

<u><b>Issue</b></u>	<u><b>BTU position</b></u>	<u><b>BPS position</b></u>
<b>Salary Increase</b>	2%, 4%, 4% @ start of year	1%, 0%, 2%, 2% in January of respective year
<b>Explanation of NEW Performance Evaluation Process</b>	Explanation must be thorough and collaborative, as new process includes use of student test data, and a myriad of other new concepts that are complicated, untried and untested. Especially in year 1, this process will not be able to be rushed. It must be deliberative. The Turnaround Schools, which are currently piloting the process, have had some difficulty in implementing the new system, which has taken an inordinate amount of explanation and reflection.	“Teachers shall be responsible for <i>familiarizing themselves</i> with the evaluation instrument and process.”
<b>30 minutes Extension of school day for students and teachers</b>	Ok, provided with compensation.	No compensation
<b>Extension of school day above and beyond the 30 minutes (above).</b>	Ok, provided it is: <ul style="list-style-type: none"> <li>• Voluntary for students and teachers</li> <li>• Teachers who work will get paid</li> <li>• After-school time to include variety of academics and enrichments</li> <li>• Outside non-profit vendors (universities, museums, Citizens Schools and the like) to be strongly encouraged</li> <li>• School-wide planning team to design program for students</li> <li>• All schools to provide ‘movement’ or physical exercise three times per week, including (perhaps) phys. ed,</li> </ul>	<u>Entire BPS Proposal</u> “The Superintendent may designate any school for Continuous Acceleration Time and add up to and including three hours to the school day of that school. The building administrator will determine which employees will remain at the school for the additional time and for how long. The additional time will be mandatory and shall be used at the discretion of the building administrator.” (The time will be compensated at the contractual

	dance, and the like	hourly rate.)
<b>Tuition Reimbursement</b>	Increase \$500 per person per year to \$1000 and expand eligibility to include provisional teachers and paras with three years or more service	No, to both the increase in amount of reimbursement and to the expansion of eligibility