

**Informal Summary of the Tentative Agreement Between the Boston Teachers Union and
School Committee of the City of Boston
May 2019**

This is a summary of the major provisions of the contract and is NOT actual contractual language or to be used as such.

Duration: 3 years, 1 year retroactive (September 1, 2018-August 31, 2021)

Wage Raises For All Bargaining Units: Teachers, Paras, Subs, and ABA's

2% (Sep 2018-2019), 2% (Sep 2019-2020) 2% (Sep 2020-2021)

*Potential additional .5% raise in either year 2 if mutual agreement achieved (by Dec 15, 2019) or year 3 if mutual agreement achieved (by Jan 31, 2020) on outstanding issues regarding leaves of absence, FMLA, layoff/recall, and excessing/program areas.

(Additional compensation provisions are further described in each bargaining unit's summary.)

Teachers Contract:

Pilot School Compensation: Previously, teachers in Pilot schools were uncompensated for the first 95 hours. Now there will be compensation for 47 hours-95 hours and all hours from 47-145 shall be paid by the school department. Compensation beyond 145 hours remains the responsibility of the school. This rate is now comparable to that of Schedule A schools.

Turnaround School Compensation: Turnaround school will have their pay raised to \$40.26/hour and be subject to contractual increases in rates and differentials. Rate is also comparable to that of Schedule A schools.

Equity of Compensation Review: BPS and BTU will make recommendations for greater equity in compensation for Horace Mann (in-district) charter schools and innovation schools that are not currently subject to this contract and make further recommendations for pilot schools.

JDs: BPS will ascertain the number of current teachers with JD's to determine compensation for additional education

ILT: New expectation that there be a description and communication of the process for ILT selection, including job description where ILT members are compensated.

Health and Welfare COLA freeze for two years

Leaves and AWOL

- Updated and increased sick leave usage for up to 40 days for adoption, 60 days for adoption of child under age of 24 months

- Gender pronouns updated in all of parental leave language.
- 15 days instead of 30 considered for Absent Without Leave

Students With High Needs

Homeless Students:

- Citywide commission with at least 3 BTU educators appointed by BTU
- Guidance for utilizing funding for homeless students and families
- \$100,000 per each year of the contract for additional investments to support homeless students

Hub Community Schools:

- Establish process to explore expansion of Hub Community Schools that provide a coordinator for wrap-around supports and whole-child initiatives
- New BTU position of City-Wide Hub Community School Coordinator to facilitate and support existing and potential Hub Community Schools

Mental Health Providers or Social Emotional Learning Staffing in Schools:

- There will be an additional 4 school psychologists and 19 additional mental health staff (for a total of 23) added by the end of the contract. The additional mental health staff can be: psychologists, social workers, school guidance counselors or pupil adjustment counselors. There will also be a new Supervisor of Attendance for the life of this contract.

Class Size

Early Ed:

- All K2 classrooms will have a full time para beginning SY 2020-2021. Additional K2 paras will be added this fall
- SEI, bilingual and ESL classes now have a class size max of 22 for grades K-0 through K2 (down from 25 with a para)

Caseloads for RSPs:

- Joint Labor Management Task Force established to define a formula for workload assignment for SLPs, OTs, PTs, TODs, TVIs, APEs and school psychologists. FBA's will be considered as part of workload. Pilot can be implemented and replace individual caseload maxima if both parties agree. JLM will also review and remediate caseloads of individual service providers when needed
- School psych caseload will be 1 to 700 citywide beginning SY 2020-2021 (which will result in the 4 additional school psych).
- School psych who performed Tier 3 FBA's since Sep 1, 2016 when behavior specialists were eliminated will receive compensation.

Inclusion

- In an MOU-Working group established with BPS, BTU and City of Boston and stakeholders to further address the needs of inclusion students in the district, including additional monetary investment from the city and parameters for the work group to

consider the requirement that all inclusion classrooms staffed with more than one staff member; pd needs, restrictions on number of licenses, adequate time for paperwork

- 1 teacher inclusion classrooms teachers no longer will be expected to provide ESL services (unless the teacher agrees to a stipend) - must be provided by another licensed teacher
- 1 teacher inclusion classrooms no longer expected expected to provide resource room support, must be provided by another licensed teacher
- No more than 50% of students can be on an IEP

Scheduling and Teaching Load

- Pilot of up to 3 schools for innovations in scheduling, with $\frac{2}{3}$'s of staff voting for implementation.
- Consecutive teaching minutes for secondary school classes extended from 160 to 165
- Administrator can mandate up to 15 hours for DOJ required PD needed to serve multiple ELD level groupings. Hours are paid at pro-rata rate. Provision sunsets with DOJ agreement.
- Exploration committee of early release days for PD
- Day before Thanksgiving: student release 2 hours and 30 minutes early, staff released 2 hours and 20 minutes early from regular dismissal time.
- Last two days of school: students may be dismissed 2 hours and 30 minutes early, staff required to work full day unless released by admin.
- TFT in ELT agreement amended to be used for alternate uses:
 - 40 minutes TFT converted to P & D (for a total of 75 additional minutes of P & D, which can be used for a 5th P & D)
 - TFT time can be used for CPT in middle grades now

Coaches

- \$75,000 of additional funds for new assistant coaches, with priority in sports where they don't exist
- \$25,000 of additional funds towards increasing pay equity between coaches

COSE

- New "Citywide ETF" positions: Eligibility and Placement Specialists with an individual caseload of 150, each case counting as 1. Will chair initial evals and re-evals, and spend up to / no more than 10 hours a month mentoring new COSE
- Early intervention referrals and most service-only students will be removed from school-based COSE caseloads
- School-based COSE shall be assigned to no more than 3 schools and will be responsible for AR's, IEP's from those meetings, original 504's and plans (except from initials), support school based student support teams and compliance for services and accommodations and have a new individual caseload of 165, where each case (current IEP or 504 plan) counts as 1

Nurses

- By the end of SY 20-21, there will be a full time nurse in every school building. Implementation begins SY 19-20. Nurses in low acuity schools may help out other schools with higher acuity as long as they don't have to leave their buildings. Additional work advised by JLMC and may include input screening data, inputting immunization information, follow up for immunization and screening, referrals and case management support.

