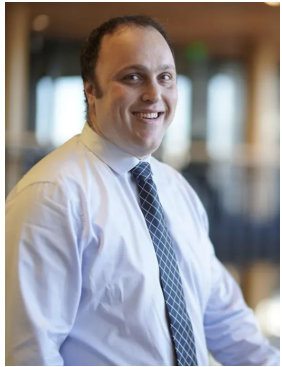


Boston Teachers Union 2024-2027 Collective Bargaining Agreement



April 2025

District Negotiation Team



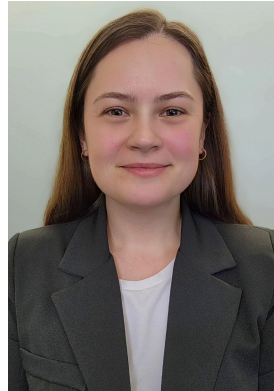
David Bloom
Chief Financial
Officer



Dr. Nick Brooks
Executive Director,
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Helen Anderson, Esq.
Senior Labor Counsel



Francesse Canty, Esq.
Chief of Human
Resources



Lou Mandarinini
Senior Advisor
Mayor Wu's Office



Megan Costello
Senior Advisor
Superintendent's Office

Finances



Total Package: \$180 Million over three years; majority of money is for wages and staffing

Wages: Taking an equitable approach; all educators received an increase with the lowest-wage workers receiving higher increases

- **Percent increase for all BTU members:**

- **FY25:** 2.5%
- **FY26:** 2%
- **FY27:** 2%

- **Teachers:**

- **FY25:** 2.5% + \$500
- **FY26:** 2% + \$1000
- **FY27:** 2% + \$1250

Finances: Higher Increases for Paras



ABA Specialist: Up to a 28% increase

- Former Starting Salary: \$40,962; End of the Contract Starting Salary: \$53,625
- Top of New Salary Scale (step 17): \$107,386

Paraprofessionals: (Four Groups)

- **Classroom Para:**
 - Additional \$5.50 per hour
 - New Average Salary: \$54,319 (*25% increase*)
- **Security, Library, Surround Care, Coverage and 1:1 Para:**
 - Additional \$3 per hour
 - New Average Salary: \$61,213 (*15% increase*)
- **CFC's, Family Liaisons and Health Paras:**
 - Additional \$2 per hour
 - New Average Salary: \$63,864 (*11% increase*)
- **Sign Language Interpreters:**
 - Additional \$1.50 per hour
 - New Average Salary: \$79,030 (*9% increase*)

Inclusive Education



For a second contract in a row, we've made significant progress to ensure we are supporting our students with disabilities

- No dually certified teacher will be the sole source provider of services for all students in their classroom
- Created a Special Education Para role to work under the supervision of a special education teacher to provide services to students in alignment with their IEP
- Added 10 hours of professional development specifically for our para's to gain further skills to support our students with disabilities
- Increased co-planning time for paras and special education teachers
- Formalized the Coordinator of Special Education for Eligibility role to centralize all initial evaluations of all students in grades K2-12

Operational Efficiencies & Reforms



There are several agreements that will streamline operations to improve services for staff, students, and families

- Increased access to language testing for our students by ensuring NACC testers work year covers all 12 months
- All BTU members will receive notice of their work year, workday, and compensation using the employee self-service portal
- All BTU members will be on a 26-week paycheck cycle, which will significantly improve our payroll team capacity
- All BTU members will be required to use FMLA forms, ensuring consistency for all BPS staff when requesting a leave
- Added five hours of professional development by utilizing two student half days but full workdays for educators
- School nurse applicants can receive credits from past experience, which will help us recruit school nurses
- Created the stipend working group to review current stipends and how they are distributed and determined
- Housing voucher information is available to families at all welcome centers
- Expanded Community Hub Schools

Next Steps



- ❑ **TONIGHT:** School Committee Vote
 - ❑ [Proposed Collective Bargaining Agreement](#)
 - ❑ FY25 Supplemental Appropriation
 - ❑ FY26 Supplemental Appropriation
- ❑ **Expected Following SC Vote:** Contract Implementation with Departments Begins
- ❑ **Expected May 2025:** City Council Supplemental Appropriation Vote
- ❑ **Expected Summer 2025:** Contract Integration (BTU and BPS labor)
- ❑ **Expected Fall 2025:** BPS Human Resources Retro Pay Process
- ❑ **Ongoing:** Preparation for the next round of negotiations; expected Fall of 2026