

**The Administrative Guild of the
Boston School System
(SEIU, Local 888)
2024-2027
Collective Bargaining Agreement**



May 2025

Overview and Finances



- The Guild represents approximately 275 members who serve BPS students as school secretaries and central office clerical and technical workers.
- The parties' bargaining teams reached a tentative agreement on April 11, 2025, to extend the contract through August 31, 2027. The Guild ratified the agreement on April 17th.
- The financial package is as follows for a total three year cost of \$2,917,204:
 - Year 1: \$250 + 2% (retroactive to 9/1/24)
 - Year 2: \$900 + 2%
 - Year 3: \$850 + 2%

Operational Reforms and Recommendation



- Increased opportunities for internal and external professional development
- Launched a mentorship program pairing tenured Guild school secretaries with new school secretaries
- Revised language to expand the window for posting and hiring for Guild vacancies over the summer
- Expanded the pool of potential candidates for Guild positions ranked grade 23 and below
- Updated leave and holiday benefits to make the Guild's benefits consistent with those of other BPS and City of Boston unions

Recommendation: Vote in favor of the tentative agreement and supplemental appropriation request in FY25 (\$394,901) and FY26 (\$977,749)