCHOOL COMMITTEE EXECUTIVE SESSION

June 12, 2019

The Boston School Committee held an executive session on June 12, 2019 at 4:35 p.m. at the Bruce C. Bolling Municipal Building, 2300 Washington Street, Room 3-43, Roxbury, Massachusetts. For more information about any of the items listed below, visit www.bostonpublicschools.org, email feedback@bostonpublicschools.org or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

School Committee Members Present: Chairperson Michael Loconto; Vice Chairperson Alexandra Oliver-Dávila; Dr. Hardin Coleman; Michael O'Neill; Dr. Lorna Rivera; Jeri Robinson; and Quoc Tran.

School Committee Members Absent: None

Boston Public Schools (BPS) Staff Present: Interim Superintendent Laura Perille; Deputy Superintendent of Administration Dave Murphy; Managing Director of Long Term Planning Erika Giampietro; Chief Financial Officer Eleanor Laurans; Labor Relations Director Lisa Maki; and Assistant Superintendent of Human Capital Emily Qazilbash.

DOCUMENTS PRESENTED

School Committee Presentation: BSC-BTU Tentative Agreement PowerPoint

Memorandum of Agreement between the Boston School Committee and the Boston Teachers Union, 2018-2021

BTU Contract Equity Impact Statement

Cost Analysis of the Tentative Agreement

SUMMARY OF DISCUSSION

Mr. Loconto called the executive session to order. He provided an overview of a tentative collective bargaining agreement between the Boston School Committee and the Boston Teachers Union covering the period from September 1, 2018 through August 31, 2021. The Interim Superintendent is requesting a vote on the agreement, as well as approval of supplemental

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appropriation requests to the City of Boston, at the June 19, 2019 Committee meeting. The total cost over the three-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 in budget re-submission will be \$38,619,566.

Mr. Loconto lauded the tentative agreement as an example of interest-based bargaining. The agreement makes several advancements in equity, including:

- 1.0 nurse per school, so that all students have access to a full time nurse regardless of school size
- Increased mental health supports, where hiring will be coordinated centrally and allocated to schools based on need
- 1.0 paraprofessional in all K2 classrooms, providing greater equity with suburban school districts across the state
- Increased compensation for paraprofessionals, the lowest paid group of employees in the Boston Teachers Union
- Increased supports for single teacher inclusion classrooms, so that students in inclusive settings are provided the supplemental special education and ESL instruction for their specific needs Increased pay for extended time in turnaround schools and pilot schools to provide greater equity with Schedule A schools

District leadership has agreed to maintain a dialogue with the BTU regarding meaningful inclusion and plans for Hub Schools. BPS will now have a mental health counselor to student ratio that exceeds recommendations.

Ms. Robinson encouraged the district to prioritize hiring counselors that reflect the diversity of the student body.

Mr. Murphy said that the tentative agreement represents significant investments in areas that will have a significant, positive impact on students. He said that the agreement provides for many student supports, removes barriers, and includes modest reforms, including the suspension of attachment rights for teachers after one year Suitable Professional Capacity. The agreement includes a two percent annual wage increase and the potential for an additional .5 percent if mutual agreement is reached going forward. Ms. Perille said that wage increase is in line with other union wage increases across the country. The parties are committed to working together to implement best practices related to inclusion. The BTU membership is meeting this evening to ratify the contract.

Committee members asked questions about teacher development and teacher diversity, all of which were answered by BPS staff. Mr. Loconto thanked the BPS negotiating team for their efforts to reach a fair agreement that will serve the district well.

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ADJOURN

At 5:04 p.m., the Committee voted by unanimous consent to adjourn the executive session. The Committee returned to public session.

Attest:



Elizabeth Sullivan
Executive Secretary