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The Award-Winning Newspaper of the Boston Teachers Union, AFT Local 66, AFL-CIO • Volume 53, Number 1 • September, 2020

**President's Report** Jessica J. Tang

# Preparing For A School Year Like No Other!



**Jessica J. Tang**  
BTU President

Typically, each fall, we begin the new school year with much anticipation, hope and expectation. We eagerly prepare our classrooms and look forward to meeting new students and a fresh start. 2020, however, has brought unprecedented challenges and the usual excitement that a new school year brings has been filled with strife and anxiety of the unknown from fears stemming from a pandemic that we haven't seen since the 1918 flu outbreak.

We have been working nonstop since schools closed in March to advocate and best prepare for what we knew was coming — a fall restart and school year like no other. Since March we have been working on a memorandum of agreement (MOU) for last spring and shortly after began advocating to BPS for preparations for the fall. Unfortunately, the district did not begin conversations with us about a fall restart in earnest until mid to late July. This left a short window of time for BPS to prepare and plan for the fall.

First, we advocated for a Reopening Task Force, with multiple subcommittees that would share ideas and solutions ranging from academics to social emotional wellness, technology to facilities. The task force was almost cancelled, before BPS finally released its “hopscootch” plan, with no input into any drafts or task force input. It would take much advocacy, activism and action, to bring us where we are today in late August.

An action team, led by BTU nurses quickly planned a “sit-In” at City Hall on July 28. Over a hundred members and allies joined the nurses as they demanded a “seat at the table,” based on Shirley Chisholm’s famous quote: “if you don’t have a seat at the table, bring a folding chair.” School bus drivers and nurses from the Massachusetts Nurses Association joined us as did parents, students and BTU endorsed candidates Robbie Goldstein—a medical doctor—and Brandy Fluker-Oakley, a former teacher herself.

BTU members continued our advocacy by testifying at school committee hearings and city council hearings, and by making phone calls, writing emails and sharing their concerns about the district’s reopening plans. BTU educators also wrote letters to the editor, submitted editorials and were regularly connected to media outlets looking to hear our perspectives. We asked our members to speak up and speak out in a unified voice, and we continued to do so through a week of action culminating in a car

caravan and rally ending at City Hall with hundreds of members, filling the parking lot of Madison Park and circling the BPS headquarters before heading to circle City Hall.

We joined hundreds of educators from across the state the next week for another car caravan—this time circling the State House as hundreds more educators joined in a socially distanced “chain” to show our solidarity amongst MTA, AFT-MA and BTU educators. Our message was simple: we are all fighting for a safe, healthy and equitable restart, we are all in this together.

Meanwhile, our collective bargaining committee (CBC) was hard at work putting together its own proposal, calling for a remote start and a phased in approach to a school restart. Our negotiating team was meeting regularly and working with our 70 CBC members to also create proposals for a school restart timeline, safe building facilities expectations, and alternative work options proposal. Negotiations continue and there is still much work to be done, but on August 21, we were able to join the mayor and superintendent at a press conference to finally announce a remote start to the new school year. It wasn't everything we wanted, but it was an overdue decision and major concession achieved.

It is only through our collective action, the demonstration of our unity, strength and purpose that we have been able to make progress since the “hopscootch” plan was revealed. Since then, we were able to win a delay in the start of the school year so that educators had time to get professional development and training in safety and health protocols. We won the remote smart and increased investment in facilities upgrades. We also were able to win voluntary in-person PD, instead of everyone being forced to report to empty school buildings with no safety assurances for the first week of school.

We will need to continue to show our unity, strength and collective power in the coming weeks, because while we are winning short term battles, there are many more still to come. We are continuing to advocate and fight for alternative work options, voluntary in-person teaching, safe and healthy working conditions, remote professional development and teaching, as well as much more. It will take all of us fighting together, advocating, and speaking up in order to achieve our goals — for our students, our educators and our community.

The good news is, that despite the obstacles, challenges and unprecedented difficulties that we are up against this year,

we have the most brilliant, hardworking and committed educators in the Commonwealth and we have each other, as members of the Boston Teachers Union. As Assata Shakur said, “It is our duty to win. We must love each other and support each other. We have nothing to lose but our chains.” We must stand united as we confront the challenges ahead.

While this year may be unlike any other, we must fight, we must win, and we must be free to do what we know is best, lift our voices and fight for what is right. We can do this, because our students and families are counting us, and we are in this together and we are better together. Our solidarity in action and purpose is what makes us a strong union. And while the school year is just beginning, I am already #BTUproud of all of the incredible BTU educators and member-leaders who led us in the fights over the summer and will continue to lead us into the fall.

## Boston Public Schools 2020 Safe Responsible Phase-In

<b>Getting Ready</b>	<b>September 8-18</b>	<b>Teachers Prepare + Family Engagement</b> <b>Student Tech CheckUp / Log On Test</b>
<b>Phase 01</b>	<b>September 21</b>	<b>Remote Learning - all students</b>
<b>Phase 02</b>	<b>October 1</b>	<b>Students with highest needs start in hybrid</b>
<b>Phase 03</b>	<b>October 15 &amp; 19 B/A</b>	<b>Grades K0, K1, K2</b>
	<b>October 22 &amp; 26 B/A</b>	<b>Grades 1 - 3</b>
<b>Phase 04</b>	<b>November 5 &amp; 9 B/A</b>	<b>Grades 4 - 8 (Secondary Schools begin 6 - 8)</b>
	<b>November 16 &amp; 19 A/B</b>	<b>Grades 9 - 12 High Schools</b>

# The Boston Teachers Union - Who, What, When, Where...



The Boston Teachers Union is the exclusive collective bargaining agent for the school system's 7,000 teachers, other non-administrative, professional employees, paraprofessionals, and substitute teachers. We also represent 3,500+ retirees.

## What Are the BTU's Primary Responsibilities?

- Negotiate and enforce the contract
  - Provide the best education we can for the system's 60,000 students
  - Work with the school community to insure our schools are as good as they can be
  - Represent the membership in all matters related to their professional work
  - Answer job-related questions and assist in any job-related matter, i.e., help our members navigate through the Bolling Building bureaucracy
  - Promote public education
  - Promote the growth and well-being of our profession
  - Work politically through COPE to elect pro-public education, pro-union candidates
- COPE or the Committee on Political Education is by federal and state law a separate entity within the BTU devoted to supporting candidates who support public education and who otherwise favor our positions on a variety of work-related issues.

## The BTU is Affiliated With:

- American Federation of Teachers (AFT)
- AFL-CIO, Massachusetts AFL-CIO
- AFT-Massachusetts (formerly called the Massachusetts Federation of Teachers)
- Greater Boston Labor Council (GBLC)

## How to Get in Contact With the BTU

- Visit office at 180 Mount Vernon Street, Dorchester, MA 02125
- Business Hours, 8 am-5 pm, all workdays, except legal holidays – School Year
- Business Hours, 8 am-4 pm, all workdays, expect legal holidays – Summer
- Call 617-288-2000
- Log onto [btu.org](http://btu.org)
- Email staff and officers; for an index, please see [btu.org/about/contact-us/](http://btu.org/about/contact-us/)

## How to Join the BTU's 15,000-Member Listserv

Go to [btu.org](http://btu.org), upper right is sign-up box. The listserv is used only for the dissemination of the weekly BTU e-Bulletin. The list is not used for any other purpose including, business, political or personal. The list is fully protected and will not be used for ANY other purpose.

Check your status or sign up for membership at [members.btu.org](http://members.btu.org)

## What is the Leadership Structure of the BTU?

All policy is set by the **membership** at its regularly scheduled monthly membership meetings on the second Wednesday\* of each month at 4:00 pm (refreshments and social) at union headquarters. The actual meeting starts at 4:30 pm. All members are welcome to attend. (Subject to change *with notice* because of scheduling problems.)

The BTU's policy board is its **Executive Board**, served by 12 members elected at large every two years. Executive Board members are listed below.

Serving as a direct link between the union office and the membership are elected BTU Building Representatives from every building and program in the city. BTU Building Rep's are elected each year to service the members at each school site and act as the liaisons between the union office and our membership in our schools. We are also in the second year of a program that uses B-Rep Regional Leaders as liaisons between our building representatives and the BTU office.

## BTU Executive Board

- |                    |                     |                 |
|--------------------|---------------------|-----------------|
| Robert P. Carroll  | Cheryl L. Kelly     | Paul R. Tritter |
| Brenda B. Chaney   | Michael J. Maguire  | Mary Ann Urban  |
| Allison T. Doherty | Nicole E. Mullen    | Garret Virchick |
| Caitlin Gaffny     | James "Timo" Philip | Alice M. Yong   |

## The BTU Officers and Staff

- |   |  |
|---|--|
| Jessica J. Tang, President.....   | <a href="mailto:jtang@btu.org">jtang@btu.org</a>             |
| Erik R. Berg, Vice-President.....   | <a href="mailto:eberg@btu.org">eberg@btu.org</a>             |
| Betsy Drinan, Secretary-Treasurer .....   | <a href="mailto:bdrinan@btu.org">bdrinan@btu.org</a>         |
| Caren Carew, Secondary Field Representative.....                                    | <a href="mailto:ccarew@btu.org">ccarew@btu.org</a>           |
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| Colleen M. Hart, Paraprofessional-Substitute Teacher-ABA Field Representative ..... | <a href="mailto:chart@btu.org">chart@btu.org</a>             |
| Johnny McInnis, Political Director .....  | <a href="mailto:jmcinnis@btu.org">jmcinnis@btu.org</a>       |
| Jennifer Doe, City On A Hill Charter School, Field Rep. ....                        | <a href="mailto:jdoe@aftma.net">jdoe@aftma.net</a>           |
| Paul R. Tritter, Director of Professional Learning.....                             | <a href="mailto:ptritter@btu.org">ptritter@btu.org</a>       |
| Brenda B. Chaney, Parent and Community Liaison .....                                | <a href="mailto:bchaney863@aol.com">bchaney863@aol.com</a>   |
| Michael J. Maguire, Co-Editor, <i>Boston Union Teacher</i> .....                    | <a href="mailto:mmaguire@btu.org">mmaguire@btu.org</a>       |
| Garret Virchick, Co-Editor, <i>Boston Union Teacher</i> .....                       | <a href="mailto:gvirchick@btu.org">gvirchick@btu.org</a>     |
| Khalida Smalls, Organizing Director.....  | <a href="mailto:ksmalls@btu.org">ksmalls@btu.org</a>         |
| Natalia Cuadra-Saez, BTU Organizer  | Ariel Branz, BTU Organizer                                   |
| Ilene Carver, BTU Organizer   | Roberto Jiménez-Rivera, Political Organizer                  |
| Carlos Fernandez, AFT National Rep.   |  |
| Liliana Gutmann-McKenzie, AFT-MA and BTU Organizer                                  |  |

# Class Size FAQ – Big Idea: **DO NOT** Sign a "Resolution Form" For Your Class Size Grievance Without Discussing It With the Union Office!

## What are the class size limits?

In general, the class size limits are as follows:

- Grades K1-2..... 22
- Grades 3-5..... 25
- Grades 6-8..... 28
- Grades 9-12..... 31

Please note the following important exceptions:

In schools designated Level 3 or Level 4 by DESE, the maximum in grade 6 is 26, and in grade 9 the limit is 30.

In inclusion classes, there can be no more than 20 students at any grade level, with not more than 6 inclusion students. In the "Exhibit A" schools from the inclusion settlement (Bates, Blackstone, Bradley, Chittick, Clap, Condon, Conley, Curley, Edison, Everett, Harvard/Kent, PJ Kennedy, King, Lee, Mattahunt, Murphy, Otis, Quincy, Taylor and Sumner), there may be no more than 5 inclusion students.

In Bilingual, ESL, and SEI classes, there can be no more than 20 students at any grade level, or 25 if a paraprofessional is provided (though only 22 with a para in grades K1 and K2).

In elementary schools where there is only one regular education class in a grade level, the above maxima may be exceeded by one or two students. Similarly, in secondary schools where there is a singular regular education course offering (for instance, only a single section of French 4, or AP Physics, etc.), the maxima may be exceeded by one or two students.

## Are these strict limits?

**B**TU members, and the students we serve, have among the strongest class size language in the state. While we might want the actual limits to be lower, the limits themselves are firm. **The most important sentence in our contract around class size is this: "Ultimately, the classroom teacher may insist that the class size maximum be enforced."** (p. 25). This right was reinforced by a settlement agreement reached in 2004 between the BTU and the BPS, and each year members insist on enforcement.

When the Boston Public Schools assigns more students to a class than are allowed under our contract, they do a disservice to those students. It is our job to ensure that our kids get the differentiation and personalized attention that they deserve. We can do this by insisting that our class size limits are enforced.

## What should I do if my class size is over the limit?

**F**irst, file a grievance immediately. You can do this from the BTU website. At the same time, please download and print the form at the same website and **record your class size each day throughout the year.** We will need this at the end of the year to process your grievance and ensure proper payment if compensation is required.

Second, you should insist that the class size issue is addressed. This could involve moving a student or students to a



**Erik R. Berg**  
BTU Executive Vice President

different class or section, opening a new class, or adding a teacher. While the district may offer a paraprofessional or payment to you, our advice is to "insist that the class size maximum be enforced." This follows our contract, and ensures that our students get the education they deserve. **Stay strong. Your principal and others will try to pressure you to settle for a stipend. If you do this, you are letting our colleagues and our kids down.**

**My principal gave me a form to waive the grievance and accept payment. Should I sign it?**

**N**o. Do not sign any form without consulting with your building representative, field representative, or BTU Vice President Erik Berg, at [eberg@btu.org](mailto:eberg@btu.org). **We believe that class size issues are most effectively addressed by add-**

**ing personnel.** And with the limited exceptions of single-strand elementary schools and secondary schools with a single course offering, the payment that is owed to teachers is significantly more than \$1,500.

**What payment is owed to teachers who taught oversubscribed classes and the grievance was not resolved?**

**T**here are two arbitration decisions governing this situation. The calculations are different for elementary and secondary teachers, but in every case, teachers are owed significantly more than \$1500 per student, and may be many thousands of dollars.

**I filed a class size grievance in a previous school year. What is happening with that grievance?**

**A**ll class size grievances filed from 2015-2018 were the subject of an arbitration in which the BTU prevailed. We are currently in the process of determining the correct compensation for those who have filed a grievance in those school years. Grievances from 2018-2020 are the subject of ongoing litigation.

# Health Insurance – When Do New Teachers Sign Up, When Can We Change Our Plans, What if Someone Gets Rehired or Returns From an Unpaid Leave?



**Caren Carew**  
BTU Secondary  
Field Representative

City of Boston Employees join health plans by contacting the **Health Benefits and Insurance Division (Group Insurance) located on the 8<sup>th</sup> floor of Boston City Hall, telephone 617-635-4570.** New hires have 30 calendar days from the time they are hired in order to sign up for health insurance. Provisional or permanent teachers, who were laid off and then recalled/rehired, must contact Group Insurance within 30 days of being rehired from lay off in order to re enroll to obtain insurance if needed.

**Open enrollment** is the window of time when you can change your type of health insurance plan, or sign up for the first time if you've missed another deadline. This period is held annually for two weeks in the spring (April/May).

Some people assume that because they have their job back, the insurance is automatically reinstated – this is not often the case. **These deadlines are hard and fast.** Those wanting to partake in open re-enrollment must contact Group Health Insurance at City Hall.

If a teacher takes a **leave of absence** and decides to let their insurance lapse during their leave, they must sign up to reinstate their health insurance during the spring open-enrollment period prior to their return in the fall. They will have to pay premiums out of pocket beginning on July 1 through September 1 after which time deductions will be taken from their paychecks. Their insurance will take effect July 1 as a result.

During the year if a teacher gets **married/divorced, has a baby,** or the spouse who carried the health insurance for the BPS teacher loses their job triggering a loss of coverage, the BPS teacher has 30 calendar days to notify and submit proof to Group Insurance of this event in order to qualify for the change to be made in their health insurance coverage.

## Why is Filing a Class Size Grievance Important and How is it Done?

Data shows that the lower the class sizes the *better* when it comes to meeting student's needs. As soon as class size maxima have been exceeded in your class, file the information *immediately* with the BTU directly on the [btu.org](http://btu.org) website. Refer to the grade and type of class you teach (elementary, middle, high, regular ed., SPED, PE, SEI, etc.) in the BTU/BPS (blue or burgundy version) contract book on pages 24, 25, 27 to determine the appropriate number for your respective class. You should file a class size grievance once the number of children reporting to your class is in excess of the contractual maxima – it can't just be the number on your class list, students must have physically attended school at least once and then not have been officially discharged.

