

April 23, 2007

Dear BTU Member,

Thank you once again for the help and support rendered in settling the contract in a fair and just manner. We have done well, and we did so with the help of your efforts, day in and day out. Below is a summary of the newly-ratified contract. The entire contract is on the web page at <http://www.btu.org/leftnavbar/downloadforms.html>. Please review the below, and call or email the union office if you have any questions or need clarification. The new contract includes many new and exciting initiatives; please take advantage of them. We look forward to a successful implementation of this contract, while continuing to protect your rights and interests over the next three years. Again, please call or email the office (<http://www.btu.org/topnavbar/contact.html>) if you have any questions.

Lastly, weekly information is sent out via email. If we don't have your e-mail address (home e-mail address, preferably), please add it to our list-serve data base at <http://www.btu.org/topnavbar/esubscribe.html>. We will use your email address only for the purpose of sending out weekly informational bulletins. Thank you.

Richard Stutman
BTU President

Salary

	2006-2007	2007-2008	2008-2009	2009-2010
Teachers, Nurses, et al	2% retro to 9/1/06; \$500 one-time bonus	3% on base as of 9/1/07; an additional \$600 on base on 2/1/08	3% on base as of 9/1/08; an additional 1% on base as of 2/1/09	3% on base as of 9/1/09; an additional 1% on base as of 2/1/10
Paras	2% retro to 9/1/06; \$500 one-time bonus	3% on base as of 9/1/07 plus an additional \$300 on base on 2/1/08	3% on base as of 9/1/08; an additional 1% on base as of 2/1/09	3% on base as of 9/1/09; an additional 1% on base as of 2/1/10
Substitute Teachers	2% retro to 9/1/06	3% on base as of 9/1/07	3% on base as of 9/1/08; an additional 1% on base as of 2/1/09	3% on base as of 9/1/09; an additional 1% on base as of 2/1/10

For teachers/nurses and paras, the above amounts to a 14.8% salary 'roll-out' over 4 years. In other words, the base salary at the end of the four years will be on average 14.8% higher than at the beginning. For substitute teachers, the salary roll-out is 13.7%.

All **Paraprofessionals** in September 07 will be eligible for a newly-created **Bachelor's Salary lane**.

All paraprofessionals with five or more years in the system will also be newly-eligible for the (\$500 annual) tuition reimbursement program. **Permanent teachers, too, who are not getting their first career award**, are also eligible for the same \$500 yearly tuition program. The paraprofessional piece goes into effect 9/07. The teacher piece has been in effect since 9/04. A few words to eligible teachers and paras about the tuition reimbursement program:

- The reimbursement is truly a *reimbursement*, not income, so taxes are not deducted.
- Teachers who are made permanent in a given school year are eligible for the \$500 in the school year they are made permanent. Teachers made permanent this school year are eligible this school year.

Health and Welfare

	2006-2007	2007-2008	2008-2009	2009-2010
All Covered Employees: teacher/nurse, para, cluster substitute teachers	2% increase on the base	\$150 increase on the base, then another 3% increase on the base	3.5% blended* increase on the base	3.5% blended* increase on the base

(*) In each of years, 08/09 and 09/10, there is a 3% salary increase on 9/1 and an additional 1% on 2/1. For Health and Welfare (H&W), a 'blended' differential rate of 3.5% is used in those two years. The same rate is used for all other differentials (e.g., athletic coaching, contractual hourly rate) as well for those two particular years. So that there is no harm to the BTU through the implementation of a blended* rate, the applicable rates are also restated as of the last day of the contract years at what they would have been, had *no* blended rate been used. This rate is equivalent to 4.03% in both 2008-2009 and 2009-2010. Re. Health and Welfare, for teachers, the increase in Health and Welfare amounts to a 28% increase in premium contributions from the city over the four years. For paras, 39%, with the difference being the paras' lower initial base. For both groups, the increase in premiums will restore and increase various H&W benefits for all of our members.

All other rates and differentials (e.g., coaching) increase by 2%, 3%, 3.5%, and 3.5% over the four years.

Health Insurance

Blue Cross Master Medical replaced by Blue Care Elect Preferred effective 7/1/07 @ same employee contribution rate. For more information, see <http://www.btu.org/leftnavbar/downloadforms.html>.

HMO contribution rates to go up from (current)10% effective 9/1/06 to 11% effective 9/1/07 to 12% 9/1/08 to 15% (9/1/09). POS plans to go from 15% to 16% to 17% to 20% over the same intervals.

Should any other city municipal union (excluding the Boston Water and Sewer Commission) voluntarily enter into an agreement that would have the City paying more than 85% of the HMO premium contribution (or 80% of the POS premium contribution) during any time between September 1, 2009 and August 31, 2010, the rates paid by BTU members would be similarly adjusted.

