

# PSRP Negotiations Check-In



SY 2022-2023

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President, BTU





# BTU PSRP Negotiations Philosophy

- Get PSRPs the best contract, wages, healthcare & benefits
- Nurture & amplify the voices of directly impacted PSRPs at the bargaining table
- Protect and expand PSRP rights to improve working conditions
- Advocate alongside PSRPs & community for improvements
- Open door policy
  - Be engaged with membership during negotiations

# Meeting Goals:

- Update attendees on PSRP Negotiations
- Give PSRP members an opportunity to give proposal ideas for the NEXT negotiations cycle
- Empower & educate PSRPs on their BTU contract/contacts so we can enforce it

# Current Status

- We have 12 Tentative Agreements (TAs)
- TAs are topics on which negotiations have concluded, but these changes will not become part of the PSRP contract until they are voted on and approved by the membership
- We have submitted counter proposals to District & we're waiting for their response to continue negotiations

# Generating Proposals

- Through experience and feedback, the cornerstone of every BTU contract is protecting healthcare and fighting for wage increases
- Other proposals are generated by:
  - General Meetings for all PSRP Members
  - Content Specific Meetings for Various [Job Titles](#) during this school year like this one
  - Member Surveys, Grievance History, Ongoing Issues

<b>Meeting Schedule: <u>Job Title(s)</u></b>	<b>Meeting Date and Time</b>
Paraeducators, Team Support Paraprofessional-Early Learning Programs, Team Support Paraprofessionals	Wednesday, September 21@6pm
Staff Associates and Staff Specialists	Wednesday, October 5 @7pm
Program Evaluators, Data Analysts, Data Entry Operators, Data Specialists, and Database Administrators	Tuesday, October 4, 2022 @6:30pm
Specialists (Codes 109460-110492)	Monday, October 17, 2022 @6pm
Bus Aides and Call Center (Members That Work at the Transportation Lot)	Tuesday, October 25, 2022 @10am
North Avenue_Basement	Monday, November 7, 2022 @6pm
North Avenue_1st Floor	Wednesday, November 9, 2022 @6pm
North Avenue_2nd Floor	Tuesday, November 15, 2022 @6pm
North Avenue_3rd Floor	Monday, November 21, 2022 @6pm
North Avenue_4th Floor	Tuesday, November 29, 2022 @6pm

## Job Title Meetings Cont'd

<b>Job Title(s)</b>	<b>Meeting Date and Time</b>
Community School Site Specialists and Community Schools Specialists	Wednesday, November 30 @6pm
Student Wholeness Specialists	Monday, December 5, 2022 @6pm
Secretaries and Office Assistants	Tuesday, December 6, 2022 @6:00pm
Non Instructional Paraprofessionals	Wednesday, December 7, 2022 @6pm
JROTC	Monday, December 19, 2022 @6pm
Paraeducators, Team Support Paraprofessional-Early Learning Programs, Team Support Paraprofessionals	Tuesday, December 20, 2022 @6pm

# Items won in the Teacher Contract that we tentatively won for the PSRP Contract (“Me Too”)

<b>Teacher Contract Article</b>	<b>PSRP Contract Article (if ratified)</b>	<b>Protection Provided</b>
13.12 Negative Comments	XII.A.18 Negative Comments	No bargaining unit member shall be subjected to adverse, negative, or disparaging comments from any administrator or supervisor in the presence of pupils, families, other nonsupervisory employees, public gatherings.
13.9 Right to Representation	XII.A.17 Right to Representation	When a member is notified to appear for a meeting or an investigatory interview, the member shall be advised of their right to union representation prior to the meeting.



# More “Me Too’s”

<b>Teacher Contract Article</b>	<b>PSRP Contract Article (if ratified)</b>	<b>Protection Provided</b>
7.22 Individualized Lactation Plan	XII Individualized Lactation Plan	Lactating members are entitled to a meeting with a school-based administrator to establish a lactation plan that should include access to sanitary, private locking space for expressing breast milk and class coverage for lactation breaks.
15.16 Bereavement Leave	VIII.A Bereavement Leave	If the funeral or memorial service is not scheduled to occur within 4 days after the date of death, the employee may bifurcate the 4 days of leave to attend such subsequently scheduled funeral or memorial service.

# More “Me Too’s”

<b>Teacher Contract Article</b>	<b>PSRP Contract Article (if ratified)</b>	<b>Protection Provided</b>
15.23 Intermittent Leave for Bonding Time (FMLA for Newborn)	VIII.S.2 Intermittent Leave for Bonding Time (FMLA for Newborn)	Employees may apply to bifurcate their available FMLA bonding leave into two separate blocks of time, one immediately adjacent to birth/adoption/placement and a second ending no later than one (1) year after birth/adoption/placement. The leave can be bifurcated during the first 2 weeks after birth/adoption/placement due to changed circumstances, ending no later than one (1) year after birth/adoption/placement

# More “Me Too’s”

<b>Teacher Contract Article</b>	<b>PSRP Contract Article (if ratified)</b>	<b>Protection Provided</b>
23.1 Non-Discrimination	V. Fair Practices	No employee shall be retaliated against for exercising their rights under this Agreement.

