

Most School Employee Contracts Not Settled

Contract negotiations are influenced by BTU contract

The four-year contract between the Boston Teachers Union and School Committee was approved on March 21, 2007, but eight other school unions whose contracts have expired are still negotiating with the Superintendent for new contracts. The BTU contract included some new reform measures and the teachers received a 14.1% salary increase over the four years from September 1, 2006 to August 31, 2010. This raise is a big factor in the current negotiations in that the other union negotiating teams are seeking the same 14.1% salary increase. However, with less to give in language changes to warrant such a high increase, the Superintendent is bargaining for lower overall salary raises along with management improvements. The eight school unions whose contracts have expired are shown below.

School Unions With Expired Contracts		
Union	Expiration	Members
Administrative Guild	8/31/06	385
BASAS	8/31/06	297
Bus Monitors	6/30/07	418
Cafeteria Workers	8/31/06	423
Planning & Engineering	11/30/06	37
School Police	8/31/06	59
Storekeepers/Deliverymen	8/31/06	15
Superior Officers	6/30/06	23

In addition to the expired contracts listed, the existing contract for the lunch hour monitors (324) will expire on August 31, 2007.

BASAS - In the quest for continued improvement in school performance, contract negotiations with the Boston Association of School Administrators and Supervisors (BASAS) should be watched closely. BASAS

represents employees in several administrative positions including assistant principals, headmasters and program managers. Like principals prior to the Education Reform Act of 1993, these three positions constitute an integral part of the school management team and should be excluded from BASAS. These employees should negotiate individual contracts with the Superintendent or his/her designee to ensure full accountability for results within a school. The compensation for these positions should be made competitive to attract experienced educators separate from the remaining BASAS positions. Not satisfied with the progress of negotiations, BASAS recently has requested moving to mediation.

Guild - Also of interest is whether arcane language in the Administrative Guild's contract reflecting outdated work rules will be eliminated in this round of negotiations. The Guild represents the clerical employees in the schools and in the administrative buildings. The Guild members in administrative positions are paid a higher salary and work a longer year since they do not receive all the school vacation days provided the school-based Guild members. Even so, old language in the contract remains that provides these employees with two paid extra vacation days in December, originally intended for Christmas shopping, and an end of the work day 30 minutes early in July and August. Both provisions affect the productive work-flow in the administrative offices. These outdated provisions should be eliminated in this next contract.