

Equity Impact Statement

Bruce C. Bolling Municipal Building
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Title: BPS/Boston School Dept Plant Administrators Association(PAA) Tentative Agreement on Four-Year Collective Bargaining Agreement	Date: May 23, 2018
Presentation Overview/Action Proposed:	On May 2, 2018 the Boston Public Schools negotiating team reached a tentative agreement on a new, four-year (one-year and three-year) collective bargaining agreement with the PAA. It is being submitted to the School Committee for approval.
Educational and Racial Equity Implications:	Employee retention and ongoing job training and skill development for custodians by PAA members ensure all schools are efficiently maintained. Good relationships between PAA members and school-based staff help to create a safe learning environment for students of all backgrounds.
Policy Implications:	This agreement is primarily an extension of the terms and conditions of the current collective bargaining agreement in place between BPS and the PAA. It includes wage increases of 2% for each of the four fiscal years (FY17 through FY20).
Budget Impact:	In order to support the costs of this Agreement, we further recommend that you approve a supplemental appropriation request to the City of Boston for the cost of the items contained in the agreements for FY18
Implications of Yes Vote:	The PAA ratified this agreement on May 4, 2018. A favorable vote by the School Committee would finalize the agreement and incorporate all of the provisions of the tentative agreement into the collective bargaining agreement between the Boston School Committee and the Boston School Department Plant Administrators Association.
Implications of No Vote:	A failure to sustain a favorable vote by the School Committee would return the parties to the negotiating table, and presumably, the Massachusetts Department of Labor Relations mediation program.

