

	Curricular/ Assessment	Budgetary: salary component (1)	Budgetary: discretionary purchase of certain central services (2)	Blanket waiving of contractual working conditions and standard grievance rights	Attachment rights to a building	Ability to change/extend school day or year; schedule flexibility (3)	School governance structure	Decision to convert from traditional school to changed status	Required for approval to convert
Traditional Schools	No Autonomy	No Autonomy or discretion	No Autonomy	No	Yes; by seniority	None per se.	Adm., SSC, ILT	Not applicable	Not applicable
Discovery Schools	Autonomy (4)	No Autonomy or discretion (5)	Autonomy (7)	No	Yes; by seniority	None per se.	Adm., SSC, ILT	Revocable	Consensus from ILT, BTU Reps, SSC, and adm.
Pilot Schools	Autonomy (4)	Autonomy (6)	Autonomy (7)	Yes (8)	None	Yes; up to 95 uncompensated hours per year can be mandated for all teachers and paras	Adm., SSC, ILT, Governing Board	Irrevocable	Conversion to pilot status requires a 2/3rds vote of staff; approval from the BTU-BPS Steering Committee

1. Pilot Schools are allowed to keep (or retain) the salary differential between the salary of an employee and that of the ‘average’ employee. In other words, if a typical teacher ‘costs’ \$70,000, and the Pilot school hires a teacher who costs \$50,000, the Pilot School gets to retain the \$20,000 salary differential. This provides an economic incentive for a Pilot School to hire or retain a lower-priced employee.
2. Both Pilot Schools and Discovery Schools are allowed to choose from a list of central services they do NOT wish to purchase. Altogether these services total approx \$400 per students, give or take, in a given year. Both Discovery Schools and Pilots Schools have autonomy in this regard, and can choose to purchase or not to purchase any of the aforementioned services.
3. Discovery Schools will have the same work day and work year as traditional schools. However, Discovery Schools, like traditional schools, are be allowed to apply to become an Extended Learning Time (ELT) school, subject to negotiations. All ELT time is compensated. Pilot schools have flexibility in this regard, and can mandate up to 95 per year of uncompensated work for all teachers and paras.
4. These autonomies are identical.
5. Discovery Schools do not have any discretion in this regard and will have no incentive to make any decision, hiring or excessing, based on a person’s salary.
6. Pilot Schools have the right to capture any savings based on an employee’s salary.
7. These autonomies are identical.
8. Pilots have an internal appeals mechanism instead of a grievance process. The basic difference between the two: An internal appeals mechanism is just what is says—internal. Matters go through an internal appeals process, and if unresolved, go to the union president and the superintendent both of whom must agree on a resolution. Important matters of dispute can easily go unresolved. The traditional grievance process also has an internal component, but matters unresolved go—ultimately for final judgment—to an outside arbitrator for binding resolution.