Only in special cases are additional students able to remain in the class thus exceeding the maxima as negotiated. The contract states; *"In elementary schools where there is only one regular education class in a grade level, the School Department may exceed the class size maxima by one or two students. For one student over the class size maxima the teacher will receive \$1,500 and for two students \$3,000."* The contract continues; *"In secondary schools where there is a singular regular education course offering, the School Department may exceed the class*

*size maxima by one or two students. For one student in excess, the teacher will receive \$300 per class and for two students, \$600 per class."* For example, in a secondary school if there is only one physics class offered, this portion of the contract could kick in. This cannot be employed where and when it suits the administration except within the narrow parameters outlined above. Under **no** circumstances can this passage of the contract be implemented with **special education** classes. As it states in the collective bargaining agreement; *"Class size for program prototypes 502.2, 502.3, and 502.4 shall conform with Regulations published by the State Department of Education."* It is illegal to increase SPED class sizes. There is an arbitration award that the BTU obtained which states that even if these narrow parameters exist, the teacher thus affected has a right to decline said stipend and instead may insist on the standard class size being enforced.

Filing the class size grievance puts pressure on the BPS to deal with the issue as quickly as possible or compensate the teacher for this contract violation. Money is a motivator for them to solve the problem. The teacher only gets credit from the day they file the grievance until the day it is resolved if it exceeds 15 school days. Let's *focus on children* with the smallest class size possible. We fought for it – let's maintain it.

## What Are the Primary Responsibilities of the BTU and With Which Groups Are We Affiliated?

The BTU is the exclusive collective bargaining agent for approximately 7,000 active teachers, other non-administrative/management related service providers, paraprofessionals and substitute teachers. There is also a retired teachers chapter of over 3,000 retired teachers. The BTU promotes public school education, its importance in a democracy, and the continued improvement of its quality as well as the growth and quality of our profession.

The Boston Teachers Union negotiates and enforces the BTU/BPS collective bargaining agreement [CBA/ contract]. The Union assists in providing the best education we are able for the approximate 57,000 students in the BPS while working with the greater school community to help insure the same.

The BTU represents our membership in issues related to their professional work, including answering job-related questions and assisting in job-related matters.

The Union works politically through the Committee on Political Education [COPE] to assist in electing pro-public education, pro-labor, pro-kid, pro-social justice candidates. Due to federal and state law, COPE is a separate entity within the BTU devoted to supporting candidates and initiatives that are pro-public education and pro-labor generally through a specific process set out in our bylaws.

The organizations with which the BTU is affiliated and pays dues to are: the American Federation of Teachers [AFT]

– our national federation – as well as with the Massachusetts AFT – AFTMA [formerly the MFT] which is our state federation; the national and state AFL-CIO; and the Greater Boston Labor Council [GBLC] – a group of state federations or 'state feds' of various labor unions within the greater Boston area that form an alliance primarily related to political and social justice issues. We are all connected working for working people, their families, community, and our collective futures!

## As An Itinerant Teacher, Do I Get a Desk?

**Y**es. The contract language mandates, *"All teachers shall have an exclusive working desk in one of the rooms that they use."* If you are a teacher who must travel between rooms, in at least one of the rooms you teach in, you must be provided with a desk that is yours alone in good repair for your exclusive use. If this is not the case, please grieve it immediately.

## Who Determines When Parent Open-Houses are Held?

The BTU contract states, *"teachers will be available to attend two evening parent-teacher meetings during the school year. Such meetings shall be planned by the building administrator in cooperation with the faculty senate and the parent council with one month's advance notice. Such meetings shall not be scheduled to exceed two hours each. Adequate security will be provided by the School Department."*

Each school is strongly encouraged to have an active faculty senate. However, if that is not the case, the faculty must still have a month's advance notice of the meetings.

## Do I Have to Accept An Intern or Student Teacher?

**N**o. The contract clearly states, *"Any teacher requested to accept a trainee shall have at least one week's advance notice, and may refuse."*

If a teacher does become a cooperating teacher, the contract outlines the following. *"Each cooperating teacher shall be given two days of leave with pay, without*

*loss of benefits. Such days shall be taken as mutually agreed upon by the teacher and the administrative head during the last two weeks of the student-teacher training period. In cases of conflict, seniority shall prevail in the selection of days."*

This coverage was designed to be given by having the student teacher cover for the days so that it is a no cost item for the BPS. If a cooperating teacher does not arrange for the coverage while the student teacher is still in the classroom, the cooperating teacher loses the benefit. It's a use-it or lose-it scenario.

## Do BTU Building Representatives Get Any Time During the School Day to Get Some of Their Union Work Done?

The contract states; *"The Union Building Representative in each high school and middle school shall be allowed one administrative period per week for conferring with teachers on grievances or associated matters. The Union building representative in each elementary school shall be allowed 45 minutes per week during administrative time for the purpose of conferring with teachers on grievances or associated matters."*

This amount of time is generally not sufficient to perform all of the work entailed in being an effective BTU Rep, however, it is time which has been contractually agreed to and is the BTU Reps right to insist upon occurring.

BTU Phone Numbers	
Office .....	617-288-2000
Health & Welfare .....	617-288-0500
AFT Massachusetts.....	617-423-3342
Function Office .....	617-288-3322
Lounge Office.....	617-288-3322
Vision Center.....	617-288-5540
Tremont Credit Union.....	781-843-5626

## Boston Union Teacher

Boston Teachers Union, AFT Local 66, AFL-CIO

**The Boston Union Teacher is published eleven times a year September - July, inclusive.**

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The opinions expressed in the *Boston Union Teacher* do not necessarily represent the views of the Boston Teachers Union, or those of its members.

**WHEN WRITING:**  
All correspondence to the *Boston Union Teacher* must be typewritten and include the author's name and school or department if not school-based. All articles must be appropriate to the publication, and in good taste. Letters to the Editor should be sent to [letters@btu.org](mailto:letters@btu.org)

**DEADLINE:**  
The deadline for submitting articles for the next issue of the *Boston Union Teacher* is September 9th. All copy should be e-mailed to [mmaguire@btu.org](mailto:mmaguire@btu.org) and [gvirchick@btu.org](mailto:gvirchick@btu.org). This deadline will be strictly adhered to.

**180 Mount Vernon Street | Boston, MA 02125**  
**617-288-2000 | Fax 617-288-0024 | www.btu.org**

# Empowerment Through School Site Council Shared Decision Making

By Caren Carew,

BTU Secondary Field Representative

Let's continue to be out front in the area of school reform initiatives at each one of our schools through shared decision making as a part of our School Site Councils.

We are at a critical juncture in public education where history will individually and collectively measure us by our willingness to get out in front of the curve or to retreat to the shadows and be left by the wayside.

When we are part of shared decision making we are part of the solution. Many initiatives that a school community wishes to implement in order to effect change at their school can be modified or 'waived' through our collective bargaining agreement. Much of what people seek to accomplish when proposing to become pilot, innovation or in-district charter school can largely be achieved through the SSC waiver process. Let's become more a part of the active solution of these concerns now facing us, rather than allowing by tacit agreement educational reforms be done to us not with us.

Shared decision making utilizing the School Site Council model works better with increased BTU members active involvement. The time is now for all of us to believe, to stand up, be counted, and to become involved.

Becoming an active member of the community is hard. It is harder still to not act and to suffer the consequences of our voices, expertise, and concerns not being heard and included in the mix. Our everyday work requires us to focus on children – let's make sure the decisions made through the School Site Council (SSC) do just that through our active BTU involvement.

While all schools in Massachusetts are mandated to have School Site Councils (SSC) composed of parents, teachers, and the principal – it is only an advisory body to the principal. In contrast, the Boston Public Schools defines SCC as a shared decision-making body with actual authority and responsibility for their schools. School Based Management/Shared Decision Making (SBM/SDM) is the process that School Site Councils use to engage the school community in the planning and implementation of school improvement/decision-making efforts.

In each school, first there is an election to choose Building Representatives run each year in May/June. Once BTU Building Reps are in place, they run elections prior to October 15<sup>th</sup> for BTU members to serve on the School Site Council – Shared Decision-Making Team. The BTU Building Representatives also run an election to select Faculty Senate members. The faculty elects representatives to these positions and the elected representatives, be they to the BTU, SSC, or Faculty Senate need to be supported by the faculty that elected them as they in turn, support their colleagues. We are all connected.

The role of the SSC, as established in the contract between the Boston School Committee and the BTU, is to manage all matters that relate to the operation of the school, including: priority and objective setting; development of a QISP; design & scheduling of instructional program & curriculum; budgeting and fund raising aligned with school's academic goals; purchasing and disbursement of discretionary funds; space utilization; hiring of new staff and 2<sup>nd</sup> and 3<sup>rd</sup> year provisionals; staff assignment including teaching and non-teaching duties; parent-teacher relations and functions; solicitation and use of outside professionals and social service resources; setting reasonable dress codes; any other matter relating

to the operation of the school; on high school level review of student handbook.

School Site Council members are elected to bring forth and vote representing their constituency, not only themselves. In order to be able to do this effectively, they can often gain knowledge of the overall staff's perspective through Faculty Senate meetings, as well as cluster/academy/unit/pod/SLC/PLC meetings. Anyone from the school community is encouraged to attend SSC meetings. Only those who are elected SSC members may cast a vote, but up until the vote, all parties are encouraged to participate fully. Please refer to the BTU Collective Bargaining Agreement, – 'The Contract' 2016-2018 (blue) pages 9-16 for specific information pertaining to School Site Councils.

It is expected that SSC will function by consensus or general agreement of its members. Consensus does not require that there be unanimous agreement but rather insures each group member has an opportunity to comment on, understands, and can live with and is willing to implement the decision. Building consensus involves everyone having the opportunity to be heard. Members of the SSC are expected to operate as a single decision-making team to work together to fashion effective solutions to the school's educational challenges.

Monthly SSC meetings must be held and are subject to the Massachusetts Open Meeting Law requiring all meetings be posted and open to the entire school community – not held behind closed doors. Shared decision making requires give and take. Decisions should be reached by consensus whenever possible. A quorum must be present at the SSC meeting in order to take a vote or make a decision. A quorum includes the principal, two teachers and two parents for an SSC of 9 to 12 members. For an SSC with 13 or more members, a quorum includes the principal, three parents and three teachers. If a quorum is not present, no decisions may be made.

Shared decision-making is a process in which all members of the education community at the school level collaborate in identifying challenges, defining goals, formulating policy, implementing programs, and learn from experience. In BPS the SSC is an elected group of parents, teachers/BTU members, and students at the high school level, including the principal – that has the authority to make many of the decisions about the school. There can also be Associate members as well as the general public who are non-voting that can participate fully in SSC meetings. Elections for new BTU members to the SSC should be held by each school's BTU Reps for openings on the SSC prior to the Council's first meeting which contractually must be held no later than October 31<sup>st</sup>. The parent members to represent on the SSC are elected by each school's parent council.

Minutes of the meetings must be made available within five school days following said meetings. If this does not occur, there is not adequate communication within the school community of what is occurring in the decision-making body of the school which often results in a feeling of disenfranchisement. Any SSC member can put items on the agenda of an SSC meeting as long as they fall under the authority of the SSC. SSC meetings are to be co-chaired by the principal and one other member elected by the SSC. This is to ensure that one person and their agenda do not dominate the meetings. The concept is shared decision making – not having one person make the decisions and then share them with the rest of the committee!

This structure is a potentially power-

ful tool enabling the SSC to effectively 'waive' certain components of the BTU Contract. The Union has provided a means for individual schools to have more autonomy as it relates to our contract – if the procedure is followed properly. The BTU is part of the solution to school improvement efforts. Our Contract reads in part, "The purpose of shared decision making is to create a climate in the schools where the faculty, parents, administrators, ... working together share the responsibility and accountability for school improvement, better student performance, increased satisfaction among professional educators, greater involvement by and with parents, and stronger support from the community."

The SSC is able to adopt waiver proposals which must then be brought to a vote and approved by a specified threshold of BTU staff which then must be approved by the district-wide SSC Steering Committee. These waivers can include decisions which are contrary to the contract rules, regulations and policies of the School Committee and the Superintendent. There are very specific things that may and may not be waived and there is a specified process listed in the contract in which things that are able to be waived may be waived. Please refer to the official BPS SSC Manual and the BTU contract for more info. The SSC has a very specific role with respect to the school's budget process as well. SSCs must adhere to all federal and state laws, regulations and court orders.

Well planned, well attended SSC meetings are at the heart of successful SBM-SDM. The SSC monthly meetings must be convened at times mutually agreed upon by the parent and teacher elected members with the established schedule then publicized for the entire school year. The SSC sets the agenda for meetings and items can be submitted by any SSC member. The School Administrator and the other SSC Co-Chair must solicit agenda items from all SSC members as well as from the greater school community prior to each meeting date.

Minutes of each SSC meeting must be distributed within five school days of the meeting according to BTU contract and in the interest of keeping the school community fully informed.

There is a joint Union/Management Steering Committee co-chaired by the BTU President and the BPS Superintendent to monitor SSC concerns such as "...to deal with Councils that do not operate in compliance with the terms of the collective bargaining agreement or where Councils are frequently unable to reach decisions by consensus, or where the principal repeatedly exercises a veto over the votes of a majority of council members." The contract explains that any SSC member may file a complaint with the Steering Committee concerning the operation of their SSC and that such complaints "...should involve serious breaches of the established guidelines for the implementation of SBM/SDM [School Based Management/Shared Decision Making] and that there has been a good faith effort at the school level to resolve these problems prior to filing the complaint."

The BPS/BTU Joint Steering Committee through the Boston Teachers Union and the BPS Office of Engagement (OE) coordinates training for SSC members. Please contact either Caren Carew at the BTU or the OE for further information.

It's time to step up and be a part of the solution! Each member of the school community is part of the team that either decides to be a part of the process or stay on the bench. All of us are accountable for our collective and individual participation, large and small, in the governance and decisions made in our schools affecting our classrooms, our kids, and ourselves.

We deserve to be heard and respected. The first step is to believe our voice can make a difference. I believe it does.

The ball is now in your court. Are you going to use it or lose it? We are all depending upon each other. We are all connected. Let's support one another and our kids. We can make it better. Believe in **BTUnity!**

## In Remembrance – Patrick Connolly

It is with profound sadness that we write to inform you all that our former Vice President, **Patrick Connolly**, passed away on Friday, July 17, 2020, unexpectedly of a stroke. He was surrounded by close family.

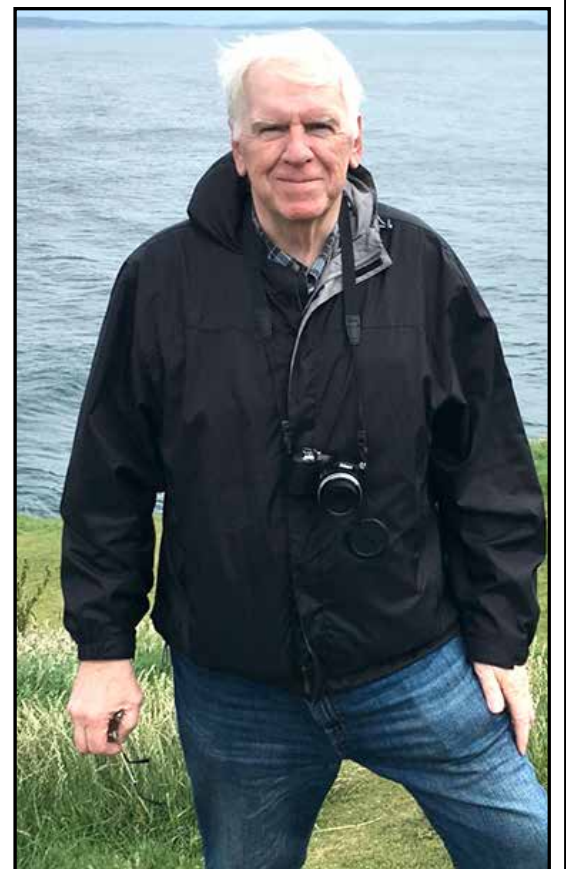
Patrick was a revered special education teacher who we all had the pleasure of working with for many years. He loved working with kids, and spent his career as an educator making long-lasting connections with his students, improving many lives, contributing to his union, and giving back to the community.

A private ceremony was held with his family. A celebration of life will be held at a later date.

In lieu of flowers, donations can be made in Patrick's name to the Special Olympics of Massachusetts.

Our thoughts are with Patrick's family, friends, former colleagues and the countless students who he made an impact on through many years of teaching and public service through the Boston Public Schools and beyond. He will be sorely missed, but his impact and legacy will continue to live on.

Photo courtesy of Patrick's daughter, BTU teacher Tricia Melanson



# Update on Retirement+/Teacher Accelerated Retirement Plan

There aren't many topics that cause more of an uproar than the Retirement+/Teacher Accelerated Retirement Plan (TARP). TARP is an enhanced retirement option that was offered to teachers, school nurses, related service providers, etc. in Boston and throughout the state back in 2001.

To take advantage of TARP eligible members had to elect into the option by submitting the election form to the Boston Retirement System (then called State-Boston Retirement System) between the dates of January 1, 2001 and June 30, 2001.

The cost associated with TARP is 11% for the duration of participation in the program. The additional 2% on regular earnings over \$30,000 ended as part of the cost. Members who opted into R+/TARP no longer see 7+2%, 8+2% or 9+2% as a deduction rate on their direct deposit receipts. They now

see a retirement deduction rate of 11%. You must have a minimum of 5 years of enhanced contributions to gain the enhanced benefit in retirement. Members hired on/after July 1, 2001 are automatically enrolled in TARP and contribute 11%. Those who elected into TARP must perform 30 years of service with 20 of those years as a public school teacher in Massachusetts.

