



State of Rhode Island and Providence Plantations
DEPARTMENT OF EDUCATION
Shepard Building
255 Westminster Street
Providence, Rhode Island 02903-3400

Enclosure 8d
January 13, 2014

Deborah A. Gist
Commissioner

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TO: Members of the RI Board of Education

FROM: Deborah A. Gist, Commissioner

RE: Central Falls Teacher Contract

Overview

The collective bargaining agreement (CBA) between the Central Falls School District and the Central Falls Teachers Union, AFT Local 1567, was renegotiated by Superintendent Gallo and Attorney Joe Whelen. It is effective from September 1, 2013 through August 15, 2015 and has already been ratified by the Union. RIDE negotiated the prior CBA in Central Falls, which resulted in no raise in 2012 and a \$600 offset for increased health insurance cost but no raise in 2013, a freezing of steps and longevity, and extensive language revisions that were needed to bring the contract in line with the BEP and other state regulations. As a result of those extensive changes, there was relatively little movement in this year's negotiation.

Financials

Teachers at top step only received a 1% increase in YR 1 and 1% increase in YR 2. That is the only COLA increase. Half-steps were eliminated in YR 1 and teachers currently on a half-step moved to the next highest full step. All teachers moved up a step in YR 2. Longevity was restored. Entire cost of changes is \$415,357.00 in YR 1 and \$514,067 in YR 2. Due to implementation of the funding formula, the entire CF budget was reduced from \$41.4 million in FY 2012 to \$39.7 million in FY 2013 to \$38.4 million in FY 2014.

Changes in Policy Language

The largest body of changes involves evaluation procedures. This was necessary because existing language was not fully consistent with current practices and the approved AFT/I3 evaluation model. The changes fall into four categories:

- Timelines for conferences, observations, and feedback (by post-negotiation agreement of the parties, it is agreed that timelines are guidelines);
- Appeals processes – one informal for disagreements about components of the process (e.g. SLO or Professional Growth Goals) – one formal for disputes arising from final evaluation ratings. Both appeals are handled collaboratively through the District Evaluation Committee;

- Description of the supports a teacher is entitled to if designated as “Developing;” and,
- Description of the interventions that will occur if a teacher is designated as “Ineffective.”

Language was removed that previously prevented the District from filling vacancies after the thirteenth day of the school year with a full-time employee.

The contractual right for CF teachers to enroll their children in CF schools regardless of residence was removed.

The school day at CFHS was shortened by 30 minutes. The school day at the high school had previously been lengthened by 30 minutes, which was paid for with a stipend funded by a federal grant that expired. The stipend also covered costs of extensive PD opportunities both during the school year and during the summer. These PD opportunities were also eliminated due to the loss of funding.

The number of meetings teachers are required to attend during the school year was reduced by one at each grade level.

Class sizes were increased due to budgetary constraints (teachers are paid stipends for overages about class size limits).

After school common planning time for elementary and high school teachers was added; compensation was reduced from \$45 an hour to \$35 an hour. (Middle school teachers have common planning time built into the school day).

Compensatory time was capped.

Compensation schedules for team leaders and content leaders was changed from a multiplier to a flat fee.

Minor amendments were made to the Mutual Consent Process (replaced job fair) negotiated in the prior contract to allow for more flexibility.

RECOMMENDATION: THAT, the Rhode Island Board of Education approves the proposed September 1, 2013 – August 31, 2015, collective bargaining agreement between the Central Falls Teachers’ Union and the Central Falls School District, as presented