# Other Tentative Agreements

- [Article VI School Calendar and Hours](#)- Clearer Contract Language for Reporting to Work During the Emergency Closing of Schools-Currently school secretaries, office assistants assigned to schools, and business managers assigned to schools do not have to report to work when all schools are closed for weather and other emergencies. Once ratified, there will be clearer language in the PSRP contract that they do not have to report.
- [Article I.A. Declaration of Principle, Policies and Purpose](#) - Change masculine pronouns from “he/his/him” to gender neutral “they”, “theirs”, “them”, “themselves”, “themselves” in the contract
- [Article III.A. Checkoff and Union Rights](#) - Remove “service fees” from the contract
- [Article XII.A.5 & 6 Substitutes](#)- Ensures that “an employee will receive payment as a per diem substitute in accordance with the per diem substitute schedule **for both short and long-term substitutes**” and that **“the Board shall provide to the Union a copy of the current per diem substitute schedule annually on or before the first day of school for students each school year, and shall notify the Union of all changes to the per diem substitute schedule.”**

# Other Tentative Agreements

- **Article XX-I.B Secretaries, Office Assistants, and School Related Personnel**- Secretaries and Office Assistants shall not be required to obtain the services of a substitute in the event of absence; A committee composed of four (4) representatives from the Union and four (4) representatives from the Board shall meet to discuss the creation of a career pathway for Office Assistants, Secretaries, and all other bargaining unit school related personnel. The committee shall conduct first meeting by January 31, 2022, hold no fewer than 6 meetings, and report to the Board and the Union by no later than January 31, 2024 with recommendations for the creation of a promotional process and professional development opportunities for a minimum, office assistants and Secretaries to be implemented by the Board by no later than the start of school year 2024-2025.
- **Article 1C Definitions**- Included Principal/ Supervisor rather than just Principal; changed masculine pronouns from “he/his/him” to gender neutral “they”, “theirs”, “them”, “themselves” in the definitions

## Proposal Updates

- Stipend for PSRP BRs and protection after 2 years instead of 3 - **Rejected by District**
- Get paid \$40/hour or more (if salary or program pay rate is higher) - **Rejected by District**
- Credits for college credits and PD - **Rejected by District**

# Ideas for Getting The District to Say Yes

- Make our voices louder
- Go more public with our issues
- [Organize school board comment about a certain issue](#)
- Get parents behind us
- Form PSRP School-wide/Central Office meetings
- Talk to your supervisors to make sure idea is feasible

What ideas do you have for the next negotiations cycle?

- We want to hear from you!



# PSRP Substitute Pay

## *Updated Standard Substitute Teacher Rates*

<u>Level of Qualifications</u>	<u>Short-Term Daily Rate</u>	<u>Long-Term Daily Rate</u>
30 College credit or more (w/o bachelor's degree)	\$85	Not Eligible
Bachelor's degree or above	\$105	\$130
Special Education	\$160	\$160

## *COVID-19 Sub Rate Adjustment, paid after subbing for 20 days*

<u>Level of Qualifications</u>	<u>Short-Term Daily Rate</u>	<u>Long-Term Daily Rate</u>
30 College credit or more (w/o bachelor's degree)	\$115	Not Eligible
Bachelor's degree or above	\$160	\$185
Special Education	\$190	\$190

## Contact Information

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# BTU PSRP Negotiations Team

Diamonté Brown  
President, BTU, Chief Negotiator

Lynette Gillis  
School Bus Aide, Special Transportation

Keysha Goodwin  
External Assignment, BTU,  
PSRP Member Engagement

Sandra Davis  
PSRP Chapter Chair, Special Education  
ParaEducator, Renaissance High  
School

Isa Winder  
Employee Engagement Associate -  
Human Capital

George Jackson  
Special Education Paraeducator,  
Katherine Johnson Global  
Academy

Kellie Knight  
Elementary School Vice President,  
Pre-K Paraeducator - Moravia Park

Ron Beazer  
Special Education Paraeducator,  
Connexions

Natalia Bacchus  
Executive Assistant to President  
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Chris Bilal  
Community Schools Specialist

Takiyah Dingle  
Secretary, Barclay Elementary Middle  
School

Clif Denby  
BTU Staff, Field Representative

Tishea Lester  
Community Schools Specialist

Martise Brown  
Secretary, Edmondson-Westside High  
School

Zach Taylor  
Middle School Vice President -  
Teacher Chapter

Dante Miles  
School Bus Aide, Special Transportation

Renee Lang  
Secretary, James McHenry Elementary  
Middle School

Keith Zimmerman  
BTU Attorney

# Need Support? Contract Your BTU Reps!

For more information, contact your Building Representative and/or a [Field Rep.](#)

<b>BTU Field Representatives</b>	<b>BTU Field Representative Email Addresses</b>	<b>BTU Field Representative Phone</b>
John Casey	<a href="mailto:jcasey@baltu.org">jcasey@baltu.org</a>	<b>443-676-6554</b>
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