As a participant in TARP you can essentially accelerate your retirement date by approximately 3 years, depending on your years of service and age. For example, in the current system of Superannuation, at age 63 with 31 years of service one could retire with 68.2% of his/her 3 years average salary. Under the enhanced system of TARP, at age 63 with 31 years of service one would retire with 80% of his/her 3 year average salary (see retirement percent chart below).

The R+ Committee was formed in

the spring of 2018. The goal of the committee still is to reopen the availability of R+/TARP to those hired pre July 1, 2001. The reason being poor communication and confusion from supporting agencies at the time of the election, among others. Additionally, they and others believe they were misled by the way their retirement deduction was shown on their direct deposit receipts. The "+" as seen in the 7+2% or 8+2% and 9+2% led some to believe they were members of the R+ group. Another belief was that the deduction of 9+2% meant R+ because R+ is 11% and 9+2=11.

The R+ Committee hosted 2 meetings at the BTU. The meetings were advertised in the BTU e-Bulletin for several weeks. The committee has met several times and developed a plan to change the current law and allow members into TARP/R+ either at the state house or through a home rule petition.



**Michael W. McLaughlin**  
BTU Elementary  
Field Representative

As you may have heard our initial strategy to change or influence current legislation at the state house was unsuccessful. Our Plan B as previously discussed at the meetings was to use the

(continued on page 7)

## The "Retirement percentage" chart

For members with effective membership dates before April 2, 2012

A comparison of the percentage of salary average allowed under the regular and RetirementPlus formulas, by service and age

To be eligible for regular retirement (also known as *superannuation* retirement) under either the "regular" formula, or, if you are participating in RetirementPlus, the enhanced RetirementPlus benefit, you must meet the corresponding eligibility requirements:

- **Regular" formula:** You must **EITHER** have 20 or more years of creditable service at any age, **OR** be age 55 with 10 or more years of creditable service.
- **RetirementPlus formula:** You must have 30 or more years of creditable service, at least 20 years of which are membership service with the MTRS or the Boston Retirement System as a teacher; there is no minimum age requirement. If you **elected** to participate in RetirementPlus, but then do not meet either the 20-year "teaching" or the 30-year total service requirement by your date of retirement, you will receive a retirement benefit calculated under the regular formula and a refund of your RetirementPlus contributions, plus regular interest.

		AGE AT RETIREMENT																				
RETIREMENTPLUS % INCREASE		46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65+	
YEARS OF SERVICE *	25 — Regular	15.0	17.5	20.0	22.5	25.0	27.5	30.0	32.5	35.0	37.5	40.0	42.5	45.0	47.5	50.0	52.5	55.0	57.5	60.0	62.5	
	26 — Regular	15.6	18.2	20.8	23.4	26.0	28.6	31.2	33.8	36.4	39.0	41.6	44.2	46.8	49.4	52.0	54.6	57.2	59.8	62.4	65.0	
	27 — Regular		18.9	21.6	24.3	27.0	29.7	32.4	35.1	37.8	40.5	43.2	45.9	48.6	51.3	54.0	56.7	59.4	62.1	64.8	67.5	
	28 — Regular			22.4	25.2	28.0	30.8	33.6	36.4	39.2	42.0	44.8	47.6	50.4	53.2	56.0	58.8	61.6	64.4	67.2	70.0	
	29 — Regular				26.1	29.0	31.9	34.8	37.7	40.6	43.5	46.4	49.3	52.2	55.1	58.0	60.9	63.8	66.7	69.6	72.5	
	30 12%	Regular					30.0	33.0	36.0	39.0	42.0	45.0	48.0	51.0	54.0	57.0	60.0	63.0	66.0	69.0	72.0	75.0
		R+					42.0	45.0	48.0	51.0	54.0	57.0	60.0	63.0	66.0	69.0	72.0	75.0	78.0	80.0	80.0	80.0
	31 14%	Regular						34.1	37.2	40.3	43.4	46.5	49.6	52.7	55.8	58.9	62.0	65.1	68.2	71.3	74.4	77.5
		R+						48.1	51.2	54.3	57.4	60.5	63.6	66.7	69.8	72.9	76.0	79.1	80.0	80.0	80.0	80.0
	32 16%	Regular							38.4	41.6	44.8	48.0	51.2	54.4	57.6	60.8	64.0	67.2	70.4	73.6	76.8	80.0
		R+							54.4	57.6	60.8	64.0	67.2	70.4	73.6	76.8	80.0	80.0	80.0	80.0	80.0	80.0
	33 18%	Regular								42.9	46.2	49.5	52.8	56.1	59.4	62.7	66.0	69.3	72.6	75.9	79.2	80.0
		R+								60.9	64.2	67.5	70.8	74.1	77.4	80.0	80.0	80.0	80.0	80.0	80.0	80.0
	34 20%	Regular									47.6	51.0	54.4	57.8	61.2	64.6	68.0	71.4	74.8	78.2	80.0	80.0
		R+									67.6	71.0	74.4	77.8	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0
	35 22%	Regular										52.5	56.0	59.5	63.0	66.5	70.0	73.5	77.0	80.0	80.0	80.0
		R+										74.5	78.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0
	36 24%	Regular											57.6	61.2	64.8	68.4	72.0	75.6	79.2	80.0	80.0	80.0
		R+											80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0
	37 26%	Regular												62.9	66.6	70.3	74.0	77.7	80.0	80.0	80.0	80.0
R+													80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	
38 28%	Regular													68.4	72.2	76.0	79.8	80.0	80.0	80.0	80.0	
	R+													80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	
39 30%	Regular														74.1	78.0	80.0	80.0	80.0	80.0	80.0	
	R+														80.0	80.0	80.0	80.0	80.0	80.0	80.0	
40 32%	Regular															80.0	80.0	80.0	80.0	80.0	80.0	
	R+															80.0	80.0	80.0	80.0	80.0	80.0	

**RetirementPlus vs. regular formula**

- NO DIFFERENCE
- MAXIMUM DIFFERENCE: Member receives full amount of RetirementPlus % increase
- LESSER DIFFERENCE: Member receives only that amount of RetirementPlus % increase needed to reach 80% salary maximum

Effective April 2010

\* Two notes on "years of service": For the purposes of determining your:

- 1) "RetirementPlus % increase," only whole years of creditable service will be counted (the amount is not rounded up). For example, if you have 32.9 years of creditable service, your "RetirementPlus % increase" is based on 32 years of creditable service, or 16%.
- 2) Percentage of allowable salary average, your full years and full months of creditable service will be counted. For example, Jane Educator is a teacher on a 10-month contract, and is retiring mid-year, on March 10. At that time, she will have 32 years, 6 months and 10 days of creditable service—or 32.6549 years of creditable service. The amount of creditable service that will be used to calculate Jane's allowable percentage of salary average is 32.6 years. (Because the first decimal place represents full months, and the last three decimal places represent only partial months, the last three decimal places will not be included in Jane's final benefit calculation.)

# Update on Retirement+/ Teacher Accelerated Retirement Plan?...

(continued from page 5)

home rule petition (HRP) strategy. The R+ Committee met prior to the school closing due to the COVID-10 Pandemic and worked out the details for the HRP. Additionally, and crucial to its success the R+ Committee was able to convince Boston City Councilor, Annissa Essaibi George, to take the lead for us in the Boston City Council on the HRP. Additionally, we contacted City Councilor Frank Baker. We are asking Councilor Baker to support our efforts and work with City Councilor Annissa Essaibi George.

We understand our HRP is more than just a political issue that may live or die with city council and mayoral support. Our HRP, as any HRP, is a dollar and cents issue too. Knowing this, I made a motion at the BTU Executive Board meeting of July 21, 2020. The motion was for the BTU Executive Board to approve an allocation of up to \$7,000.00 to fund an actuarial study conducted by

Segal and Associates to determine if re-opening the R+/TARP eligibility would create an added cost to the City of Boston or to the unfunded liability of the Boston Retirement Board. The motion passed. This is important to know because it's most likely the two questions that will be asked. We need to know the answers and we need to own it. Please email the BTU Executive Board members and thank them for the support.

We believe the timing is getting better for our HRP to be presented. We hope that we will have even more actionable news to share with you before the temperatures begin to dip below 70 degrees.

This could positively impact you if you were hired prior to July 1, 2001 and opted NOT to go into TARP. You could be included if the HRP is successful. If you would like to be on our R+ email list send me an email using your non-BPS email address to [mmclaughlin@btu.org](mailto:mmclaughlin@btu.org).

## MASSACHUSETTS GROUP 1 RETIREMENT PERCENTAGE CHART

For Members-In-Service Hired **ON OR AFTER APRIL 2, 2012**

YEARS IN SERVICE	AGE AT RETIREMENT								
	60	61	62	63	64	65	66	67+	
10	14.5	16.0	17.5	19.0	20.5	22.0	23.5	25.0	
11	16.0	17.6	19.3	20.9	22.6	24.2	25.9	27.5	
12	17.4	19.2	21.0	22.8	24.6	26.4	28.2	30.0	
13	18.9	20.8	22.8	24.7	26.7	28.6	30.6	32.5	
14	20.3	22.4	24.5	26.6	28.7	30.8	32.9	35.0	
15	21.8	24.0	26.3	28.5	30.8	33.0	35.3	37.5	
16	23.2	25.6	28.0	30.4	32.8	35.2	37.6	40.0	
17	24.7	27.2	29.8	32.3	34.9	37.4	40.0	42.5	
18	26.1	28.8	31.5	34.2	36.9	39.6	42.3	45.0	
19	27.6	30.4	33.3	36.1	39.0	41.8	44.7	47.5	
20	29.0	32.0	35.0	38.0	41.0	44.0	47.0	50.0	
21	30.5	33.6	36.8	39.9	43.1	46.2	49.4	52.5	
22	31.9	35.2	38.5	41.8	45.1	48.4	51.7	55.0	
23	33.4	36.8	40.3	43.7	47.2	50.6	54.1	57.5	
24	34.8	38.4	42.0	45.6	49.2	52.8	56.4	60.0	
25	36.3	40.0	43.8	47.5	51.3	55.0	58.8	62.5	
26	37.7	41.6	45.5	49.4	53.3	57.2	61.1	65.0	
27	39.2	43.2	47.3	51.3	55.4	59.4	63.5	67.5	
28	40.6	44.8	49.0	53.2	57.4	61.6	65.8	70.0	
29	42.1	46.4	50.8	55.1	59.5	63.8	68.2	72.5	
30	43.6	48.0	52.6	57.0	61.5	66.0	70.5	75.0	
31	45.1	49.6	54.4	58.9	63.4	68.0	73.0	77.5	
32	46.6	51.2	56.2	60.8	65.3	70.0	75.0	80.0	
33	48.1	52.8	58.0	62.7	67.2	72.0	77.0	80.0	
34	49.6	54.4	59.8	64.6	69.1	74.0	78.0	80.0	
35	51.1	56.0	61.6	66.5	71.0	76.0	80.0	80.0	
36	52.6	57.6	63.4	68.4	72.9	77.0	80.0	80.0	
37	54.1	59.2	65.2	70.3	74.8	78.0	80.0	80.0	
38	55.6	60.8	67.0	72.2	76.7	80.0	80.0	80.0	
39	57.1	62.4	68.8	74.1	78.6	80.0	80.0	80.0	
40	58.6	64.0	70.6	76.0	80.5	80.0	80.0	80.0	

Due to Pension Reform the Minimum Retirement Age For State Employees in Group 1 is **Age 60**

Multiply the indicated percentage by the average of your highest consecutive five-year annual rate of regular compensation

For members of Group 2: add 5 years to your age when finding your pension percentage

For members of Group 4: add 10 years to your age when finding your pension percentage

FOR ESTIMATING PURPOSES ONLY.

(with less than 30 years of service)

Age upon date of Retirement	Percentage of Average Annual Rate of Regular Compensation		
	Group 1	Group 2	Group 4
67 or older	2.5	2.5	2.5
66	2.35	2.5	2.5
65	2.20	2.5	2.5
64	2.05	2.5	2.5
63	1.90	2.5	2.5
62	1.75	2.5	2.5
61	1.60	2.35	2.5
60	1.45	2.20	2.5
59	N/A	2.05	2.5
58	N/A	1.90	2.5
57	N/A	1.75	2.5
56	N/A	1.60	2.35
55	N/A	1.45	2.20
54	N/A	N/A	2.05
53	N/A	N/A	1.90
52	N/A	N/A	1.75
51	N/A	N/A	1.60
50	N/A	N/A	1.45

Average Annual Rate of Regular Compensation--

Note, certain payments including bonuses, overtime, severance pay, unused sick leave, or any payment made as a result of giving notice of retirement are *not considered* part of a member's compensation and are not included in retirement calculations.

Which amounts of compensation will be used in the calculation? For MSERS Members hired ON APRIL 2, 2012, the average is based on your highest five year salary average. The maximum per 80% of the salary average.

## Retirement Information

By Michael W. McLaughlin,  
BTU Elementary Field Representative

Retirement is governed by Massachusetts General Laws Chapter 32. Your contribution rate depends upon the date you were hired.

### HIRE DATE

Prior to Jan. 1, 1975.....	5% deducted
Jan. 1, 1975.....	7% deducted
Jan. 1, 1984.....	8% deducted
July 1, 1996.....	9% deducted
If hired between 1/1/79 - 7/30/01 ....	an additional 2% is deducted for earnings over \$30,000
July 1, 2001 and thereafter.....	11% deducted

Check your direct deposit receipts to make sure the correct amount is being deducted. If there's a mistake, you should report it immediately. Boston Retirement System (BRS) policy adopted in 2011 allows BRS to collect errors in deduction rates. The deduction rates are entered by the Boston Public Schools OHC Dept. upon your hiring. We have seen many mistakes over the years. Contact BRS, Room 816 at City Hall, 617-635-4305. You may have to leave a message as many of the BRS staff are still working remotely. Members can also contact me directly for information and help with retirement procedures or with questions emailing [mmclaughlin@btu.org](mailto:mmclaughlin@btu.org).

A simple equation is used to determine your retirement allowance. Your age factor (hired pre-2012)

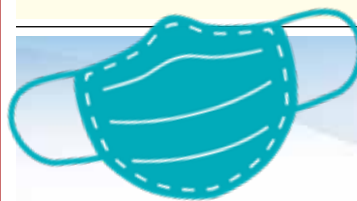
50=1.0	54=1.4	58=1.8	62=2.2
51=1.1	55=1.5	59=1.9	63=2.3
52=1.2	56=1.6	60=2.0	64=2.4
53=1.3	57=1.7	61=2.1	65=2.5(max)

is multiplied by years of creditable service. This yields a percentage. Next, average your three highest salaried years and multiple the percent by that average. The maximum percent allowable is 80%. This amount would be your estimated yearly retirement benefit before taxes and other deductions. Dividing that amount by 12 gives you a good idea of your monthly gross benefit, in pre-taxed amounts.

Retirement paperwork can be confusing. So too can be the bureaucracy at BRS. It's advisable to go into the retirement board 3-5 years before you're planning to retire to get a "Counter Estimate." Call and make an appointment with one of the customer service reps. It is also a good idea for members who have additional creditable service other than BRS service to go to Room 816 at City Hall and request the outside service be transferred to BRS. Do this within two years of beginning your employment with BPS to avoid additional interest rate charges.

As a trustee of the State-Boston Retirement Board I want to extend a welcome to our newest members starting out this year in the BTU/BPS. Those hired after April 2, 2012 were subject to most of the pension changes legislated during the Gov. Deval Patrick Administration. Retirement charts for pre- and post-4/2/2012 membership are provided here.

Call me (617-291-1375) or the BTU office with your retirement questions. There's also a Retirement FAQ on our BTU website, [btu.org](http://btu.org). As in the past, I am available to accompany you when you go to the Retirement Board at City Hall, Room 816.



# STAY SAFE!



SAVE THE DATE!  
SEPTEMBER  
24-26

7<sup>TH</sup> ANNUAL  
**BACK TO SCHOOL**  
FAIR

**40,000 FREE BOOKS**  
FOR BOSTON PUBLIC SCHOOL FAMILIES!

You must pre-register in advance  
for a time slot to come by.

**Pre-Register and Sign Up to Volunteer**

Sept. 24  
2:00-6:00 pm

Sept. 25  
2:00-6:00 pm

Sept. 26  
12:00-3:00 pm

**ALL ATTENDEES MUST WEAR MASKS AND GLOVES**

The fair will be scaled down this year without the usual activities, food and resource fair due to COVID-19.

**BTU.ORG/BACK-TO-SCHOOL**

# Why is Political Action Important for Our Union?



**Johnny McInnis**  
BTU Political Director

**COPE** is the BTU's **Committee on Political Education**. This program supports political action for the Boston Teachers Union. The COPE committee members are appointed by the BTU President for a two year term. The BTU uses COPE to endorse candidates in state, local, and national elections.

