



PSRP Negotiations Update 11/9/22

We are at an impasse.

After months of negotiations, the Baltimore Teachers Union and the Baltimore City Board of School Commissioners have reached an impasse. An impasse is when a union and a public school employer cannot come to an agreement for a new contract. We have previously reported that we have reached tentative agreement on many issues, but we cannot reach an agreement on the following:

Compensation

Union's Last Proposal	Board's Last Proposal
Two Year Contract	Two Year Contract
6% raise or a lump sum raise to base salary of \$3,000 each year, whichever is greater. 6% increase to longevity.	2.25% raise or a lump sum raise to base salary of \$900 each year, whichever is greater. 2.25% increase to longevity.
\$1,500 bonuses paid in December 2022 and December 2023.	\$500 bonuses paid in December 2022, June 2023, December 2023, and June 2024.

Lunch

Union's Last Proposal	Board's Last Proposal
All SRPs currently working 7.33 hours per day with no paid lunch will be converted to 8 hour employees with 40-minute paid lunch.	Expedite a study of the current hours of each affected job title and assign work hours appropriate to each position and the needs of the District that includes a 30-minute paid lunch for all members of the unit. Study to be started beginning immediately and make adjustments effective July 1, 2023.

Addendum II

Union's Last Proposal

Board's Last Proposal

Change the job listings in the Addendum to make all 7.33 hour positions 8 hour positions.	No change.
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Planning Time

Union's Last Proposal

Board's Last Proposal

Guarantee collaborative planning time between teachers and paraprofessionals.	No change. The Board maintains that collaborative planning time between teachers and paraprofessionals should be optional.
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Salary Credit for Prior Experience

Union's Last Proposal

Board's Last Proposal

Require the district to consider <u>all</u> prior work experience in determining step or interval placement of new employees.	No change. The Board maintains that it will consider only 10 years of prior work experience in determining step or interval placement of new employees.
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How does the impasse process work?

- The Union and the Board will jointly select a mediator.
- The mediator will meet with representatives of the Union and the Board.
- The mediator will attempt to assist the parties in reaching an agreement.
- If they reach an agreement, the settlement will be submitted to the Union membership and the Board for ratification.
- If the parties do not reach an agreement, the mediator will make a written offer of settlement to parties.
- If both parties accept the mediator's settlement, the settlement will be submitted to the Union membership and the Board for ratification.
- If either the Union or the Board reject the mediator's offer of settlement, the Public School Labor Relations Board (PSLRB) will arbitrate the outstanding issues.
- The PSLRB will conduct a hearing and issue a final award which will be either the Union's final position, the Board's final position, or the mediator's offer of settlement. No ratification is needed.

Timelines

- The parties will agree upon a mediator during the week on November 7, 2022.
- The mediator must accept their appointment by November 16, 2022.
- The mediator and the parties will agree upon a date for the mediation.
- The mediator must issue their written offer of settlement 25 days after the first mediation session.

- If the parties do not settle or accept the mediator's offer of settlement, the PSLRB will set a date for arbitration within 20 days of being notified that either party has rejected the settlement.
- The PSLRB will issue a final award 20 days after it starts the arbitration hearing.

Current Contract Status

The 2020-2022 PSRP Contract has been [extended](#) and will be in effect until the impasse process is complete.

To read about other PSRP negotiations updates that have been previously shared, please visit the BTU Website:

<https://baltimoreteachers.org/category/psrp-updates/psrp-negotiations/>