

# *How Long (days, hours, PD) is the School Year?*

## *And how is the time broken down and compensated?*

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Please review the below to understand the length of your school year, the conditions under which you must receive additional compensation for additional work, and so on. As always, call the union office if you have any questions.)

### **Traditional Schools**

#### **School Year, 21 Hours, Extra Time, etc.**

Few topics result in as many questions to the BTU office. Following is an explanation of the length of the school year.

Typically there are two non-student days before school opens. That's what the contract calls for. For this year and this year only, there is only *one* non-student school day in September. This year, as a result of the loss of the one non-student day in September there is a deficit of six hours. Those six hours are made up thusly: the 18 hours of PD becomes 21, and the teacher can use an additional three hours, self-directed, for classroom organization. **This year's change brings no net change in the length of the school year. One day has been lost and, in exchange, the six hours 'lost' have been added back as hours.**

The school year is divided up into a few components:

**1. The first day of the school year is broken down as follows:**

- Day 1—September 7 (Tuesday)
  - First three hours devoted to administrative PD; 2<sup>nd</sup> three-hour block goes to teachers (paras, nurses, etc.) for room set-up and organization, except that first :30 of the 2<sup>nd</sup> block goes to BTU Building Rep. for BTU orientation. During that :30 the Building Rep. will give a brief introduction, using our opening day newspaper, as to what the BTU does, how to access your benefits, and so on. The remaining 2 1/2 hours in the 3-hour block are set aside by BTU contract to give you time to set up your classroom. You also get

'credit' towards your work year for an additional three hours spent on your own time, from 8/6/10 through 9/10/10. In other words, any time you spend preparing your classroom on non-school time during that time period will count towards the three hours required.

2. **The 180 schools days when class is in session**

3. **January 3rd—All Day Professional Day**

Can be converted to six hours

Each staff by a majority vote\* (secret ballot, five days notice, run by the BTU Building Rep.) can convert January 3<sup>rd</sup> to 6 hours. The vote includes the length of the meetings and the dates of the meetings, 6 hours in all. This vote should have been taken last June, but can be re-voted this September (by the 15<sup>th</sup>) if more than 25% of the staff is new to the building. The faculty alone has control over the decision to convert this day.

(\* By the way, all votes run by the BTU Building Rep. are run the same way: secret ballot with five days' notice to staff eligible to vote; the election to be run by the Building Rep. without the principal present.)

4. **21 hours of professional development**

The 21 hours, too, is subject to a faculty vote, as above. However, the vote is for the scheduling only—not the content. The scheduling includes the length of meetings and the dates of the meetings, 21 hours total. The administrator has to agree on the schedule and in effect has veto power over it. The faculty, too, has to approve the 21-hour schedule by majority vote and has in effect has veto power.

In sum, the staff votes whether to convert January 3<sup>rd</sup> or not, and then depending on the January 3<sup>rd</sup> vote, on the scheduling of either the 21 hrs. (without the conversion) or the 27 hours (with the conversion). The principal/headmaster has no say on the conversion of the January 3 day, but has to agree on the scheduling of the 21 hours.

For all of the above (21 hours, January 3, and September 7, the professional development content belongs exclusively to the administrator and **participants get PDP-certificates for their attendance for all of the PD time required.**

**Common Questions**

What if you are absent on a day when a portion of the 21 hours are scheduled?

- ☐ If you are on legitimate leave (bereavement, sick, personal, etc.) and you miss a day when there is scheduled a 2-hour-or-less professional development meeting, you do **not** have to make up the time.
- ☐ If you are on legitimate leave (bereavement, sick, personal, etc.) and you miss a day when there is scheduled a meeting that is longer than 2 hours, you **do** have to make up the time. The scheduling of the make-up of the time is a mutual agreed-upon endeavor.

- If you are in school and have to leave during the day of a scheduled PD meeting of any duration, you owe the time.

How long is the length of the school day?

- Teachers in elementary schools have to be present in school for 6:30 each day. Teachers in secondary schools work 6:40 per day. We all know most teachers work well beyond those hours in all schools, not to mention time spent at home. We are referring here to on-the-clock, mandated hours.