The political action program makes decisions to endorse candidates. The program follows a process for endorsing candidates after completing a questionnaire, interviewed then voted upon by the committee for recommendation to the executive board then recommended for a vote to the membership for the final approval. Elected officials affect education through decisions they make. They vote on education initiatives, funding, and they set policies that affect our members and schools. These decisions can have an impact on our collective bargaining ability to negotiate issues such as salary, class size, transfer provisions, school building improvements, and many other factors that impact our students and schools. Elected leaders can have a huge impact on our ability to do our job well and support our students!

The Union's Committee on Political Education (COPE) has five main purposes as described in the BTU bylaws:

- To support and strengthen the commitment of the citizens and the government to excellence in public education at all levels.
- To promote and strive for the improvement of the public schools by encouraging and stimulating

educators to take a more active part.

- To encourage educators to know and understand the nature and actions of their government and the important political issues, as they pertain to public education.
- To assist educators in organizing themselves for more effective political action, and in carrying out their civic responsibilities.
- To engage in any suitable activities to achieve the purposes stated above.

### What is the process used by the Union to endorse candidates?

The COPE committee meets when needed to make decisions on whether or not to make a recommendation to endorse a political candidate running for office. First candidates are provided a questionnaire with a series of questions pertaining to issues that would support our members before being asked to come before the committee for an interview. Decisions are made via candidate voting records by incumbent candidates, responses to questionnaires, and in-person interviews. Decisions can also

be made based on support for or against bills presented for upcoming legislation or City Council Motions. That legislation could include COLA for retirees, support for English Language Learners, funding for education, educator licensure, MCAS moratorium, and other interests on education. The committee then votes by a 2/3's decision to recommend to the Executive Board. The Executive Board votes on the recommendations from COPE by a 2/3's decision before sending it to a vote by the members for a 2/3's decision at the membership meeting. If the membership endorses the candidate, the candidate will be backed by our Union throughout their campaign.

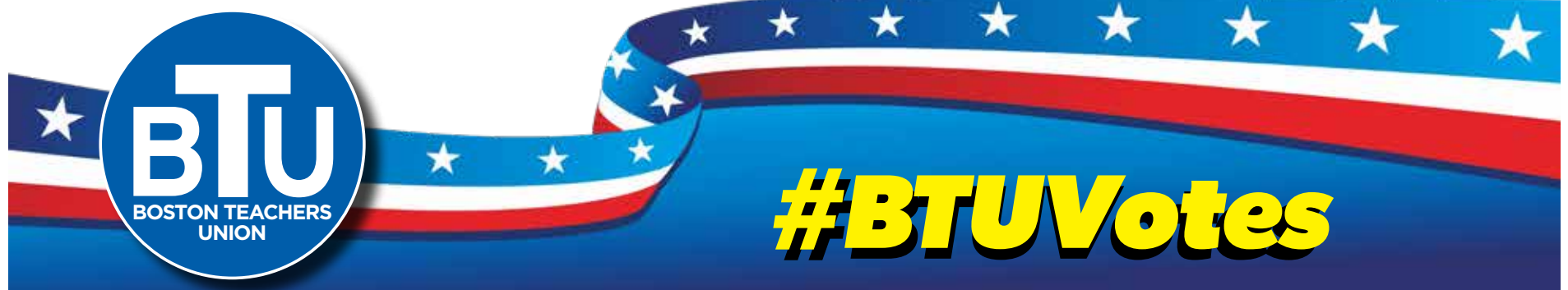
### Why are members asked to pay into COPE?

Based on state and federal laws there are restrictions on what Union dues are used for. A member can voluntarily decide how much is deducted for COPE. For example, members can contribute through payroll deduction by a suggested minimum of \$2.00 for Teachers and \$.75 for Paraprofessionals on their COPE card which is attached to the Membership card. COPE reports political actions

to members at membership meetings. As required by law there is a yearly audit to confirm that funds were documented for appropriate use.

Members' help is always needed after endorsing a candidate. Please contact us to join our BEAT (BTU Electoral Action Team). This group volunteers with candidates during their election campaign, organizes support on legislative bills, and other political actions as needed. Volunteering can also include canvassing door to door, standing out with signs at an event, or phone banking on behalf of a candidate. Contact me if you would like to join our BEAT or if you would like to come to support a particular candidate we endorsed.

Contact Political Director, Johnny McInnis by email [jmcinnis@btu.org](mailto:jmcinnis@btu.org) or Political Organizer, Roberto Jimenez by email [rjimenez@btu.org](mailto:rjimenez@btu.org). BTU office 617-288-2000.



## BTU and AFT-Massachusetts Endorsed Candidates

### BTU ENDORSED CANDIDATES

#### US Congress:

Robbie Goldstein, 8th Congressional District

#### State Senate Incumbents:

Senator Julian Cyr, Cape and Islands  
Senator Patricia Jehlen, Second Middlesex  
Senator Mike Brady, Second Plymouth and Bristol  
Senator Marc Pacheco, First Plymouth and Bristol  
Senator Patrick O'Connor, Plymouth and Norfolk  
Senator Nick Collins, First Suffolk

#### MA House of Representatives Incumbents:

State Representative Thomas Vitolo, 15th Norfolk  
State Representative Thomas Stanley, 9th Middlesex  
State Representative Christine Barber, 34th Middlesex  
State Representative Liz Miranda, 5th Suffolk  
State Representative Jon Santiago, 9th Suffolk  
State Representative Nika Elugardo, 15th Suffolk

#### Non-Incumbents for MA House of Representatives:

Erika Uyterhoeven, 27th Middlesex  
Brandy Fluker-Oakley, 12th Suffolk  
Rob Consalvo, 14th Suffolk  
Jordan Meehan, 17th Suffolk  
Joe Gravellese, 16th Suffolk

### AFT-MA ENDORSED CANDIDATES

#### US President/Vice President:

Joseph Biden/Kamala Harris (November Election)

#### US Senate:

Ed Markey, Massachusetts

#### US House of Representatives:

Richard Neal, MA 1st Congressional  
James McGovern, MA 2nd Congressional  
Lori Trahan, MA 3rd Congressional  
Katherine Clark, MA 5th Congressional  
Ayanna Pressley, MA 7th Congressional  
William Keating, MA 9th Congressional

#### State Senate Incumbents:

Senator Paul Feeney, Bristol and Norfolk  
Senator Jason Lewis, Fifth Middlesex  
Senator Marc Pacheco, First Plymouth and Bristol  
Senator Rebecca Rausch, Norfolk, Bristol and Middlesex  
Senator Walter Timilty, Norfolk, Bristol and Plymouth  
Senator Joe Boncore, First Suffolk and Middlesex  
Senator Michael Brady, Second Plymouth and Bristol  
Senator Harriet Chandler, First Worcester  
Senator Nick Collins, First Suffolk  
Senator Brendan Crighton, Third Essex  
Senator Julian Cyr, Cape and Islands  
Senator Salvatore DiDomenico, Middlesex and Suffolk  
Senator Sonia Chang-Diaz, Second Suffolk  
Senator Diana DiZogio, First Essex  
Senator Anne Gobi, Worcester, Hampden, Hampshire and Middlesex  
Senator Adam Hinds, Berkshire, Hampshire, Franklin and Hampden  
Senator Pat Jehlen, Second Middlesex  
Senator John Keenan, Norfolk and Plymouth  
Senator Edward Kennedy, First Middlesex  
Senator Joan Lovely, Second Essex  
Senator Susan Moran, Plymouth and Barnstable  
Senator Patrick O'Connor, Plymouth and Norfolk  
Senator Michael Rush, Norfolk and Suffolk  
Senator Karen Spilka, Second Middlesex and Norfolk  
Senator John Velis, Second Hampden and Hampshire  
Senator James Welch, Hampden

#### MA House of Representatives Incumbents:

Representative John Lawn, 10th Middlesex  
Representative Christine Barber, 34th Middlesex  
Representative David Biele, 4th Suffolk  
Representative Antonio Cabral, 13th Bristol  
Representative Pete Capano, 11th Essex  
Representative Gerald Cassidy, 9th Plymouth  
Representative Marjorie Decker, 25th Middlesex  
Representative Michelle DuBois, 10th Plymouth  
Representative Denise Garlick, 13th Norfolk

Representative Kay Khan, 11th Middlesex  
Representative Kathy LaNatra, 12th Plymouth  
Representative Tackey Chan, 2nd Norfolk  
Representative Michael Connolly, 26th Middlesex  
Representative-Elect Carol Doherty, 3rd Bristol  
Representative Paul Donato, 35th Middlesex  
Representative Nika Elugardo, 15th Suffolk  
Representative James Hawkins, 2nd Bristol  
Representative Natalie Higgins, 4th Worcester  
Representative Jack Lewis, 7th Middlesex  
Representative Liz Malia, 11th Suffolk  
Representative Joan Meschino, 3rd Plymouth  
Representative Aaron Michlewitz, 3rd Suffolk  
Representative Elizabeth Miranda, 5th Suffolk  
Representative Rady Mom, 18th Middlesex  
Representative James Murphy, 4th Norfolk  
Representative Tram Nguyen, 18th Essex  
Representative Maria Robinson, 6th Middlesex  
Representative David Rogers, 24th Middlesex  
Representative Jon Santiago, 9th Suffolk  
Representative-Elect Danillo Sena, 37th Middlesex  
Representative Thomas Stanley, 9th Middlesex  
Representative Paul Tucker, 7th Essex  
Representative Steven Ultrino, 33rd Middlesex  
Representative Andres Vargas, 3rd Essex  
Representative Thomas Vitolo, 15th Norfolk

#### Non-Incumbents for State Senate:

Candidate John Cronin- Worcester and Middlesex

#### Non-Incumbents for MA House of Representatives:

Candidate Michael Kushmerek, 3rd Worcester  
Candidate Erika Uyterhoeven, 27th Middlesex  
Candidate Marianela Rivera, 17th Essex  
Candidate Vanna Howard, 17th Middlesex  
Candidate Christina Eckert, 2nd Essex

#### 2020 Statewide Ballot Measures:

Ranked-Choice Voting Initiative,  
Vote "YES" on Question 2.

# Contractual Benefit Package for All Teachers\*



All BPS teachers (\*) are eligible to take advantage of a range of contractual benefits and provisions that have resulted from years of collective bargaining between the School Department and the Boston Teachers Union. A summary of many of the more important benefits and provisions follows.

Where mentioned, the BTU office can forward more detailed information. The BTU Field Reps., **Caren Carew** and **Michael McLaughlin** can provide more information. Or please feel free to call or email me ([jtang@btu.org](mailto:jtang@btu.org)). Also, please note that each school has BTU Building Representatives, elected at each school, who can provide more detailed information. Further, we now have BTU Regional Leaders, just one more way we are trying to meet your needs by bringing better service.

(\*) includes nurses, psychologists, SLPs, OTs, PTs, etc., and all other covered professional members in our bargaining unit. There is another article in this newspaper that relates to paraprofessionals.

Copies of the BTU Contract are available through BTU Building Representatives or by calling the BTU office. The contract is also available on line. For more detailed information on any of the below, please call the BTU office. All references to the BTU Contract are to the burgundy contract booklet.

If you need a booklet, please call the BTU office. References to the school department's web page are accurate as of mid-August, though they will change as the department updates its yearly circular offerings. A complete listing of department circulars can be found at <http://www.bostonpublicschools.org/domain/1884> as of mid-summer, 2017. All web pages referred to are accurate as of early August 2017 but all locations may have changed when newspaper

appears in print. The postings are yearly staples and are easy to track down. If you have any questions, please call the union office.

Incidentally, all of the below applies generally to all teachers, etc. However, some schools are in state receivership (Holland and Dever) and certain 'benefits' – like the right to file a grievance – may not apply. Similarly, we have dozens of other schools (Innovations, Pilots, Horace Mann in-district charters, Turnarounds) whose members are subject to an election-to-work agreement (EWA) that in some cases trumps the Collective Bargaining Agreement. Given that there are 40+ schools with some autonomy, it is impossible to give a complete listing here of what benefit does or does not apply. However, we are working on getting all of these agreements on the new BTU website under "Contracts." It is reasonably safe to assume that all financial benefits – salary, career awards, lanes, maternity leave, retirement savings' plans, flexible spending plans, health insurance, tuition reimbursement, and so on – do apply to all. The only exception here is that the schools in receivership have developed some of their own rules and should you work there, you are advised to call the BTU office and speak to Michael.

Please remember that the links on the BPS webpage below are subject to change (*but they won't go far!*).

All references to the BTU contract refer to the burgundy contract booklet, which goes from 9/1/2010 through 8/31/2016, and continues until a successor agreement is reached and ratified.

Booklets can be obtained through your BTU School Building Rep., or by calling the office at 617-288-2000. You may also access the information online here: <http://btu.org/contracthighlights/2010-2016/view-download/>

All page references refer to pages in the booklet.

## SALARY & BENEFITS

	BENEFIT	HOW IT TAKES EFFECT?	HOW TO LEARN MORE?	WHAT TO LOOK OUT FOR?
<b>Salary Step Placement</b>	Up to 3 years' credit for both inside and outside the system, (6 total) if service meets certain criteria.	You must apply with app and documentation. <b>Not necessarily retroactive</b> , so do not delay in filing.	See <a href="https://btu.org/wp-content/uploads/2019/12/Salary-Grids.pdf">https://btu.org/wp-content/uploads/2019/12/Salary-Grids.pdf</a> also contract pp. 99-100 or call the BTU office at 617-288-2000 and ask for a field representative.	'Inside' or prior Boston service includes substitute teaching time under certain conditions. Outside service does not.
<b>Salary Lane Placement</b>	B+15, Masters, M15, 30, 45, 60, 75, Doctorate	You must apply and supply documentation. <b>Not necessarily retroactive</b> ; do not delay in filing either PS O3 form or supporting credentials	See BTU contract pp. 101-102.	Maintain date-stamped records of all transmissions to the Bolling Building. It is suggested that these documents be hand delivered as the lane change maybe time sensitive.
<b>Salary Lane: In-Service Credits</b>	Limit of in-service credits increased to 30	Upon application to HR; make sure you follow instructions and keep a copy of documents transmitted, with date stamp	See procedure found here: Go to <a href="http://www.bostonpublicschools.org/page/7959">http://www.bostonpublicschools.org/page/7959</a>	The 20 in-service limit was in place for at least 25 years, so you may have long forgotten about surplus credits earned. These credits you may have squirreled away are now valuable.
<b>Health Insurance</b>	3 different plans, PPO, 2 HMOs	You must apply w/i 60 days of date of hire. Deadline is <b>FIRM</b> . New dependents must be added within 30 days.	See BTU or call Group Insurance Office @ 617-635-4570 or see <a href="https://www.bostonpublicschools.org/Page/3180">https://www.bostonpublicschools.org/Page/3180</a> Each spring there is an Open Enrollment period to change plans. Group Insurance hosts for your convenience an insurance fair at the BTU, also in the spring. All changes elected during Open Enrollment take place on July 1.	This is a most important benefit. Talk to a few colleagues before making a decision. Health coverage takes a month or so to start, depending on when you sign up at City Hall. If you take a leave of absence and drop your coverage, you must re-enroll during the open enrollment period. The plans are under an agreement with all city unions.
<b>Health and Welfare</b>	Includes Dental, Eye Care, and Legal benefit. City pays plan premium, but some benefits have small co-pays.	Apply at BTU H&W office or at 288-0500. Benefit effective retro. to start of prov. contract, but implementation can be delayed.	Call BTU H&W @ 617-288-0500 or see <a href="http://www.btuhrwf.org">http://www.btuhrwf.org</a>	H&W Dental coverage is different from city's health plan. And 2) The H&W dental plan has two options, one through Delta Dental and one through Harvard Dental. Take your time to make an informed decision.
<b>Salary Item: Tuition Reimbursement</b>	All permanent teachers on 'steps' 1-9 (9 for the 1st time) get up \$1,000/yr. Provs. get \$500. Paras with three or more years of service are covered with similar benefit	This took effect 9/1/04, and is paid as tax-free reimbursement for tuition. Paras are added as of 9/1/07.	See: <a href="https://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/293/Circulars/Tuition%20Reimbursement.pdf">https://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/293/Circulars/Tuition%20Reimbursement.pdf</a>	If you were eligible for this benefit last year but did not submit documentation in time, call the union office. Pay attention to reporting deadlines.
<b>Salary Item: NBPTS Teachers</b>	Members certified under the standards of the NBPTS now get a 4% raise. Members also get reimbursed for the cost of application fees upon successful attainment of certification.	This salary differential took effect 9/1/03	See the National Board (NBPTS) website at <a href="http://www.nbpts.org/">http://www.nbpts.org/</a> for eligibility rules, subject areas covered, etc., and the BTU contract, pp 85-86.	The NBPTS regrettably does not grant certification in all subject areas and in all job categories, though categories are expanding regularly.
<b>Performing Arts Teachers</b>	Performing Arts, theater, music, drama drama, and choral group teachers can get \$1600 stipend.	If one of the aforementioned teachers conducts after school rehearsals and practices which culminate in final precautions and/or festivals.	BTU contract, P. 47	This is a relatively new benefit, a long time in coming. Please call one of the field reps if you have any questions.
<b>Flexible Spending Program – Dependent Care</b>	Use up to \$5,000 in pre-tax dollars for dependent care; excellent tax benefit. This is an IRS-approved program that is quite beneficial when used properly.	Apply within 30 days of hire or during Open Enrollment usually beginning mid-October; announcement will be made in BTU e-Bulletin. To sign up for e-Bulletin, go to: <a href="https://btu.org/bulletin/">https://btu.org/bulletin/</a>	Call the BTU office @ 617-288-2000. For more detailed information, call CPA, Inc. @ 1-800-544-2340 or Group Insurance at 617-635-4570 or see <a href="http://www.cpa125.com/">http://www.cpa125.com/</a>	Be careful when creating a deduction as you cannot change the deduction for the entire calendar year once you agree to it. Your dependent care reimbursements <b>CANNOT</b> outpace your deduction schedule.
<b>Flexible Spending Program – Medical</b>	Use up to \$2,550 (new cap this year) in pre-tax dollars for out-of-pocket medical expenses; excellent tax benefit	Same as dependent care (above).	Same as dependent care see <a href="http://www.cpa125.com/">http://www.cpa125.com/</a> or <a href="http://www.bostonpublicschools.org/domain/1884">http://www.bostonpublicschools.org/domain/1884</a> and search for flexible.	Again, be careful when setting up your deduction. Your medical reimbursements <b>CAN</b> outpace your deduction schedule.
<b>Flexible Spending Program – Transportation and Parking</b>	As with the above programs, though subject to different dollar limitations, this program allows the use of pre-tax dollars to be spent on mass transit and parking activities.	No eligibility requirement.	See <a href="http://www.cpa125.com/">http://www.cpa125.com/</a> or same as above.	Make sure you will need this benefit for the entire calendar year when you sign up, as deductions cannot generally be stopped once started. All of these programs are extremely beneficial when properly used, but caution is advised.
<b>Life Insurance</b>	City sponsors standard \$5,000 term insurance plan for BPS employees and city vendor sells additional coverage. See here: <a href="http://www.cityofboston.gov/ohr/benefits/life.asp">http://www.cityofboston.gov/ohr/benefits/life.asp</a>	First \$5,000 of term coverage comes with purchase of health insurance. 1/2 of premium for first \$5,000 coverage paid by the city; rest paid by employee.	Call 617-635-4570 for more information. <b>You are strongly advised to shop around to private vendors for best cost</b> before purchasing additional insurance beyond the standard \$5,000.	Beware of insurance salespeople 'popping in' to the teachers' room to sell you insurance. Salespeople in the building often pretend to have some exclusive approval or license to sell insurance. They do not. You are advised strongly to shop around before making a purchase of any additional life insurance product.
<b>Disability Coverage</b>	Public Pension Law grants limited coverage for total disability, none for short-term disability.	Public coverage is inadequate & eligibility is restrictive. If you desire adequate coverage, you'll need to purchase it privately.	See the Mass State Teacher Retirement Board Web Page for understanding the law at <a href="http://www.mass.gov/mtrs/">http://www.mass.gov/mtrs/</a> . The state and the city have different but essentially parallel retirement and disability plans in all respects. The state's web page is excellent.	There is a sick leave bank for teachers and paras, which eligible members can obtain days from, after an application process. The bank plus use of your own days (see below), which must be exhausted first, amounts to a quasi-short term disability plan.



