

MEMORANDUM

TO: Chairperson and Members
Boston School Committee

FROM: Tommy Chang, Ed. D. 
Superintendent

DATE: May 23, 2018

SUBJECT: Boston School Department Plant Administrators Association
Collective Bargaining Agreement

Attached for your review, please find the highlights of a tentative agreement with the Boston School Department Plant Administrators Association. The Agreements shall be in effect from September 1, 2016 through August 31, 2020. The PAA ratified these agreements on May 4, 2018. We request a vote on this agreement at the June 6th meeting.

In order to support the costs of these Agreements, we further recommend that you approve a supplemental appropriation request to the City of Boston in the amount of \$49,338 for the cost of the items contained in the agreements for FY18.

Attached are the following documents:

1. Highlights of the proposed documents;
2. Memorandums of Agreement for 2016-2017 and 2017-2020 school years;
3. Cost analysis of the proposed Agreements.

This contract is equitable and affordable and benefits the district, the employees, and BPS students.



**MOA HIGHLIGHTS
BOSTON SCHOOL COMMITTEE
AND
THE BOSTON SCHOOL DEPARTMENT
PLANT ADMINISTRATORS ASSOCIATION**

Duration:

- 1st MOA – September 1, 2016 through August 31, 2017
- 2nd MOA – September 1, 2017 through August 31, 2020

Salary Increases:

- Year 1: 2% (Effective September 1, 2016) (p. 1, ¶ 1 of 2016-2017)
- Year 2: 2% (Effective September 1, 2017) (p. 1, ¶ 3 of 2017-2020)
- Year 3: 2% (Effective September 1, 2018) (p. 1, ¶ 3 of 2017-2020)
- Year 4: 2% (Effective September 1, 2019) (p. 1, ¶ 3 of 2017-2020)

Two Additional Steps to the Salary Scale

- Step 6 at 1% increase from Step 5, effective first pay period September 2017 (p. 1, ¶ 3 of 2017-2020)
- Step 7 at 1% increase from Step 6, effective first pay period September 2018 (p. 1, ¶ 3 of 2017-2020)

Tool Boxes:

- One-time issuance of a tool box, effective one month after ratification (p. 1, ¶ 2 of 2017-2020)

Clothing Allowance:

- Effective first pay period September 2018, and every September thereafter, \$250 per year clothing allowance for full-time members (p. 1-2, ¶ 3 of 2017-2020)

Floating Holidays:

- Floating holidays to apply to those in bargaining unit as of '17-'20 ratification date. (p. 2, ¶ 4 of 2017-2020)

MEMORANDUM OF AGREEMENT

BETWEEN

THE BOSTON SCHOOL COMMITTEE

AND

THE BOSTON SCHOOL DEPARTMENT
PLANT ADMINISTRATORS ASSOCIATION

This Memorandum of Agreement ("Agreement") is made this 2nd day of May 2018 between the Boston School Committee and the Boston School Department Plant Administrators Association ("Union"). This Agreement is conditioned on and subject to the ratification by the Union membership, approval of the Boston School Committee and supplemental appropriation by the City Council of the City of Boston.

Except as expressly modified by this Agreement, the terms and provisions of the parties' collective bargaining agreement in effect from September 1, 2016 through August 31, 2017, shall continue in full force and effect from September 1, 2017 through August 31, 2020. The Union shall recommend and pursue ratification and approval of this Agreement by its members.

1. Article I: Recognition

Delete Mechanical Equipment Repair Foreman from Section 1.

2. Article III: General Working Conditions

Amend Section 1 to read "his/her designee".

Delete Mechanical Equipment Repair Foreman from Section 1.

Add a new Section 6 to read:

Section 6 Members, who respond to calls and work outside the office/at school buildings, shall be entitled to a one-time issuance of a tool box, over the 9/1/17 to 8/31/20 contract, effective one month after ratification of the 9/1/17 to 8/31/20 contract.

3. Article V: Salaries and Rates of Pay

Salaries shall be increased as follows:

Effective September 1, 2017 salary rates shall be increased by 2%

Effective September 1, 2018 salary rates shall be increased by 2%

Effective September 1, 2019 salary rates shall be increased by 2%

Add the following language under Salaries to create an additional salary step:

Effective the first pay period of September 2017, a new salary Step 6 will be created, which will be 1% greater than the existing salary Step 5. Effective the first pay period of September 2018, a new salary Step 7 will be created, which will be 1% greater than the existing salary Step 6.

Add a new Section 8 to read:

Effective the first pay period of September 2018, and every September thereafter, each full-time Plant Administrator will receive a clothing allowance of two hundred and fifty dollars (\$250.00) per year.

4. Article XIII: Holidays

In the first paragraph delete in two places "2010-2013" to read "2017-2020" for each phrase to read: ...the date of ratification of the 2017-2020 agreement...

In the third paragraph delete "2010-2013" to read "2017-2020" for the phrase to read: ...upon ratification of the 2017-2020 agreement...

5. Article XXIII: Clarification of Certain Job Duties

In the third paragraph, add "School Leader or his/her designee" after "Building Administrator" and before "on a regular basis".

6. Article XXIV: Funding Clause

Amend by changing "September 1, 2016" to "September 1, 2017" and "August 31, 2017" to "August 31, 2020".

7. Article XXV: Duration


Delete current text and replace with the following:

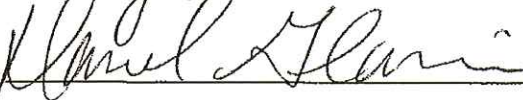
This Agreement and each of its provisions shall be in effect as of September 1, 2017 and shall continue in full force and effect until August 31, 2020, and thereafter until a supplementary or new agreement is reached unless either party, in writing, notifies the other party that it wishes to terminate the said Agreement and gives the other party thirty (30) days notice of its intention.

8. Appendix E: Position Description

Delete Mechanical Equipment Repair Foreman from current position descriptions. This will result in a re-ordering of the Appendix documents subsequent to Appendix D.


For The Plant Administrators Association,
By Its Duly Authorized Negotiating Team:




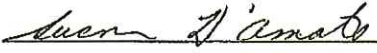


5/2/18
Date

For The School Committee of the City of Boston,
By Its Duly Authorized Negotiating Team:







5/2/18
Date