What if your administrator schedules a 40-hour math (etc.) workshop?

Anything over either the 27 hours (with the conversion) or the 21 hours (without) as mentioned above is voluntary, no matter how worthy and valuable. *If principals really need to require more hours*, they have within their discretion to require and compensate (some or all) staff up to 10 additional hours of professional development. The compensation is at the *real* hourly rate you earn.

## Pilot Schools

Pilot schools create their own schedules subject to the below:

Pilot school teachers and paraprofessionals can be forced to work additional time, either in hours or days. But there is compensation for some of those additional hours. For a full explanation, see our web page at [http://www.btu.org/PDF\\_07.08/Pilot%20Schools%20QA\\_.pdf](http://www.btu.org/PDF_07.08/Pilot%20Schools%20QA_.pdf). Here's a short description of what constitutes extra time in a pilot school, how to calculate it, and how the additional compensation will look.

(Additional Hours: Here's an explanation of how to calculate additional hours in a pilot school: To understand this, we first have to look at the traditional school schedule. The school day is defined as 6:30 for elementary teachers and 6:40 for secondary teachers. If you are given a :30-minute break in the middle of the day for lunch, or time-off for whatever, that time counts as part of the school day.

The length of the traditional school year is 180 school days as defined above. There are 3 (2 this year, 2010-2011) additional non-student days: the Tuesday and the Wednesday after Labor Day, and the day after the Winter/December break. These three non-student days, however, are 6-hour days, not 6:30- or 6:40-days. In addition to the '180' plus the '3', there are 18 hours of professional development time and 4 hours of parental contact time. This is a total of 1,210 hours for elementary teachers and 1,240 hours for secondary teachers. There are **no** other days or hours required, whether during the school year, in the summer, or whenever. All time required above and beyond what is defined in this paragraph is considered **additional** time and would contribute to the limits, which, if exceeded, require compensation. If you have any questions on this calculation, please call the BTU office.

All hours beyond the normal school day/year in excess of 95 will be compensated, so it is important to confirm the actual numbers of hours required. The first 50 hours in excess of 95 will be compensated by the city; all hours beyond those will be compensated by the individual school.

The compensation for time above and beyond the hours detailed above will be at the contractual hourly rate (\$41.03 as of 9/1/10) and will be retirement-worthy. (Currently we are negotiating an increase in the contractual hourly rate.

## **Extended Learning Schools—Umana, Edwards, Timilty**

In 2010-11, all teachers (and other covered employees) in these schools can be *asked* to work up to three hours per day at the contractual hourly rate for an extended day. Provisional teachers, as a condition of their employment, can be required to work these hours. Permanent teachers cannot be required to do so. Teachers at the Timilty additionally fall under the Project Promise provisions of the BTU contract. All pay at each school is retirement worthy and is hour for hour at the contractual at \$41.03, subject to a new rate's being negotiated under the ongoing collective bargaining processes. Otherwise, these schools all follow the Traditional school schedule (above).

Boston Arts Academy is also an Extended Learning Time school, in addition to its being a pilot.

## **Turnaround & Transformational Schools**

For the 2010-2011 school year, in addition to any of the above found under the Traditional School schedule, all teachers (nurses, etc.) in the following schools—**Agassiz, Blackstone, Burke, Dearborn, Dever, E Greenwood, English HS Commonwealth Pilot, Harbor Pilot, Holland, Kennedy, Orchard Gardens Pilot, and the Trotter**—will work an additional (compared to traditional schools) 190 hours of overtime, broken down as follows: 100 hours of PD, and 90 hours (:30 per school day for 180 hours for instruction). The 190 hours will be compensated at \$4100, will be annualized (paid over 26 paychecks) and will be retirement worthy. A few points about the \$4100 compensation: it's short money, and the BTU will be challenging it. Please keep the following in mind: The BTU has no quarrel with the amount of hours, and we agree that the extension of the school day is generally a good idea. But we do want to be fairly compensated. The \$4100 does not meet the standard of fair compensation.

In addition to the \$4100, there is an additional pot of money per school that can be divided up amongst staff equally if certain achievement goals are met. More on this as the year develops.

Any questions on any of the above, please call the BTU office.