## SALARY & BENEFITS (continued)

	BENEFIT	HOW IT TAKES EFFECT?	HOW TO LEARN MORE?	WHAT TO LOOK OUT FOR?
<b>Debt Forgiveness</b>	The AFT now has a resource for those who need to learn the landscape of free and underused federal programs that help many student loan borrowers lower their monthly payments and, in some cases, even have their debt forgiven.	If you work in the public service, a little-known government program, called "Public Service Loan Forgiveness" could allow you to have all of your direct federal student loans forgiven, tax-free.	Visit <a href="http://www.forgivemystudentdebt.org">http://www.forgivemystudentdebt.org</a> .	The BTU will be offering a Student Debt Clinic. Please watch for more information in the BTU's weekly e-bulletins. A date and time will be set when this is finalized.

## MAJOR (BUT NON-INCLUSIVE) LIST OF CONTRACTUAL WORKING CONDITIONS

	HOW DOES THE BENEFIT WORK?	SUMMARY DETAILS	HOW TO LEARN MORE?	WHAT TO LOOK OUT FOR?
<b>Class Size Maxima; Caseloads</b>	Enforces class size maxima and caseloads. Important benefit.	Too lengthy to list here; ask building rep at school for class size fact sheet. See Erik Berg's article on page 2 of this newspaper.	Contract pp. 25-27, speak with BTU Building Rep.; call BTU at 617-288-2000 or visit here at <a href="http://www.btu.org/member-resources/csg/">http://www.btu.org/member-resources/csg/</a> .	Do not procrastinate! File a class size grievance on the BTU website as soon as your class is over the limit.
<b>Sick Days</b>	Grants paid leave when ill, up to time accumulated.	15 days granted per year; unused days accumulate & have cash value at separation after 10 years of service.	Talk to Building Rep. or call BTU at 617-288-2000.	Will need a doctor's note if absent for six or more consecutive school days.
<b>Personal Leave</b>	Grants paid leave for personal reasons with one day's notice.	4 days per year; unused days accumulate.	Contract pp. 113-117; see building rep at school, call BTU office at 617-288-2000.	Your reason for taking a personal day is personal and need not be shared, but you do have to give notice. Unused days are automatically converted to accumulated 'sick' days at the end of year.
<b>Professional Leave</b>	Grants limited paid leave to attend educational conferences.	Limited system-wide allotment of 2,000 days distributed to individual staff on a pro-rata basis.	Talk to building rep or call BTU at 617-288-2000 or email <a href="mailto:ptritter@btu.org">ptritter@btu.org</a> .	
<b>Bereavement Leave</b>	Grants paid leave under limited circumstances.	Depends on family relationship to the decedent.	See contract p.115 or talk with Building Rep. or call BTU office at 617-288-2000.	
<b>Religious Holy Days</b>	Grants paid leave under limited circumstances.	Depends on holiday specifics.	See contract p.115 or talk with Building Rep. or call BTU office at 617-288-2000.	
<b>Maternity Leave</b>	Grants paid as well as unpaid leave & city continues to pay its share of health coverage.	Paid maternity time limited by number of sick days accrued.	See contract p.116 or talk with Building Rep. or call BTU office at 617-288-2000.	Complicated procedure; it is suggested you call one of field rep.'s for more information. This procedure becomes particularly more complicated when the birth is scheduled for the summer months. Again, please contact the BTU office.
<b>Leave for Adoption</b>	Grants paid as well as unpaid leave.	Limited to 40 days per school year if you have 'accumulated' days in your bank; used to be 30 days.	Contract, p. 117.	
<b>Leave for Family Illness</b>	Grants paid leave for family member's illness	Limited to 30 days per school year if accumulated, though more can be granted.	Contract, p. 114.	May need a note from family member's doctor; those who need more than 30 such days are advised to contact the BTU office.
<b>Planning and Development Time</b>	Grants staff unassigned time when one is not given a programmed duty or responsibility. P&D periods are 'teacher directed,' i.e., teacher alone decides what he/she does during that period.	Middle and High Teachers – 5 full-length periods (48+ minutes per) per week.  Elementary Teachers get four 48-minute P&D periods per week, plus one CPT period that is administratively directed.  N.B. Specialists and Itinerant Specialists get identical benefit of individual grade levels	Contract pp. 230-31; or see Building Rep. or call BTU office at 617-288-2000.	You do not have to complete ISSP's or any other administrative work on this time. It is your time and you cannot be assigned a specified duty or meeting. If you 'lose' a P&D, you are eligible for pay for the lost time unless it is made up. Call the BTU office.
<b>Schedule A ELT Schools</b>	In addition to the above, all teachers receive two more blocks of time – see right hand box.	Teachers receive an additional 40-minute block of time that is P&D time for elementary teachers and may be incorporated into CPT time in middle grades. In addition, teachers receive a weekly 35-minute block of time (either as one block or as 7-minute daily sessions added on to the typical P & D). This 75-minute, in the aggregate, time is not PD time – it's a combination of P&D and teacher-directed planning time.		
<b>Duty-Free Lunch</b>	Grants daily duty-free time to all for lunch, in addition to daily P&D time.	Middle and High Teachers – no less than 25 minutes per day; Elementary Teachers – no less than 40.	Contract p. 31; or see Building Rep. or call BTU office at 617-288-2000.	This is your time and you cannot be assigned any duty during this time.
<b>Job-Sharing</b>	1/2 salary, 1/2 position	Two people share one job; each gets 1/2 salary and full benefits	See here: <a href="https://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/293/Circulars/hrs-hs-2.pdf">https://www.bostonpublicschools.org/cms/lib07/MA01906464/Centricity/Domain/293/Circulars/hrs-hs-2.pdf</a>	Start early in the year if looking for a partner; this is most difficult for many, as good 'matches' are hard to find.
<b>Peer Assistance Program</b>	Experienced teachers in need of assistance can volunteer for a peer assistant.	Peer assistant can provide assistance to one who needs help.	Call BTU office at 617-288-2000 or email Mike McLaughlin at <a href="mailto:mmclaughlin@btu.org">mmclaughlin@btu.org</a>	This is a good, useful program for those who are having difficulty with the performance evaluation process.
<b>Accepting a student-teacher</b>	If you accept a student teacher, you receive two days' leave with pay.		Contract pp. 31, 108 or see Building Rep. or call BTU office at 617-288-2000.	Days are to be taken during last two weeks of teacher trainee's tenure.
<b>Mileage</b>	Traveling between two or more schools on a given day.	If you travel between two or more schools in a given day as part of your duties, you are generally entitled to a mileage payment.	Contract pp. 46, 108-109, 142, 175, or see Building Rep. or call the BTU office at 617-288-2000.	Mileage is generally not for travel to and from your assignment each day, but for all other miles mandated within; call the BTU for more info.

## RETIREMENT, TAX-DEFERRED SAVINGS PLANS

	PARTICIPATION	DETAILS	MORE INFORMATION	WHAT TO LOOK OUT FOR?
<b>Public Pension</b>	Participation is mandatory under state law; vested employees obtain a pension at retirement.	Call the BTU for more information.	See MTRS at <a href="http://www.mass.gov/mtrs/">http://www.mass.gov/mtrs/</a> for more information, or see the city webpage at <a href="http://www.cityofboston.gov/retirement/">http://www.cityofboston.gov/retirement/</a> . The former is superior and provides all you need to know. Or call Michael McLaughlin at the BTU for more information.	If you leave the system prior to retirement, consult the BTU before withdrawing your funds out.
<b>Participation in a 403(b) or a Tax-Sheltered Annuity (TSA) plan</b>	See accompanying article.	Pre-tax salary contributions grow tax-deferred until withdrawn.	See accompanying article in this newspaper.	Vendors walking the halls at your school or visiting you in the teachers' lounge have no special license from the city. Their plans do not operate with any special imprimatur from the city. The vendors are by and large salesman and saleswomen selling a product. Before agreeing to any salary reduction, you are advised to consult with a licensed independent financial planner. Otherwise you may be purchasing what may be a life-time product that will carry with it a heavy lifetime penalty for withdrawal.
<b>Participation in the State's Deferred Compensation or 457 Program</b>	Participation is voluntary; state-chosen vendor Great West. See accompanying article.	Pre-tax salary contributions grow tax-deferred until withdrawn.	Call the BTU for more information and/or Great West at 1-877-457-1900. See <a href="http://www.mass-smart.com">www.mass-smart.com</a> or email <a href="mailto:lisa.cardinal@gwrs.com">lisa.cardinal@gwrs.com</a> .	Very good plan, with slightly less flexibility than a 403.b, but worth investigating, as the state has done much of the 'homework' for you. Fees are minimal, much lower than in typical 403.b plans. Plan is monitored by state, which is a real plus. 403.b plans are not monitored. Terrific option with many similarities to a 403.b.
<b>Social Security</b>	Mass. public employees do <b>NOT</b> pay into SS; employees can, however, accrue SS credits at any time in non-public employment.	Those with SS credits can combine SS pension with teacher (public) pension, but some restrictions and offsets generally apply.	Call the BTU for detailed, written explanation or go to <a href="http://www.ssa.gov/pubs/10045.html">http://www.ssa.gov/pubs/10045.html</a> or <a href="http://www.ssa.gov/pubs/10007.html">http://www.ssa.gov/pubs/10007.html</a> for a discussion of the restrictions and offsets. These are most important topics for those who expect to get some benefit from SS credits.	Log onto <a href="http://www.mass.gov/mtrs/benefit-recipients-retirees-and-survivors/social-security/">http://www.mass.gov/mtrs/benefit-recipients-retirees-and-survivors/social-security/</a> for news pertaining to public employees.

## GRIEVANCE RIGHTS

As a covered member you have a right to an interpretation of any provision of the collective bargaining agreement. In the event of an uncertainty or dispute regarding any provision of the Contract cited above (or any other provision, for that matter), it is in your best interest to call the BTU at 617-288-2000 or speak with a building representative. Also, see [btu.org](http://btu.org).

Most contractual disputes are resolved informally. However, in the event an issue cannot be resolved, you have a right to have the BTU proceed with a grievance on your behalf should the Contract support your claim.

# Teachers As Advocates: One Teacher Voices the Need for Social/Emotional Support For Families

Hello all,

Thank you Dr. Casselius and everyone else who helped to facilitate today's very important community meeting. I appreciate your effort to make the important decision of how we'll reopen our Boston Public Schools in the fall as democratic and as inclusive as possible. It was reassuring to listen to your presentation regarding potential plans for reopening our schools in the fall, to see how well attended this meeting was, and to witness how many parents and teachers were able to express their ideas and concerns.

Because we ran out of time today, I didn't have a chance to ask my question, but perhaps it was for the better because it forced me to think deeply about what I have to say and to better organize my thoughts.

I am a BPS English as a Second Language teacher who works exclusively with English language learners in grade 6 to 8, and their families. With much effort and hours dedicated to two essential goals, by the end of the third week of remote teaching and learning, I had been able to A) acquire the basics of how to do online instruction, and B) to connect with, and count on, 100% of my students and their families. Obviously, like most of us BPS teachers, I spent many more weeks, till the end, refining and fine-tuning my teaching, my approach, my techniques(s) and my priorities. In fact, throughout the summer, I still am learning new tricks and familiarizing myself with materials I can use in the fall in order to meet the demands of my soon to come new and uncertain job description. This fall, I have hopes to be an even more effective teacher than I was in the spring of 2020, and that I won't be nearly as stressed out.

In my experience, however, what made transitioning to remote learning most challenging and time consuming doesn't get talked about nearly enough. Between March 17 and June 22 of this year, I and many teachers like me, spent hundreds of hours connecting, communicating with, training, consoling, and supporting, not only our students, but the parents of our students, all of whom to different degrees are English language learners, themselves.

Indeed, after those excruciatingly difficult first few weeks I found myself throughout the spring, still dedicating hundreds of hours to learning about how to effectively connect with my students so that I could teach them online as best as I could, as I SIMULTANEOUSLY offered support, not only to them, but to their families, as well. Among other concerns, parents and students had questions and needs regarding access to technology (computers & the Internet), services available to them, financial support, food, and housing. One might have anticipated that. But what took me by surprise was the level of emotional support I ended up offering to a number of my students and parents who expressed being on the verge of falling apart.

Thus, as you figure out what our fall model will look like, I ask that you factor in the following concerns:

1) The new challenges of our profession are many, and they require us teachers spending a colossal amount of hours retraining on a new way of teaching we were not even familiar with only 6 months ago.

2) It takes teachers a huge amount of time and effort (especially to bilingual teachers) supporting our families behind the scenes, especially those families who are new to this country and who don't speak much English, if at all.

3) A large percentage of our families have special needs and concerns they often don't know who to share with or to run by, other than their students' classroom teachers or the few teachers available to them who speak their language. Needless to say that more qualified bilingual personnel are needed in our school district.

4) Even though the City of Boston did a decent job reaching out to families to offer them material goods, such as food and computers, not nearly enough was done to offer our students and their families (or our teachers, for that matter!) services to address their new socio-emotional needs. In addition to the stress they experience for having lost their jobs and having to be home with their children all day long, some of them spoke of their reluctance to telling anyone if any of their family members caught the Coronavirus for fear of being discriminated against or stigmatized.

5) More time and effort have to go into training teachers. New hires will have to be trained on the rudiments of teaching remotely, and even those of us who already have months of experience teaching online will have to be trained on how to improve our craft and on what the new or additional expectations will be.

6) It is imperative to come up with the necessary resources to facilitate communicating with and training our families on the new BPS ways and how they can support their students. This important sharing of information must be done in the families' native languages, so that each individual teacher doesn't have to utilize so much of their class time and/or so much of their 'free' time supporting their students and their families. I can testify that this past spring, I had nearly zero free time because of having to dedicate so much of my time to dealing with all of the above.

7) Given the new demands of our job, scheduling CANNOT look as if we were teaching in person; more time needs to be built into our schedules for student and family support and communication.