Other Misc. Salary/Benefit Items

In Superintendent's Schools: Staff base salaries shall increase at the individual's *real* salary rate by 15.4% to compensate for an increased one hour per day. All staff (teacher, para, and others) assigned to the school for five days will be required to work the time. The pay is retirement-worthy. In addition, all staff will work another 20 hours of PD, also at their real salary rate. The inclusion of paras in the above is a positive change from the earlier so-called incarnation, which were called underperforming schools. (All of the above is in addition to the other 18 hours of PD.)

Staff still control by secret ballot vote the logistics (timing) of all the PD in supt's schools. See p. 33 in the BTU Contract. The class size maxima in all regular education classes in supt's schools shall be two students fewer than those maxima identified in Article V, Section A(1)(a). Lastly, new 5% stipended positions for BTU members shall be created in supt's schools. There is **no change in contractual working conditions or grievance rights** at supt's schools, except that secondary teachers can be required to work 180 minutes (up from 160) without a break.

The number of **In-Service Credits** allowed for salary advancement has grown from 20 to 30, as of 9/1/06. The cap of '20' had been in place for more than 25 years. If you have hoarded in-service credits in excess of 20—true for many people—they are now valuable and are equivalent to graduate credits for salary purposes.

All **K0 and K1** classrooms will now have a full time paraprofessional and all **K2** classrooms will continue to have a one-half time paraprofessional.

SLPs, OTs—The school department must increase its allocation of SLPs by a net of 2 FTEs, and OTs by a net of 3 FTEs, in *each* of the next three years. This additional allocation comes at the expense of contracted employees. **Nurse**—The number shall increase by 1.5 FTEs or three-.5 FTEs at each of the three exam schools.

There shall be a minimum of 6 **Health Paraprofessionals** in each year of this contract, as of 9/1/07.

The number of **Grievance Mediators** will increase to 24 from 15; this will help to expedite grievances.

Professional Issues

Professional Leadership Opportunities—This is a great program with a lump sum next year of \$325,000 to be used for the establishment of professional opportunities (5% retirement-worthy stipends) for additional work. This year's sum of \$250,000 got off the ground in early winter and has provided opportunities for approximately 95 teachers to get professional development grants each at 5% of their salary to perform valuable professional services to their schools. Next year's allotment of \$325,000 will grow to \$400,000 in 08-09. Watch for the circular to be able to take advantage of these opportunities.

The position of **full-time New Teacher Developer** (NTD) shall be created and will allow for one (1) NTD to work with 14 novices and will be paid an additional 5% above their base annual salary. The work year for a full-time NTD will be 183 days, an additional 18 hours per year, and an additional 2.5 hours per week commencing on or about the second week in August through approximately June 15th, or when the NTD completes his or her work year, of each school year: however, full-time NTDs will be paid from September 1 through August 31 of each respective school year. All pay shall be retirement worthy. Full-time NTDs will be hired through a central hiring process. A team of three (3) members from the Boston Teachers Union and three (3) representatives from the Boston Public Schools will conduct the screening and selection of full-time NTDs.

Part time NTDs shall be assigned to work on a 1:1 ratio at 5% for an additional 2.5 hours per week or 1:2 ratio (NTD to novice(s)) at 10% for an additional five (5) hours per week. A part-time NTD can be assigned up to two (2) novice teachers, but it is desirable that the ratio be kept 1:1. The work year shall be the same as the standard work year. The additional pay shall be retirement worthy and the 5% additional salary (10% for two) shall be guaranteed for the entire school work year, contingent upon the NTD's successful completion of his or her responsibilities, with the understanding that NTDs assigned after the beginning of the school year will provide the balance of time as additional hours. Part-time NTDs shall be hired by each school's personnel subcommittee.

National Certification—Itinerant staff—Nurses, OTs, PTs, SLPs, Adaptive PE, Vision, Social Workers and School Psychologists who obtain licensure in their respective national approvals will be reimbursed for their application and testing fees upon successful completion of the activity. This program starts now, and is capped at \$15,000 for the life of this contract.

Paperwork, etc.: Official School Department tests will now be printed, collated, and stapled in a timely manner—by someone other than the teacher—and then distributed with sufficient copies to all. The production of these tests now belongs to someone else. **Teachers required to input assessment data** of any kind on any section of MyBPS or in spreadsheet form....shall be provided time during the work day that does not conflict with the teacher's P&D or lunch time. Otherwise this task is completely voluntary and at the teacher's own discretion. **Grades and warning notices** for all high school and Exam School students shall be recorded by the data processing method and no teacher shall be required to record numerical or letter grades or comments on duplicate records at the school.

Peer Assistance will now be provided to permanent teachers in need of help on a voluntary basis. Each of the four full-time **Peer Assistants** will work with up to 12 of our members at one time. The Peers Assistants will be BTU members. Their mission will be to provide support for those permanent teachers who are experiencing difficulties in the classroom. This initiative was one of the key items for us in this round of negotiations and it is one, we hope, that will help many of our members. A committee of five, three BTU and two non-BTU, will run this program. The committee will post and hire the personnel, and assign the PAs. The PAs will each receive a 5% differential for their additional work, which is expected to run an additional 2.5 hours per week. Participation for all is voluntary.

