

Historical Gains, Contract by Contract, of Improved BTU Benefits and Working Conditions for Teachers

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We have come a long way in 40+ years. Below you'll see a long list of benefits accrued over the course of our collective bargaining history. We have done well. Years of accumulated collective bargaining gains have given us a benefit package we can be proud of. But these gains did not come overnight. They did not come without a lot of hard work—hard work done by our membership over years of bargaining.

Members entering our ranks today are the welcomed beneficiaries of the struggles of their predecessors. As we welcome our new members, we should also explain to them how our gains were accomplished. It has taken a lot of hard work by our membership: four strikes, dozens of rallies, hours of picketing, and many demonstrations. All worth it. Here's how we have improved our working conditions and benefit package:

40 Years of Contractual Gains

1965—Teachers Elect BTU as **Exclusive Bargaining Agent**

1966—Pilot Program for **Duty-Free Lunch**
Grievance Procedure Established

1967—1 **Personal Day** Granted
Duty-Free Lunch Extended to 30 Elementary Schools

1968—**Duty-Free Lunch** Extended to 72 Elementary Schools
Health and Welfare Fund Established @ \$50 per member

1970-- **Duty-Free Lunch** Extended to ALL Elementary Schools
Health and Welfare Fund Established @ \$100 per member
Severance Pay Established
Career Awards Established

1971—**Provisional** Placed on Group I Salary Schedule
Personal Days Increased to 2

1972—**BA+15, MA+15, MA+45** Lanes Established

1974—**Binding Arbitration** Established

1975—**Child Care Leave** Established
Nurses Move to Teacher Salary Lane, Obtain **Health and Welfare** Coverage, Get Improved Sick Leave
Grievance Timelines Reduced

1976—BTU Health and Welfare Fund Establishes **Dental**

1977—BTU **Health and Welfare** Establishes **Eye Care Plan**

1981—BTU **Health and Welfare** Establishes **Legal Plan**

1983—**Class size** (K-3) Reduced from 33 to 28

1986—**Class size** (K) Reduced from 28 to 25

Grades 4-5 from 33 to 28

Grades 6-8 from 33 to 30;

Grades 9-12 from 36 to 33

3rd personal day added

1986-8—Beginning 3 Salary Steps Dropped; **new teachers enter at higher steps.**

1987—14th Year **Career Award** Established

Elementary teachers obtain 2 weekly **P&D's**

1988—14th Year **Career Award** Increased

Elementary teachers obtain 3 weekly **P&D's**

Mentor Teacher Program established

1991—Elementary teachers obtain **4 P&D's**

1992—**Job-Sharing** Program Negotiated, w/ full benefits for job-sharers

1994—**Lead Teacher** program established

1995—Elementary teachers obtain **5 P&D's**, one of which is administratively directed, every other week; now every week

1997—14th Year **Career Award** Increased

1999—**MA+ 60** Established

Class Size in Grade 1 reduced from 28 to 25

1999—**Class Size** in Grade 2 reduced from 28 to 25

2000—Additional 9th year **Salary Step** added

Secondary **Duty-free lunch**, secondary level, increased to 25 minutes from 20 minutes

Paid Leave for **Adoption**, up to 30 paid days in each school year, started

Paid leave for **family illness** goes to 30 days from 15 days per year

Dependent Care Plan/Flexible Spending Plan established

Maximum **Average Annual Caseloads** instituted—Speech/Language at 43; OT at 34; PT at 32

System wide ratio of **nurses** decreased from 800/1 to 750/1

Guidance Counselor ratio implemented; HS at 300/1; MS at 400/1; and Bilingual at 250/1

2001—**Class Size** Reduced—K-2 from 25 to 23; 4-5 from 28 to 27; 6-8 from 30 to 29;
9-12 from 33 to 32

2002—**Class size** reduced-- K-2 from 23 to 22; 4-5 from 27 to 25; 6-8 from 29 to 28;
9-12 from 32 to 31

Master's 60 Salary Lane & Doctorate Lane both 'pushed' out to full lane at mid- year

2003—**4th personal day** added

Speech and Language, OT, PT, now get **individual caseload maxima** for the first time

System wide ratio of **nurses** decreased from 750/1 to 700/1

Paid **adoption leave** now up to 40 days per school year

Those with a **JD Degree** advance one additional salary lane from where they were

Swimming instructors get full salary lane credit for academic credentials

Those certified under **National Board for Professional Teaching Standards** get a 4% differential
Career Awards* Increased

Year After reaching Maximum*	From \$500 to \$900
After 14 years	From \$1000 to \$1600
After 19 years	From \$1500 to \$2000
After 24 years	From \$1500 to \$2200
After 29 years	From \$2000 to \$3200
After 34 Years	From \$2000 to \$3700
After 39 Years	From \$2500 to \$4200
After 44 years	From \$2500 to \$4700

* Or after nine years of service

2004-- **Tuition Reimbursement**—as of 9/04, permanent teachers not yet getting their first career award are eligible for reimbursement of up to \$500 in 04/05 for tuition expenses. Details will be forthcoming shortly. In the meantime, save receipts for tuition expenses incurred post 9/1/04.

Individual Benchmark testing—All K2-3 will be provided with the equivalent of two days of substitute coverage to do benchmark testing. One day's equivalency will be given in September, the other in June.

2005—**Career awards** increase by another \$350.

Performing Arts Teachers get a stipend of \$1600 per year for rehearsals and practices leading to productions and/or festivals.

2006—**Pilot School** negotiations concluded. Teachers and paraprofessionals who work above and beyond the school day and year will now be compensated for all hours above and beyond 105 per year in 2006-7, 100 per year in 2007-8, and 95 per year in 2008-9.

2006—New Collective bargaining agreement calls for a 2% raise on the base in year 1, a 3% plus another \$600 on the base in year 2, a 3% and another 1% in year 3, and a 3% and another 1% in year 4. The salary roll-out amounts to an average 14.8% for all members over the life of the contract. All teachers, to, received a one-time bonus of \$500 in May 2007.

2006—Beginning in September 2006, there will be established a career continuum for BTU members. Initial funding is pegged at \$250,000 per year and will increase over each of the next two years, to \$325,000, then \$400,000.

2006—**In-service credits** increased from 20 to 30; these credits can be used interchangeably with graduate credits for salary lane advancement

2006—Full-time **NTD positions** created to mentor new teachers @ BTU plus 5%; part-time NTDs also created to do part-time mentoring

2007—Four full time **peer assistants** to be hired to work with up to 12 teachers (et al) who, on a voluntary basis, request assistance.

2007—**Health and Welfare** contribution for teachers (et al) increases an additional \$150 plus a COLA, amounting to a 28% increase over the time period of this contract.

2007—**Superintendent's Schools** established. Staff in schools so designated will work an additional hour and receive a salary increase of 15.4%. Regular education class size in superintendent's schools will decrease by 2 across all grade levels.

2007—**Itinerant staff** who obtain licensure in their respective national approvals will be reimbursed for their application

and testing fees, up to a total; of \$15,000. Also, itinerant staff will also be allowed to share in a yearly fund of \$15,000 to provide their respective departments Professional Development opportunities of their own choosing.

2007—Misc.: **Official school department tests** will now be printed, collated, and stapled in a timely manner by someone other than the teacher and then distributed with sufficient copies for all. Teachers in **multi-handicapped** classrooms will receive notice of a new process for requesting and for the delivery of essential supplies and equipment in their classrooms. **School Site Councils** will now be allocated \$500,000 per year for training.