Thank you for taking the time to read this letter and I surely hope you will be true to your word of taking into consideration whatever feedback we give you after today's meeting was over. Parents, teachers and students are anxiously awaiting your final decision. Some parents I have spoken to worry that after dedicating so much time and effort to learning how to do remote learning, now they'll have to learn and adapt to yet another model in the fall. For this reason, the sooner we start giving shape to whatever model you decide to embrace, and sharing the details of the plan with the school community, the better.

I wish you much luck and wisdom in arriving at the important decisions that will affect so many lives.

Sincerely, Ada Sepulveda  
ESL teacher, Hennigan K-8 School

# Salary and Academic Lanes

By Michael W. McLaughlin, BTU Elementary Field Representative

Your union has negotiated numerous contractual benefits over the years. In order to receive the salary benefit increase due to academic advancement you must submit the appropriate documentation to the Office of Human Capital (OHC). It is always advisable and strongly urged to insist on receiving a time/date stamp copy of all documents you submit to OHC. Think of it as a receipt.

Employees qualifying for a change in salary lane as a result of the completion of accredited course work and degrees must submit a completed PS-03 along with **OFFICIAL TRANSCRIPTS**. The transcripts must include a passing grade and/or a degree conferred date. Electronic Transcripts must be sent directly from the institution to [employeeservices@bostonpublicschools.org](mailto:employeeservices@bostonpublicschools.org). Only submit credits/degrees when applying for the salary lane advancement. Do not submit single or multiple credits below the threshold for lane advancement. If approved, you should see a change in your salary within 3-4 pay periods following the submission. Denied applicants will receive an email to their BPS email address from OHC providing the reason for the denial (summer months take longer).

Salary lane adjustments will be processed retroactively to September 1, if all the correct documentation is received by OHC by the close of business on September 30. Otherwise, the change will be effective on the first day of the month following complete submission of all documentation during the school year. Submissions after May 31 will be effective for the start of the following school year.

Boston Public Schools reserves the right to approve salary lane advancement for only those courses that are related to the field of education. Pre-Approval can be requested.

Accredited College or University Course:

Courses must be granted by an accredited college or university listed on the *Accredited Institutions of Post-Secondary*

*Education* registry and deemed acceptable by the American Council on Education.

Courses must award GRADUATE CREDIT.

Courses are evaluated by the semester hour only. Courses taken by the quarter credit hour will be converted to the metric specified by the respective institution. If not specified, BPS will use a .75 to 1.0 ratio.

Courses must clearly relate to the field of education in the BPS.

Academic Ladder Credit (ACL) can also be used for academic lane advancement. ALC's are equal to in-service credits with no cap on the amount earned. Each ALC course has a target competency and a range of options for demonstrated competency through artifacts or reflections. ALC's require 12 hours of seat time per credit though credit will not be awarded until the educator submits a final product demonstrating successful implementation of a specific instructional practice. Submit the actual ALC completion certificate when applying for a salary lane advancement.

In-Service credits can also be granted for courses previously offered by BPS. Submit the actual in-service completion certificate.

Continuing Education Units (CEU's), also known as contact hours are accepted at the rate of 15 contact hours for 1 graduate credit, not to exceed 30 graduate credits. This applies to nurses and most related service providers.

Professional Development Points (PDP's) are not applicable for salary lane advancement. PDP's are commonly used for license recertification.

Consult pages 102-105 of the 2016-2018 Collective Bargaining Agreement for more information.

It is important to note that in some cases BPS will make slight salary adjustment when credits are submitted after the school year starts. It is advisable to submit advanced credits just prior to the beginning of the school year or at the end of the school year to be effective the following year to avoid a negative salary adjustment.



Being a teacher is really hard.



And our world is in turmoil.

Come learn **concrete strategies** to help you avoid the **five personal pitfalls** of the educator experience.

Don't just **survive**. **Thrive**.

What	A research-based personal development program to help educators achieve well-being
Who	Our program is built with <b>teachers</b> in mind. That said, it is open to <b>all BTU members!</b>
When & Where	The program will be <b>fully online</b> . Participants will engage in synchronous learning experiences alongside a <b>small group of fellow educators</b> .

Those who complete the program can earn 3 graduate credits from Teachers College of San Joaquin for a price of \$300!



- **Apply.** Applications are due by **Sunday, September 20**  
Apply here: <https://tinyurl.com/ThriveBTU>
- **Video.** Watch a video preview of the program here:  
<https://tinyurl.com/ETvideoBoston>
- **Questions?** Email [Lindsay@EducatorsThriving.org](mailto:Lindsay@EducatorsThriving.org)



# The Boston Teachers Union Celebrates 100 Years of Women's Suffrage



As we celebrate one hundred years of Women's Suffrage, and get ready for one of the most important presidential elections in U.S. history, let's remember a deep connection Boston teachers have to the Women's Movement. Two of the very first leaders in Suffrage movement were two Boston teachers (1830s).



**Maria Stewart**

a free-born African American who became a teacher, journalist, lecturer, abolitionist, and women's rights activist. The first known American woman to speak to a mixed audience of men and women, white and black, she was also the first African-American woman to make public lectures, as well as to lecture about women's rights and make a public anti-slavery speech.



**Lucy Stone**

a prominent U.S. orator, abolitionist, and suffragist, and a vocal advocate and organizer promoting rights for women. In 1847, Stone became the first woman from Massachusetts to earn a college degree. She spoke out for women's rights and against slavery at a time when women were discouraged and prevented from public speaking. Stone was known for using her birth name after marriage, the custom being for women to take their husband's surname.

But before that, Lucy Stone became a teacher in Boston in 1834.

(Submitted by Palma McLaughlin, who attended the Lucy Stone School.)

and

## Let's Put Social Back Into Media

By Michael J. Maguire,  
Boston Union Teacher Co-Editor

Being involved in educational matters can take many forms. Attending union meetings and school committee meetings are important, as those are the places where decisions are made and ratified. After all, democracy is not a spectator sport.

There are other meaningful ways to engage policy makers. Social media is an important tool in our modern method of communication. Regardless of which platform(s) you favor, there is a way to stay informed, be involved, and to promote policies to benefit our students.

Before we move one, allow me to gently remind everyone that you can catch more flies with honey than with vinegar. Too often social media posts become rants of frustration. While venting is a normal and necessary part of life, venting on social media leaves a lasting impression of a temporary state of mind. Let us be mindful that it's not only our supporters who read what we write.

### Facebook

The BTU has a Facebook Page called *Boston Teachers Union*. Please "like" the page to receive updates of union activities. Share with your own Facebook friends those items that are of interest to you. Engage in educational talk with your Facebook friends. Ask them to repost stories that are important to you. That way the union's message is delivered to non-union people.



### Twitter

The BTU's Twitter handle is @BTU66. All unions have a "local" number for their national affiliation. Our local number is 66, hence the handle. Please "follow" @BTU66, like and/or retweet often. Good hashtags to employ are #BTUProud or #BTUContractNow.



Twitter is very popular with news media. Follow a local reporter whose stories you like. Retweet their stories when they are promoting public education, and reply to their tweets when they are off base. Soon you'll develop a relation-

ship with that reporter who may ask you for a quote in an upcoming story.

### Instagram

On Instagram, the BTU is [bostonteachersunion](https://www.instagram.com/bostonteachersunion). If Instagram is your preferred method of social media, we could use a boost in this realm.



### Blogs

The *Boston Globe*, the *Boston Herald*, and the *Bay State Banner* frequently run stories and editorials about the Boston Public Schools. Print media may be on the decline but the online versions are alive and well. Boston policy makers read these newspapers and they read the comment sections too. If you have the time please post a comment, drawn from your personal experience, in these blogs. If time is short or you don't quite know what to say, simply "like" the existing blog posts that speak to you.

### Letters to the Editor

If the spirit really moves you, taking a few minutes to write a letter to the newspaper will have a profound impact. Social media is nice for sharing news, but a letter to the newspaper tells the editor that you read, think, and care. A letter is far more impactful to the paper than a blog comment. Not all letters will be published, but if the paper receives many letters on the same topic it will print one or two to them. So even if your letter is not chosen, know that you helped get someone else's letter in print.

My advice in writing a letter to the editor is to pick one topic and make one solid point supported by evidence. Don't rebut every word in a story or editorial, letters are supposed to be short and to the point. Think one paragraph, not an essay.

### Other Media

By now you get the idea. If I have omitted your preferred method of social media, I offer my apologies. The same general rules apply: be positive, focused and informed. But please don't be shy. Your opinion matters and your advocacy is important.

## Write for the Boston Union Teacher



**Michael J. Maguire**  
Boston Union Teacher  
Co-Editor



**Garret Virchick**  
Boston Union Teacher  
Co-Editor

The *Boston Union Teacher* is the award-winning newspaper of the Boston Teachers Union. Special thanks are due the Editorial Board and the members who submit articles and photographs.

The editors are committed to maintaining the quality of our publication and with your help it will remain one of the best teacher union periodicals in the country. As members you will get each edition emailed to your house. You can also read the paper online at <https://btu.org/member-resources/boston-union-teacher-newspaper/>

The *Boston Union Teacher* strives to keep our membership informed of important issues facing our members, their families, and the greater community concerned about issues facing the Boston Public Schools. It is our goal to promote active participation in our union and the labor movement as a whole.

Our union is a diverse union. We have members just starting their professional life and members who have been serving the families and students of Boston for over 40 years. Our members come from all races and nationalities, reflecting the diversity of the students we teach. It is important that all these voices are heard on the pages of the *Boston Union Teacher*.

There are many ways you can contribute to the *Boston Union Teacher*. Sharing best practices, commenting on educational issues affecting our community, addressing issues important to the labor movement, reviewing books or popular culture, photo essays or artwork, or writing a letter to the editor are just some of the ways you can add to the quality of our publication.

Submissions to the paper should be done electronically through email. There will be some changes to the newspaper this year. Most deadlines for submissions are the second Wednesday of the month for publication in the following month. But some of the issues will be combined into double issues. And particularly important articles, especially those that are time sensitive will be posted first online before they are printed in the paper. This will allow for easier sharing on social media. More information on how this work will be forthcoming.

To submit something for publication, please email either **Garret Virchick** ([gvirchick@btu.org](mailto:gvirchick@btu.org)) or **Michael Maguire** ([mmaguire@btu.org](mailto:mmaguire@btu.org)).

We hope you have a successful 2020-2021 school year.

# Seeking National Board Certification in a Time of COVID-19

Elevating and sustaining teachers and teacher leadership in Boston schools is more critical than ever in this time of societal upheaval and political decision-making. The Boston Teachers Union in conjunction with the Boston Public Schools Office of Teacher Development is supporting a renewed National Board program for Boston teachers, and we welcome all Boston teachers who have been teaching for at least three years to pursue National Board Certification. We are here to help!

## Leadership

The BPS/BTU National Board program seeks to increase the numbers of **National Board Teachers** (NBCT's) in Boston. National Board is a process designed for teachers to demonstrate, through standards-based evidence, the positive impact they have on student learning as a result of their deep and abiding understanding of students, content knowledge, pedagogical practice, ongoing reflection, and participation in learning communities. National Board Certification empowers teachers and

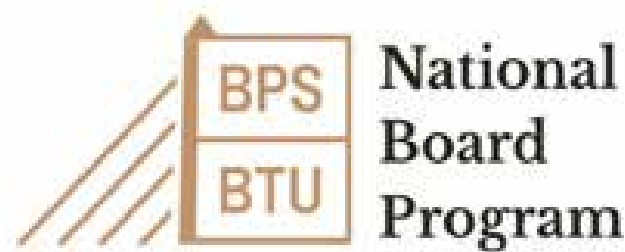
raises the status of accomplished teaching in a demonstrable way. It paves a path for teacher leadership. Our program seeks to connect teachers in Boston to the resources they need to complete this process and become NBCTs.

## Financial Benefits

The financial pay-off is another incentive to become a Board Certified Teacher. The Boston Teachers Union fought hard and won a 4% pay increase for teachers who become NBCTs. Under our current BTU contract, we also enjoy reimbursement of fees upon certification along with the opportunity to earn graduate credit. Becoming a National Board Certified Teacher in Boston can therefore result in a 4% pay increase and possible salary lane advancement along with the affirmation of your positive commitment and impact on student learning.

## Resources

The BPS/BTU National Board Program offers multiple resources and supports. One is the National Board Certified Teacher Leadership Team (NBCT



BOSTON TEACHERS UNION & BOSTON PUBLIC SCHOOLS

LT) which consists of five NBCTs who work to organize candidate support with no-cost, online workshops and information sessions that will be held throughout the school year. The NBCT LT has also developed a framework of support including On-Call Readers who are NBCTs and can read each candidate's component entry twice. In addition, the NBCT LT is developing a core of Professional Learning Facilitators/Cohort leaders to run online cohorts both at the school level and regionally throughout Boston. Cohorts of teachers pursuing certification will be facilitated by National Board Certified Teacher Leaders.

In addition, The National Board has ongoing online webinars to support

candidates during this time. Candidates can sign up and watch them live or watch them at a later time that may be more convenient. All webinars are led by staff from National Board and NBCTs throughout the United States.

For more information about these webinars, please visit <https://www.nbpts.org/covid-19/> where you will find webinars on every aspect of becoming an NBCT.

## How Can You Contact Us?

You can contact the NBCT LT by emailing [nationalboard@bostonpublicschools.org](mailto:nationalboard@bostonpublicschools.org) and one of the members will answer any questions you may have. Also, you can contact National Board at 1-800-22-TEACH.

For more information, please visit our team website at [bit.ly/2019nbctlt](http://bit.ly/2019nbctlt) or announcements check us out on Twitter @BostonNbct

## Supporting Families During the Pandemic

by Ann Finkel and Katie Peake, McKay School

Around 10 am on a typical teaching day during COVID-19, the check-in responses begin rolling in.

*"How are things going for you today?"*

*"Good my mom made an amazing breakfast and then I painted with water-colors"*

*"It's okay my dog ate a bunch of twigs and then he threw up :-("*

*"I have lost a person very dear to me due to coronavirus"*

Immediately, it becomes clear that young people are facing an enormous range of emotions and new experiences during COVID-19. There is no protocol and no "one size fits all" prescription for how to best serve all students during this pandemic.

At the Donald McKay school in East Boston this Spring, we attempted to support students and families through our work as a Family Support Team. Thinking back to Education 101 and Maslow's pyramid, we began by providing food and material resources to families experiencing hardship due to COVID-19. Throughout the Spring, we learned an incredible amount (and still have a tremendous amount to learn) about what it means to support and be in community with families at our school. Ultimately, we shifted our focus towards long-term stability and turned to supporting students by advocating for serious systemic change. We hope that you will join us in the process to push schools towards a community model that puts not only family needs, but also their voices, first.

When schools closed in March, our school community immediately prioritized students' emotional well being and family communication with weekly check ins. This wasn't unique to the McKay; schools across the district recognized the importance of relationships and connection during this time. Through daily texts, phone calls, and Zoom meetings with students, we listened as they recounted excitement about additional time for movie nights with family alongside anxiety about sick relatives or parental job loss.

We learned that as a result of COVID-19, many families were struggling with food insecurity due both to quarantine and financial hardship. Families worried about missing rent, and we struggled to find answers to questions about the

eviction moratorium, unemployment, RAFT, immigration and "public charge" status. While it is - or should be - the government's job to take care of people and therefore adequately address these concerns, we felt urgently compelled to do what we could to support our students and their families. Food deliveries and wellness calls quickly became part of our daily teaching routines.

We began by delivering food and grocery gift cards, supported by community donations, to families experiencing financial hardship and those unable to leave their homes due to quarantine. Additionally, many families felt uncomfortable going to the school meal pick-up site (which was not at our school) and our school's parent liaison personally transported stacks of meals to grateful families. While we acknowledged that this model was ultimately unsustainable, we were still working to connect with community groups and to better organize our teacher network. Soon, we began leveraging relationships with neighborhood organizations including Eastie Farms, East Boston Mutual Aid, the YMCA and even some local restaurants to inform families about these resources and to deliver the food to home-bound community members. We encouraged families to join the East Boston Mutual Aid Whatsapp group to stay connected and be able to actively participate in the network. Using existing resources and relationships with families and organizations allowed us to create a system that connected teachers, families, and the community in ongoing communication and food delivery; a system that has continued to support families throughout the summer.

As educators, we already knew the importance of housing to student well-being, and we had seen the crucial role that the East Boston community network played in supporting family health. In mid-June, as long awaited P-EBT funds began arriving to BPS families, we began to focus on additional family concerns such as technology support, interpretation assistance on forms and applications, and rent (our Panorama data indicated this as well, as 62% of McKay families reported being somewhat, very, or extremely concerned about rent). We attempted to connect families to rental relief assistance, such as Movimiento Cosecha's Undocumented Workers

Fund, but found that many of these funds were in such high demand that their applications closed only seconds after they opened. We came to understand that part of our mission when supporting families had to go beyond immediate direct aid, as there was already amazing organizing work happening in our communities. We shifted focus to helping families connect with these powerful networks.

At the McKay, our Family Support Team took our lead from City Life/Vida Urbana (CLVU), an organization working for housing justice, eviction defense, and community control of neighborhoods over the past 44 years. CLVU runs an eviction defense hotline and hosts weekly Zoom meetings in English and Spanish to facilitate conversations with tenants about their rights. They also are running an active and powerful campaign to push for strong housing stability legislation. We connected families to CLVU by advertising their weekly meetings in English and Spanish to our students' parents, knowing that these organizers have years of expertise and know a great deal about the communities they operate in.