Itinerant Service Providers

- School Dept will provide testing kits and other protocols to all itinerant service providers and budget \$200 per provider for supplies. Itinerants will be surveyed for input to develop a catalogue and upon request will receive \$200 per year in materials from that catalogue.
- Separate budget for PD through the joint union management committee.

Excessing

- Where two licenses are required, educators get 1 year notice of the requirement so that they can get the new license required for the position. There will be reimbursement of up to \$1550. There can be an extension to July 31 if progress is being made towards getting the additional license, based on current DESE requirements for demonstrating progress. Additional extensions can be made with discretion from OHC.
- Special Ed categories updated to remove obsolete language and categories for PPA's in Mild to Moderate Needs Special Ed

Performance Evaluation and new Educator Supports Program

- Language in contract has been updated to reflect new state laws and regulations.
- The Peer Assistance (coaching only) and PAR (coaching and evaluation) programs are merged with Consulting Teachers able to provide the services of either previous program
- Full time New Teacher Developers are back and change in caseload if at least 10 new NTDs hired (up to 17) but otherwise caseload is 14.
- The rules for BTU members serving as evaluators of other BTU members are codified.
 - BTU members may not serve as an evaluator for educators rated less than proficient, or where evidence and observation suggests they may be rated less than proficient.

PD for Librarians/Media Specialists

- PD may be offered on first and second days of school before students arrive that principals/headmasters can opt them into
- Can receive min of 10 hours of release time for PD during school year

Physical Infrastructure

- "Heating and cooling, sensory rooms and common spaces" will be contemplated and discussed for new school buildings and repairs

LATFs

- Payment at elementary school level will be \$300 per every 25 EL
- For middle schools and high schools, LATF allowed two admin periods for duties

Janus Language

- Dues language updated to reflect change in law and expectations for communications and data from the district

Paraprofessionals Contract:

- Paras will be evaluated by the building administrator or designee. There will be a joint committee to revise the process beginning 9/1/19
- There will be a new para mentoring program piloted for SY 19-20 and training provided to ten new para mentors who will receive a stipend of \$1500.
- Library will be eligible for PD on the first and second day of school before students arrive and have at least 10 hours of release time for the school year.
- Seniority will begin after 60 school days (instead of 30 days)
- Sick days will become available earlier (from 90 to 60 days)
- Paras will recalled by seniority for when on layoff status for categories 1, 4, 6-9. Category 5 (special ed, DDC/severe intellectual, multiple disabilities) openings will be available for paras exceeded from category 5, positions not assigned will be posted.
- There are changes in the non basic para staffing and transfer process where they can opt into the “excess pool” to obtain a basic para position with a new timeline
- There will be PD available for paraprofessionals on the first and second day of school (before students arrive) that principals can send paras to.
- Beginning SY 19-20, there will be a wage increase of \$1.00 on the base for each step and lane for basic paras, security, library, surround care and 1 to 1 paras.
- Beginning SY 19-20 there will be an additional step (increase of 2.2%) beyond Step 4 for all paras
- Dues language updated to reflect change in law and expectations for communications and data from the district

Substitutes Contract:

- New language clarifies and updates cluster vs building cluster subs definition (assigned to schools not clusters anymore)
- Cluster subs will be paid on a 22 paycheck cycle (steady pay vs gaps from vacations and holidays)
- There salary grid for subs to take into account longer schools days. There are three different rates for three different school day hours:

	SUBT1	SUBT2	SUBT3	REG
Hours	<i>Per diem</i>	<i>Long term (short)</i>	<i>Long term (long)</i>	<i>Cluster Sub</i>
6:00-6:39	\$148.68	\$165.40	\$299.27	\$181.01
6:40-7:09	\$160.68	\$177.40	\$311.27	\$193.01
7:10 +	\$165.68	\$182.40	\$316.27	\$198.01

- There will be one time \$500 retro pay for any sub who worked 120 days or more during SY 18-19 in a schedule A school.
- New increase to Per Diem sub bonus by \$250

ABA Contract

- Joint committee established to create a new performance evaluation for ABAs
- Right to request a meeting with their Program Director or supervisor if there are concerns about groupings of students
- ABAs who have worked at least 120 days in the prior SY will advance one step at the beginning of each new school year. Time worked as an ABA specialist or para will count.
- New educational differential of \$1500 for ABAs who obtain a BCBA or BCaBA, indexed to wages
- 8 days of preparation, closeout time and pd in addition 2 days before students arrive for a total work year of 190 days.
- 8 days are spread and scheduled throughout the school year during specific times
- ABA's not required to work ESY
- ABA specialists shall receive 13 paid holiday days on officially designated days
- 215 day ABAs will work 25 extra days for ESY, clarification of timeline and guidelines for converting to 190 days
- Dues language updated to reflect change in law and expectations for communications and data from the district

Side Letters

- 1) MOU on Inclusion including working group, charge, mission/objectives, considerations for recommendations to improve inclusion, and commitment of additional resources from the City of Boston.
- 2) MOU of Shared Values outlines commitment of both parties to work together to expand inclusive and culturally relevant practices equitably across the district, including opportunities for ethnic studies, athletics, arts, and extracurriculars as well as access to technology and curriculum (including dual language curriculum).