For all **professional development hours**, the ILT in each school shall hold a meeting with the faculty each April to solicit ideas for the content of professional development in the following school year. **This begins this year.**

The **CLD** shall post an online list of courses, workshops, and seminars offered. Professional development programs shall never be scheduled during religious holidays recognized by the Collective Bargaining Agreement.

Guidance Counselors--The school department shall provide opportunities for guidance counselors to earn PDPs through workshops. A committee involving members of OIIT and the guidance department shall meet to discuss student records and transcripts, with the goal that all elementary, middle and high school cumulative records shall be computerized. Hard copies will not be required to be kept.

All teachers will demonstrate at least one lesson in a **CCL cycle** per school year. Observations of demonstration lessons will not be used in any performance evaluation or as part of the evaluation document. No teacher will be required to commit additional time to prepare or debrief a CCL demonstration lesson outside of contractual time.

Miscellaneous Staffing Issues

Vocational Teachers--A citywide task force shall be set up to look at the various specific needs of the vocational programs in Boston.

Bilingual school psychologists shall be able to move to a monolingual school psychologist vacancy with notice to the administrator by February 1.

Academic coaches: Coaches who are properly licensed will become permanent as teachers after three years plus one day. No coach will have to work more than 3 days plus 70 hours (88 hours altogether) to earn the 5% differential. This is proportional pay for the extra work mandated.

For **Department of Implementation Personnel**, the work year shall be 12 months, but not to exceed 215 workdays. Vacation days will not be scheduled between the first Monday in August and October 1. Effective July 1,

2007, DI personnel will no longer be entitled to compensatory time-off. However, any compensatory time-off accrued prior to July 1, 2007 will be valid. Overtime hours will be compensated at the contractual hourly rate.

There shall be a seniority-based layoff system for **Clinical Social Workers**. Clinical Social Workers will now be allowed to count continuing education credits towards career development. And a joint Union/Management Committee shall be established for Clinical Social Workers.

Nurses will be able, as of 9/1/07, to substitute professional Continuing Education Units ("CEU") for six hours of the professional development hours discussed on p. 74(#10) of this contract. The six hours shall be used for CPR training. In School Years 2008-2009 and 2009-2010 nurses may substitute up to nine hours for professional development for this purpose if the Joint Labor Management Committee deems this necessary. At least six hours shall be used for CPR training. The CPR/First Aid certification renewal class shall take place on the workday following the Christmas vacation.

The role of an **academic coach** is to support the classroom teacher. Classroom support is to be prearranged in order to minimize classroom disruption. Coaches and teachers are encouraged to work together to create a mutually agreed upon schedule of interaction.

Space and Supplies

All students and staff shall be provided with "**safe and clean learning spaces/classrooms.**" What's more,

- The BPS shall issue a directive to all administrators making it clear that BTU members who teach shall be given **priority in obtaining classrooms** and adequate space before "extended services" personnel or coaches.
- **All Teachers** can expect an exclusive working desk.
- **School Psychologists** will have "appropriate office space and equipment including tables, chairs, phones, and computers at the designated office of Psychological Services.
- Teachers in **multi-handicap** classrooms will receive notice of a new process for requesting and delivery of essential supplies and equipment in their classrooms. No longer will MH teachers have to purchase sanitary supplies, Handi-Wipes and gloves for their children.
- **Speech and Language Pathologists** will be provided with an appropriate room, furniture, and equipment for uninterrupted work which will include testing, therapy, and teacher/parent consultation.
- In all new buildings and buildings undergoing major renovations, there shall be a safe, consistent, non-hazardous space for the **Physical Therapist** with a secure space for storing equipment.
- **Clinical Social Workers** shall be entitled to an adequate work-space in all new, BPS facilities.

Miscellaneous

School Site Councils will now be allocated \$50,000 per year for training.

Common Courtesy In advance of a classroom visit: Visitors to a classroom shall knock on the door and, if invited to do so, will introduce themselves.

Respect and Dignity Clause: The BPS and the BTU recognize the **dignity and worth** of every person. The aim of this policy is to create a workplace climate of **understanding and mutual respect** for the dignity and worth of every person so that each person is able to contribute fully to the development and well being of the students of the City of Boston.

The School Committee and the Union agree to engage in continuing negotiations over priority in **student assignment process for children of members.**

Some Misc. Paraprofessional Issues

- **Paraprofessionals** will now be able to substitute for an absent teacher and get paid after five years of service, instead of 10.
- A surround care paraprofessional shall be paid \$6.00 per hour in additional to the regular wage for up to two and a half hours per day if required to take students in excess of the regular class size for that grade level.
- If 200 paraprofessionals choose the option, a paraprofessional shall have the option of being paid bi-weekly over 26 paychecks.

Some Misc. Substitute Teacher Issues

All **substitute teachers** who hold an active, Massachusetts teaching license shall receive a **salary differential** equal to three percent (3%) of the per diem rate and substitute teachers who work more than either 120 or 150 days will no longer have their **stipend** pro-rated if the cumulative amounts earned exceed \$100,000.