Teachers on our Family Support Team hosted a Zoom-phonebank where teachers gathered to call our legislators to demand that they support the Act to Provide Equal Stimulus Checks, the HOMES Act, and the Right to Counsel Act. This was a powerful way to connect with colleagues and show up for our students and their families, in a time when literally showing up and showing our love for students in traditional ways is impossible.

As a union, we must acknowledge that there can be no education justice without housing justice and racial justice. We encourage union members to follow CLVU on Facebook or subscribe to their Action Alerts to continue fighting for other housing protections. A recent CLVU report found that 78% of suspended evictions in Boston during COVID have been in communities of color. If we are committed to becoming an anti-racist union, we must show up for Black and Brown communities and their leadership.

While we are very proud of the work our teachers, counselors, and administrators have done as part of our McKay Family Support Team, we have learned

so much and recognize that there is plenty we still hope to accomplish that did not come to fruition in these two hectic months. Moving forward, we must communicate and coordinate more with other schools in East Boston and the district to form a stronger community web and share best practices. We need to bring lunchroom staff, bus drivers, and custodians to the table. Additionally, we must involve more parent voices in our Family Support team. Our families are strong, caring, and knowledgeable and we must better honor the immense community connections, resources, and wisdom they have to offer.

Above all, we must work to involve students in these community efforts. We are teachers because we believe in the power of young people. It is critical that students learn that their insights are valuable and their voices are powerful, and as teachers it is our duty to open this door for them. As an example, a McKay 7<sup>th</sup> grader recently wrote a testimony for the CLVU car caravan on July 18th. She wisely said "I also think that it is important that rent is affordable. A lot of the houses and apartments being built here aren't even close to affordable. Sometimes people have to move to places with fewer opportunities and unsafe areas for them and their children." These are the kinds of lessons that are still alive and well during COVID and the kinds of experiences that build real leadership.

For many families, concerns surrounding housing, food, education, employment and so many other human rights - while exacerbated by this crisis - are not new. They did not mysteriously arise when COVID hit, nor will they magically disappear when COVID is gone. They arise from long-term, systemic injustices, and it will therefore take real systemic change to address them. As teachers and school staff, we have close relationships with students and families, a large and efficient network to communicate with many colleagues and families quickly, and strong and well-organized union. This makes us and our union powerfully and uniquely positioned to advocate for the systemic changes required to give our students and their families the safety and stability they deserve.

Join our network of BTU members prepared to fight alongside City Life/Vida Urbana: [tinyurl.com/BTUCLVU](http://tinyurl.com/BTUCLVU).

# A Primer of Rights and Benefits For Paraprofessionals For ABA Specialists



Dear Paraprofessional:

Welcome to the Boston Public Schools. This memo has been written to acquaint you with some of the major benefits and rights that all members of the para bargaining unit enjoy.

## Salary Step Placement

If you have college credits, you must submit a transcript (official) to the Office of Human Capital in order to receive your correct pay rate. All transcripts must be filed with the Office of Human Capital directly.

## Sick and Personal Days

Commencing with the first year of service (following a ninety-day probationary period) and annually thereafter, each September, fifteen (15) days of sick leave shall be granted to each paraprofessional in actual service on or before October 1<sup>st</sup> of that year. Two (2) personal days are also granted each year. Unused sick and personal days accumulate year to year. You may use personal day(s) for any reason with notice to the building administrator. You need not give a reason for requesting a personal day, and you may take the day(s) anytime you wish. (There are a few minor contractual restrictions regarding the use of personal leave. Consult your building representative for a full explanation.)

A 10-minute break and 30-minute lunch is part of the para workday. Also, days are given for bereavement. For a complete list, please consult the contract.

You will automatically receive union mail if you complete and return an application for union membership. Call the BTU Office at 617-288-2000 for an application, or request one from your building representative.

## Health and Welfare Benefits

Paras are eligible to partake in benefits provided by the union's Health and Welfare Fund. Major benefits include a dental insurance plan and an eye care center. For enrollment in the plan, call the Health and Welfare Office (located at Union headquarters) at 617-288-5883. Ask for a brochure which gives a detailed explanation of all benefits.

## Health Insurance

Health insurance is provided through the City's Group Insurance Office at 617-635-4570. Call that number for more information, or visit at Boston City Hall, Room 807. You have only 60 calendar days from your first day of service to register.

## Joining the BTU

All of the above benefits have come as a result of collective bargaining between the BTU and the Boston School Committee.

As exclusive bargaining agent, the BTU negotiates the contract, enforces the contract, and promotes the general welfare of the membership.

As a member of the BTU, you'll also belong to the American Federation of Teachers-Massachusetts (AFT-MA), the Massachusetts AFL-CIO, and the American Federation of Teachers in Washington D.C. (AFT). You will begin to receive monthly mailings from the BTU, AFT-MA and the AFT. To sign up for AFT benefits, go to: <https://www.aft.org/member-benefits>.

Joining with nearly 7,000 others makes us a stronger union, better able to help each of us. We encourage you to join. (Consult your building representative for a copy of the contract.)

A weekly bulletin from the BTU is posted in your school with pertinent information for all. Look for it posted in the building, or, you can read it on-line at [www.btu.org](http://www.btu.org). You can also have it emailed to you automatically by signing up for it on our website.

## Credit Union

Paras are also eligible to join the Tremont Credit Union, with offices located at BTU headquarters and at the Braintree Executive Park, 150 Grossman Drive, Braintree, MA 02184. Through the Credit Union you may authorize payroll deductions for savings and checking, arrange for a loan, and take care of many other banking needs. To join, bring \$30.00 and a paystub or a copy of your individual contract to either office and fill out an application. For more information, call 781-843-5626.

## Union Operations

Our membership meetings are held the second Wednesday of each month at 4:30 PM at the Union headquarters in Dorchester.

Each school has Union Building Representatives, elected to serve the staff in the building in dealings with the administration. The building representative is also the first line of communications between the building staff and the Union office. Many questions can be easily and quickly answered at the building level by asking the building representative.

The Union employs seven full-time officers and staff to serve the membership. Office hours are 8:00 AM to 5:00 PM. The office is open all weekdays including school vacations, but is closed on state, local and national holidays, the day after Thanksgiving, Christmas Eve and Good Friday. The office number is 617-288-2000.

The Boston Teachers Union provides a variety of services; we encourage you to take advantage of them. If you have any questions, please feel free to call me or email me at [chart@btu.org](mailto:chart@btu.org).



**Colleen M. Hart**  
BTU Paraprofessional/  
Substitute/ABA Field Representative

Dear ABA Specialist:

Welcome to the Boston Teachers Union. This memo has been written to acquaint you with some of the major benefits and rights that all members of the ABA bargaining unit, enjoy!

## Salary Step Placement

ABA Specialists shall advance one pay step per year. The above ABA pay scales shall increase by the same percentage increases as the other BTU bargaining units for the period commencing September 1, 2018 and the effective date(s) of those percentage increases shall be the same as the effective dates applied in those other BTU bargaining units.

## Sick and Personal Days

Commencing with the first year of service (following a sixty-day probationary period) and annually thereafter, each September, fifteen (15) days of sick leave shall be granted to each ABA Specialist in actual service on or before October 1<sup>st</sup> of that year. Sick leave not used in the year of service for which it was granted shall be accumulated for use in subsequent years. ABA specialists who have completed their probationary period will be allowed personal leave for personal needs not otherwise provided for, not more than four days per year without loss of pay. All personal days not used in the year for which they are granted shall be added to employee's sick leave entitlement for use in subsequent years.

The work day for all ABA Specialists shall be seven and one half hours, inclusive of lunch. ABA Specialists shall have a paid duty free lunch of at least thirty (30) minutes and not less than sixty (60) minutes of self-directed time per day without presence of students. The supervisors of ABA Specialists shall review and approve ABA Specialists' work day schedules prior to September 1<sup>st</sup> of each year.

## Health and Welfare Benefits

ABA Specialists are eligible to partake in benefits provided by the union's Health and Welfare Fund. Major benefits include a dental insurance plan and an eye care center. For enrollment in the plan, call the Health and Welfare Office (located at Union headquarters) at 617-288-5883. Ask for a brochure which gives a detailed explanation of all benefits.

## Health Insurance

Health insurance is provided through the City's Group Insurance Office at 617-635-4570. Call that number for more information, or visit at Boston City Hall, Room 807. You have only 60 calendar days from your first day of service to register.

## Joining the BTU

All of the above benefits have come as a result of collective bargaining between the BTU and the Boston School Committee.

As exclusive bargaining agent, the BTU negotiates the contract, enforces the contract and promotes the general welfare of the membership.

As a member of the BTU, you'll also belong to the American Federation of Teachers-Massachusetts (AFT-MA), the Massachusetts AFL-CIO, and the American Federation of Teachers in Washington D.C. (AFT). You will begin to receive monthly mailing from the BTU, AFT-MA and the AFT. To sign up for AFT benefits, go to: <https://www.aft.org/member-benefits>.

Joining with nearly 7,000 others make us a stronger union, better able to help each of us. (Consult your building representative for a copy of the contract.)

A weekly bulletin from the BTU is posted in your school with pertinent information for all. Look for it posted in the building, or, you can read it on-line at [www.btu.org](http://www.btu.org). You can also have it emailed to you automatically by signing up for it on our website.

## Credit Union

ABA Specialists are also eligible to join the Tremont Credit Union, with offices located at BTU headquarters and at the Braintree Executive Park, 150 Grossman Drive, Braintree, MA 02184. Through the Credit Union you may authorize payroll deductions for savings and checking, arrange for a loan, and take care of many other banking needs. To join, bring \$30.00 and a paystub or a copy of your individual contract to either office and fill out an application. For more information, call 781-843-5626.

## Union Operations

Our membership meetings are held the second Wednesday of each month at 4:30 PM at the Union headquarters in Dorchester.

Each school has Union Building Representatives, elected to serve the staff in the buildings in dealings with the administration. The building representatives is also the first line of communications between the building staff and the Union office. Many questions can be easily and quickly answered at the building level by asking the building representative.

The Union employs seven full-time officers and staff to serve the membership. Office hours are 8:00 AM to 5:00 PM. The office is open all weekdays including school vacations, but is closed on state, local and national holidays, the day after Thanksgiving, Christmas Eve and Good Friday. The office number is 617-288-2000.

The Boston Teachers Union provides a variety of services; we encourage you to take advantage of them. If you have any questions, please feel free to call me or email me at [chart@btu.org](mailto:chart@btu.org).

# Contractual Package for Paraprofessionals



## SALARY & BENEFITS

	BENEFIT	HOW IT TAKES EFFECT?	HOW TO LEARN MORE?
<b>Salary Step Placement</b>	Step 1 (first three years) Step 2 (after three years) Step 3 (after six years) Step 4 (after nine years) Step 5 (after twelve years)	Step increase takes place automatically through Payroll.	See contract, page 139.
<b>Salary Lane Placement</b>	Basic Rate and then Rates with 30, or 60, or 90 or In-Service and/or College credits and Bachelor's degree plus Bachelor's +15	Provide O.H.C. with a transcript of college credits or certificate for in-service credits.	See contract, page 139.
<b>Career Awards</b>	After completion of 9 years of service and increase every 5 years.	Provide Payroll with PS-03 form via the HUB to receive salary increase.	See contract, page 144.
<b>Substituting for a Teacher</b>	Pay is \$10.00 in addition to regular pay for substituting in his/her regular classroom.	Para must be certified as a teacher or have 10 years' service.	See contract, page 134.
<b>Health Insurance</b>	6 different plans, HMO and out-of-network individual and family plans.	You must apply within 60 days of date of hire. Deadline is firm. New dependents must be added within 30 days.	Call Group Insurance office at 617-635-4570 or see contract pg. 142 or <a href="http://www.cityofboston.gov">http://www.cityofboston.gov</a> key word: Health Benefit.
<b>Medicare</b>	Anyone entering public employment after 3/31/86 must pay Medicare tax and is eligible @ age 65 provided he/she has 10 years' service.	Employees pay 1.45% of gross wages. Deductions are mandatory and continue with employment.	<a href="http://www.medicare.gov">http://www.medicare.gov</a>
<b>BTU Health and Welfare Fund</b>	Includes Dental, Eye Care and Legal benefit. City pays plan premium, but some benefits have co-pays. Terrific benefit!	Apply at BTU H&W office at 617-288-5883 at start of employment.	Call BTU H&W at 617-288-5883 or see <a href="http://www.btuwhf.org">http://www.btuwhf.org</a>
<b>Sick Days</b>	Grants paid leave when ill, up to time accumulated.	15 days granted per year; unused days accumulate and have cash value at separation after 10 years of service.	See contract, page 146, or see building rep. at school, or call BTU 617-288-2000.
<b>Personal Leave</b>	Grants paid leave for personal reasons.	2 days per year; unused days accumulate. Also, graduation days allowed.	See contract, page 146. Graduation days for members of immediate family including niece or nephew.
<b>Bereavement Leave</b>	Grants paid leave under limited circumstances.	Depends of family relationship.	See contract, page 145.
<b>Religious Holy Days</b>	Grants paid leave under limited circumstances.	Depends of holiday specifics.	See contract, page 146, 116.
<b>Maternity Leave</b>	Paid as well as unpaid leave & city continues to pay its share of health coverage.	Paid maternity leave limited by number of sick days accrued.	See contract, page 146, 117.
<b>Leave for Adoption</b>	Paid as well as unpaid leave.	Limited to 40 days per school year if you have accumulated days in your bank. (used to be 30 days)	See contract, page 146, 115.
<b>Leave for Family Illness</b>	Paid leave for family members' illness.	Limited to 30 days per school year if accumulated, though more can be granted.	See contract, page 146.
<b>Duty-Free Lunch &amp; Break</b>	30 minutes for lunch plus a 10-minute break per day.	Duty-free time.	See contract, page 139.
<b>Dependent Care Program</b>	Use pre-tax dollars for dependent care.	Apply within 30 days of hire or during open enrollment beginning mid-October.	For more info, call CPA Inc. @ 1-800-544-2340 or Group Insurance at 617-635-4570.
<b>Flexible Spending Program</b>	Use pre-tax dollars for out-of-pocket medical expenses.	Same as dependent care above, but additional eligibility requirement of one year's service.	Same as Dependent Care.
<b>Life Insurance</b>	City sponsors plan.	First \$5,000 of term coverage comes with purchase of health insurance. 1/2 of premium for first \$5,000 coverage paid by the city; rest paid by employee.	Call 617-635-4570 for more info. You are strongly advised to shop around to private vendors for best cost before purchasing additional insurance beyond the standard \$5,000.

## RETIREMENT, TAX-DEFERRED SAVINGS PLANS

	PARTICIPATION	DETAILS	NOTES
<b>Public Pension</b>	Participation is mandatory under state law; vested employees obtain a pension at retirement.		See contract, page 141.
<b>Participation in a 403B or a Tax Sheltered Annuity (TSA) Plan</b>	Participation is voluntary; 40 plus vendors to choose from. The number of vendors is likely to change.	Pre-tax salary contributions grow tax-deferred until withdrawn.	See contract, page 141. Call City Treasurer's Office 617-635-4151.

## MISCELLANEOUS

	BENEFIT	HOW IT TAKES EFFECT?	HOW TO LEARN MORE?
<b>Job-Sharing</b>	1/2 salary; 1/2 position.	Full benefits.	See contract, page 135.
<b>Tuition Reimbursement</b>	\$500 per year/\$1000 per year.	For paras with 3 or more years of service \$500 tuition reimbursement. 5 years, \$1,000 tuition reimbursement.	See contract, page 144.  (Total BPS expenditure not to exceed \$20,000) – with new contract
<b>Paraprofessional/Teacher Preparation Grant Program</b>	Legislative benefit, not contractual.	State provides financial assistance for a para to become a teacher by obtaining a B.S. degree at a Mass. College. Some restrictions apply.	<a href="http://www.osfa.mass.edu">http://www.osfa.mass.edu</a> quick link at top right to "grants"

## ADDITIONAL CONTRACTUAL CHANGES FOR 2010-2020

2010-2020

Effective 11/1/11 a 1% raise	Effective 9/1/16 a 2% raise
Effective 11/1/12 a 2% raise	Effective 9/1/17 a 3% raise
Effective 11/1/13 a 3% raise	Effective 9/1/18 a 2% raise
Effective 11/1/14 a 3% raise	Effective 9/1/19 a 2% raise
Effective 11/1/15 a 3% raise	Effective 9/1/20 a 2% raise

Paras with 3+ years eligible for \$500 yearly tuition reimbursement.  
Paras with 5+ years eligible for \$1,000 yearly tuition reimbursement.

## GRIEVANCE RIGHTS

As a covered member you have a right to an interpretation of any provision of the collective bargaining agreement. In the event of an uncertainty or dispute regarding any provision of the Contract cited above (or any other provision, for that matter,) it is in your best interest to call the BTU or to speak with a building representative. Most contractual disputes are resolved informally. However, in the event an issue cannot be resolved, you have a right to have the BTU proceed with a grievance on your behalf should the Contract support your claim.

