



Boston Public Schools

BPS Implementation

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Recommendations and BPS Action Steps

Report Recommendation: *Establish, implement and publish criteria for paid administrative leave determinations*

BPS Action Plan

- Revising Superintendent's Circular regarding Employee Discipline to clearly define Administrative Leave.
- The Office of Labor Relations (OLR) will notify BPS unions of the changes and fulfill any bargaining obligations once the revisions are completed.
- The Office of Human Capital (OHC) will distribute the revised circular to all staff.

Recommendations and BPS Action Steps

Report Recommendation: *Establish mechanism for consistent tracking of BPS misconduct complaint investigation process*

BPS Action Plan

- Office of Human Capital (OHC) and Office of Labor Relations (OLR) is reviewing the current tracking system to make technical improvements for analyzing and retrieving data.
- OHC will send regular updates to school leaders and department heads to ensure all employee investigations are reported and tracked.

Recommendations and BPS Action Steps

Report Recommendation: *Establish protocol for periodic audits of BPS disciplinary processes to identify and respond to trends and potentially problematic patterns.*

Office of Human Capital Implementation:

- Office of Human Capital (OHC) and Office of Labor Relations (OLR) will review the relevant reported data twice a year to identify trends and any areas of concern.