# Contractual Package for ABA Specialists



## SALARY & BENEFITS

	BENEFIT	HOW IT TAKES EFFECT?
Salary Step	Shall advance one step per year after completion of 120 days in previous SY.	Advance one step effect 9/1.
Career Awards	Completion of 7 <sup>th</sup> years on anniversary date.	Should be automatic. If there are any issues, complete and submit PS03.
Health Insurance	6 different plans, HMO and out-of-network individual and family plans.	You must apply within 60 days of date of hire. Deadline is firm. New dependents must be added within 30 days. Call Group Insurance office at 617-635-4570 <a href="http://www.cityofboston.gov">http://www.cityofboston.gov</a> key word: Health Benefit.
Medicare	Anyone entering public employment after 3/31/86 must pay Medicare tax and is eligible @ age 65 provided he/she has 10 years' service.	Employees pay 1.45% of gross wages. <a href="http://www.medicare.gov">http://www.medicare.gov</a> Deductions are mandatory and continue with employment.
BTU Health and Welfare Fund	Includes Dental, Eye Care and Legal benefit. City pays plan premium, but some benefits have co-pays. Terrific benefit!	Apply at BTU H&W office at 617-288-5883 at start of employment. <a href="http://www.btuhwf.org">http://www.btuhwf.org</a>
Sick Days	Grants paid leave when ill, up to time accumulated.	15 days granted per year; unused days accumulate
Personal Leave	Grants paid leave for personal reasons.	4 days per year; unused days rollover to sick days. Graduation days including niece or nephew. Depends on family relationship.
Religious Holy Days	Grants paid leave under limited circumstances.	Depends of holiday specifics.
Maternity Leave	Paid as well as unpaid leave & city continues to pay its share of health coverage.	Paid maternity leave limited by number of sick days accrued.
Leave for Adoption	Paid as well as unpaid leave.	Limited to 40 days per school year if you have accumulated days in your bank. (used to be 30 days)
Leave for Family Illness	Paid leave for family members' illness.	Limited to 30 days per school year if accumulated, though more can be granted.
Duty-Free Lunch & Break	30 minutes for lunch	Duty-free time.
Flexible Spending Program	Use pre-tax dollars for out-of-pocket medical expenses.	Same as dependent care above, but additional eligibility requirement of one year's service.
Life Insurance	City sponsors plan.	First \$5,000 of term coverage comes with purchase of health insurance. 1/2 of premium for first \$5,000 coverage paid by the city; rest paid by employee. You are strongly advised to shop around to private vendors for best cost before purchasing additional insurance beyond the standard \$5,000.

## RETIREMENT, TAX-DEFERRED SAVINGS PLANS

	PARTICIPATION	DETAILS	NOTES
Public Pension	Participation is mandatory under state law; vested employees obtain a pension at retirement.		See contract, page 175.
Participation in a 403B or a Tax Sheltered Annuity (TSA) Plan	Participation is voluntary; 40 plus vendors to choose from. The number of vendors is likely to change.	Pre-tax salary contributions grow tax-deferred until withdrawn.	See contract, page 175. Call City Treasurer's Office 617-635-4151.

## ADDITIONAL CONTRACTUAL CHANGES FOR 2016-2020

2016-2020	Effective 9/1/16 a 2% raise Effective 9/1/17 a 3% raise Effective 9/1/18 a 2% raise Effective 9/1/19 a 2% raise Effective 9/1/20 a 2% raise
2019	educational differential of \$1,500 for ABAs who obtain a BCBA or BCaBA

## GRIEVANCE RIGHTS

As a covered member you have a right to an interpretation of any provision of the collective bargaining agreement. In the event of an uncertainty or dispute regarding any provision of the Contract cited above (or any other provision, for that matter,) it is in your best interest to call the BTU or to speak with a building representative. Most contractual disputes are resolved informally. However, in the event an issue cannot be resolved, you have a right to have the BTU proceed with a grievance on your behalf should the Contract support your claim.

## Welcome Substitutes



Dear Substitute Teacher:

Welcome to the Boston Teachers Union. This memo has been written to acquaint you with some of the benefits and rights that all members of the Substitutes bargaining unit enjoy.

### Health Insurance

Substitute teachers and nurses who work a minimum of three days per week are eligible for health insurance, and this should be obtained within the first 60 days of employment by calling Group Insurance at City Hall 617-635-4570. Cluster-Building substitutes are also eligible for BTU Health & Welfare benefits, including dental insurance, eye care and legal services, and should call 617-288-0500 to sign up.

**You are a member of the Boston Teachers Union with full voice and vote at all membership meetings.**

As exclusive bargaining agent, the BTU negotiates the contract, enforces the contract and promotes the general welfare of the membership.

As a member of the BTU, you'll also belong to the American Federation of Teachers, Massachusetts (AFTMA), the Massachusetts AFL-CIO, and the American Federation of Teachers in Washington, D.C. (AFT). You will begin to receive monthly mailing from the BTU, AFTMA and the AFT. To sign up for AFT benefits go to: <https://www.aft.org/member-benefits>.

Joining with nearly 7,000 others make us a stronger union, better able to help each of us. (Consult your building representative for a copy of the contract.)

A weekly bulletin from the BTU is posted in your school with pertinent information for all. Look for it posted in the building, or, you can read it on-line at [www.btu.org](http://www.btu.org). You can also have it emailed to you automatically by signing up for it on our website.

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### Union Operations

Our membership meetings are held the 2<sup>nd</sup> Wednesday of each month at 4:30 PM at the Union headquarters in Dorchester.

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The Boston Teachers Union provides a variety of services; we encourage you to take advantage of them. If you have any questions, please feel free to call me or email me at [chart@btu.org](mailto:chart@btu.org).

– Colleen M. Hart  
Paraprofessional/Substitute/ABA Field Representative

# Substitute Teachers – What Has the Union Done For Me?

**2018-2020** Substitutes who worked 120 days or more during the SY18-19 in Schedule A schools will be compensated a retroactive payment of \$500.

Per Diem Substitute Bonus increased by \$250.00.

The salary grid below takes into account longer school days. There are three different rates for three different school day hours:

Hours	SUBT1 Per diem	SUBT2 Long term (short)	SUBT3 Long term (long)	REG Cluster Sub
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

**2010-2018** Compensation (Divide by 7 for hourly rate)

Effective	11/1/11	11/1/12	11/1/13	11/1/14	11/1/15	9/1/16	9/1/17
	+1%	+2%	+3%	+3%	+3%	+2%	+3%
Per Diem	126.97	129.51	133.40	137.40	141.52	144.35	148.68
Long Term - After 10 days	141.25	144.08	148.40	152.85	157.44	160.58	165.40
Long Term - After 25 days	255.58	260.69	268.51	276.57	284.87	290.56	299.28
Cluster	154.67	157.67	162.40	167.27	172.29	175.74	181.01

**Cluster Substitute Bereavement Leave** – Cluster Substitute teachers shall be granted bereavement leave as follows:

1. Death in the immediate family, including mother-in-law, father-in-law, and anyone residing in the same household with the substitute teacher: 5 days, no loss.
2. Death of niece, nephew, uncle, aunt or inlaw other than above: 1 day, no loss.
3. Death of grandchild or grandparent: 3 days, no loss.

**2006-2010** Compensation (Divide by 7 for hourly rate)

	9/1/06- 8/31/07	9/1/07- 8/31/08	9/1/08- 1/31/09	2/1/09- 8/31/09	9/1/09- 1/31/10	2/1/10- 8/31/10
	+2.0%	+2.0%	+2.0%	+2.0%	+2.0%	+2.0%
Per Diem Daily Rate	112.78	116.16	119.65	120.84	124.47	125.71
Long Term (After 10 Days)	125.46	129.22	133.10	134.43	138.47	139.85
Long Term (After 25 Days)	227.01	233.82	240.84	243.25	250.54	253.05
Cluster Subs	137.30	141.42	145.66	147.12	151.53	153.05

**Salary Differential** – All substitute teachers who hold an active Mass. Teaching License shall receive a salary differential equal to 3% of the per diem rate.

**Retired teachers** who return to subbing shall not be required to take any test.

**Health & Welfare** benefits for Cluster Substitutes will increase by \$150.00 effective 9/1/07.

**2003-2006** Compensation (Divide by 7 for hourly rate)

	2003-04	2004-05	9/1/05- 12/31/05	1/1/06- 3/31/06	4/1/06- 8/31/06
	+2.0%	+2.5%	+2.0%	+1.0%	+1.0%
Daily Salary	103.67	106.26	108.39	109.47	110.57
Per Diem	115.33	118.21	120.58	121.78	123.00
Long Term (after 10 days)	208.68	213.90	218.18	220.36	222.56
Long Term (after 25 days)	126.21	129.37	131.96	133.28	134.61
Cluster					

**Per Diem Annual Bonus** - \$1,000.00 after working at least 120 days by end of June as a per diem sub; and \$1,500.00 after working at least 150 days as a per diem sub. If the bonus exceeds \$100,000, it will be reduced so as not to exceed the \$100,000 cap.

Long term pay increased after 25 days instead of 30.

**2000-2003** Level Subs changed to Cluster Subs.

**Compensation:**

	2000-01	2001-02	2002-03
Daily Salary	\$93.97	\$97.73	\$101.64
Per Diem	104.40	108.58	113.07
Long Term (after 10 days)	189.16	196.73	204.59
Long Term (after 30 days)	114.40	118.98	123.74
Cluster			

**Per Diem Annual Bonus** - \$1,000.00 after working more than 120 days by end of June. If a per diem substitute teacher works even one day as a long-term sub or cluster substitute, they are no longer eligible to receive the per diem bonus. If the bonus exceeds \$100,000, it will be reduced so as not to exceed the \$100,000 cap.

**Sick Days** - Long term and cluster substitutes accumulate one sick day for every 20 days worked. Sick time is cumulative from year to year, provided that the substitute remains a bargaining unit member, and sick time shall carry over upon becoming teachers or paraprofessionals. Per diem substitutes are not eligible to use sick time.

**Health and Welfare** - Cluster substitutes shall be included in the Paraprofessional Health and Welfare Fund benefit for dental insurance, eye care and legal services.

**Health Insurance** - If a substitute works 20 hours per week on a regular basis, he/she may receive health insurance as follows: 75% of the total monthly premiums for the policy selected by the employer including master medical or the equivalent benefits, or 90% of the total monthly premiums for all approved and authorized health maintenance organizations. Sign up for health insurance at Boston City Hall within 30 days of employment, or at open enrollment in April of each year.

**Professional Days** - Long term and cluster substitutes shall participate in professional days along with regular teachers/nurses/paras and shall be compensated therefore.

**18 Hours of Professional Development** - Long term and cluster substitutes will be required to attend the eighteen hours of professional development required of teachers. This time is scheduled beyond the school day and long term and cluster substitutes will be paid for this time.

**Application for Teaching Positions** - Those substitute teachers who are certified, recommended as a result of central interview, have a letter of recommendation from a Boston Public Schools administrator, and who apply for teaching positions, will be guaranteed up to four interviews. For the central interview, complete a Boston Public Schools Personnel Bulletin that in the past has been issued in November or December of each year. The bulletin is called: "Paraprofessional/Substitute Teacher Applications for Teaching Positions."

**1997-2000** Compensation – same as 1996-97: Per Diem \$83.54; L.T.S. \$92.81 up to \$168.15; Level Subs \$92.81. No contract because the State Labor Relations Commission precluded the BTU from negotiating a contract for substitute teachers until it was determined which union would represent the bargaining unit.

**1994-1997** Zone Subs changed to "Level Substitute?" L.T.S. and Level Subs shall participate in Professional Days and be compensated. 1994-95, 50 Level Subs. '95-96, 60 Level and '96-97, 70 Level Subs. Salary: 1996-97, second year Per Diem, \$83.54; L.T., \$92.81 to \$168.15; Level Subs \$92.81. Life Insurance plan \$5,000.00

**1991-1992** To be negotiated (salary). Subs to carry over sick leave upon becoming teachers under contract. All subs eligible for Professional Development.

**1989-1992** Per Diem Subs \$74.27 (year two); L.T.S. \$82.51, up to \$149.49. District \$82.98.

**1986-1989** Sick Leave – for Long Term and District Subs. Life Insurance Policy \$2000. Per Diem \$65.23; L.T.S. \$72.48; District \$72.48. District Subs changed to Zone Subs.

**1984** January 1, 1984 signed second contract through August 31, 1986. Years 85-86 Per Diem \$56 per day; L.T.S. \$60 per day. Assign 45 District Subs (new category). Health Insurance for Long Term Subs and District Subs. Grievance procedure.

**1983** First signed contract - May, 1983 to December, 1983. Per Diem \$45 per day; Long Term Sub \$50 per day. Long Term Sub only - health insurance at 75% paid.

**1981** Substitutes were recognized by the Boston Teachers Union in 1981 and represented substitutes on assault cases before any contract ever existed.

# RTC Welcomes New Members

By Marilyn Marion, RTC Chair and Joan Devlin, RTC Secretary

We want to extend a warm welcome to our colleagues who have retired recently and joined the Retired Teacher Chapter. Thank you for the wonderful work you did educating students in our city. Now it is time to enjoy the pleasures of retirement.

If you know someone who has retired recently and has yet to join, please encourage them to contact us at the BTU office every Wednesday and Thursday for an application and information about the RTC. Remember that you must join the RTC. Membership is not automatic. Dues are \$5.00 per month for teachers and \$2.50 for paraprofessionals. This was the usual mode of business; however, since we are working from home, you should download an application from the RTC section on the BTU website, sign it and mail it to the office, 180 Mt. Vernon Street, Dorchester, MA 02125. We also have a Facebook page that you can access at [www.facebook.com/BTURTC](http://www.facebook.com/BTURTC).

New retirees should call the Health and Welfare Department of the BTU to apply for COBRA, which extends your Delta Dental and eyeglass benefits for two years. After two years, you can apply for the RTC's Delta Dental plan.

Joining the Retired Teachers' Chapter of the Boston Teachers Union means that you are entitled to some interesting benefits. We offer RTC members the following benefits: After two years of membership, a member can receive a free pair of eyeglasses from the Eye Care Center at the BTU Health and Welfare Fund; Delta Dental Insurance for members and spouse or individual plans; discounts on hearing tests and hearing aids through Hear USA; Travel opportunities locally, and nationally. For more information on the Delta Dental Program and to get an application, please contact Roz Avant, RTC Vice-Chair, at the RTC office in the Boston Teachers Union on Thursday from 10:00 am-2:00 pm.

It has been a unique year. Activities came to a full stop in March. We continue to answer questions that members or recently retired teachers and paraprofessionals have about our benefits and programs. Along with active BTU members we learned to hold virtual meetings to continue the work of the RTC Executive Board.

Travel opportunities were cancelled, and the Fall Luncheon will not be held this year. The Social Committee continues planning a Spring luncheon. The fall and spring business meetings will be a virtual. More information about the business meeting will be sent by email. You should make sure that the RTC office has your personal email. We never share our members' emails with others.

Many RTC members joined the Ohser Lifelong Learning Institute (OLLI) of the University of Massachusetts at Boston to take advantage of the wide variety of courses that range from language to film to literature to Tai Chi to American history, American politics, art and food. Details of the Institute's offerings, newsletters and special events can be found at the following links:

- <https://www.umb.edu/olli> (main OLLI web page)
- <https://www.umb.edu/olli/courses> (information about courses)
- <https://www.umb.edu/olli/events> (upcoming event page)

The courses and events for the fall semester will be virtual. Fortunately the institute offers a course in using Zoom for productive meetings!

We continue to explore additional benefits for our members and welcome your input. If you have an idea of activities the members would be interested in doing or benefits we should explore, please let us know. You can call the RTC office Wednesday or Thursday from 10:00 am- 2:00 pm or send an email to [mmarion@btu.org](mailto:mmarion@btu.org). The BTU staff is answering the phones and we receive your messages from them.

**Due to COVID-19, the BTU's 75<sup>th</sup> Anniversary Party has been postponed until October 16, 2021.**



*It's never been more important to understand education policy, how it works, and how you can advocate for our students, our school, and our profession.*

**NOW MORE THAN EVER! ELEVATE YOUR VOICE. GROW OUR POWER. AFT/BTU TEACHER-LEADER PROGRAM**

As a Teacher-Leader Policy Fellow you will:

- Engage with state and local education policy makers
- Learn how to advocate for your students and your profession
- Join a national network of teachers advocating for the policies we need
- Conduct action research in your classroom and school to explore the real impact of education policy
- Present your findings and policy recommendations to policymakers and colleagues



**STIPEND: \$1,500.00**

Program meets on seven Saturdays across the school year.



**THIS IS A COMPETITIVE APPLICATION PROCESS, SO APPLY TODAY! EARLY DEADLINE: SEPTEMBER 13<sup>TH</sup> • FINAL DEADLINE: SEPTEMBER 30<sup>TH</sup> FOR MORE DETAILS AND TO APPLY: [bit.ly/TLPAApply](http://bit.ly/TLPAApply)**