

**Massachusetts Expanded Learning Time Negotiated Agreements – Fall 2008 -- DRAFT**

District	Expanding Learning Time (ELT) Agreement Provisions	Compensation	Caveats												
<b>Boston</b>	<ul style="list-style-type: none"> <li>No permanent teacher can be required to work the expanded day</li> <li>New teachers to district and provisional teachers can be required to work the expanded day</li> <li>Added professional development and planning time for all teachers for 2 hours on Fridays</li> <li>Pay is pension eligible</li> </ul>	A stipend which is paid at the hourly rate as agreed upon in full contract (\$36.80/hour)	<p>ELT is very difficult to implement well when many teachers choose not to work the extra hours.</p> <p>This model depends heavily on partner organizations for staffing which may not be possible for some schools.</p>												
<b>Cambridge</b>	<ul style="list-style-type: none"> <li>Teachers choose to apply for positions created by the expanded schedule; open positions needed to staff the additional time are then offered to teachers in other schools</li> <li>Principals have discretion over hiring for the ELT positions and do not have to hire based on seniority or prior experience</li> <li>Different staffing plans in two participating schools require different levels of external partners</li> <li>Pay is pension eligible</li> </ul>	<p>Stipend based on hourly rate and uses 3 levels of ELT annual compensation depending on number of years worked and additional hours contracted to work</p> <table border="0"> <tr> <td></td> <td align="center"><u>1 hr more</u></td> <td align="center"><u>2 hrs more</u></td> </tr> <tr> <td>0-5 years:</td> <td align="right">\$7,200</td> <td align="right">\$14,400</td> </tr> <tr> <td>6-10 years:</td> <td align="right">\$9,180</td> <td align="right">\$18,360</td> </tr> <tr> <td>11+ years:</td> <td align="right">\$10,980</td> <td align="right">\$21,960</td> </tr> </table>		<u>1 hr more</u>	<u>2 hrs more</u>	0-5 years:	\$7,200	\$14,400	6-10 years:	\$9,180	\$18,360	11+ years:	\$10,980	\$21,960	Because of rate of pay, not all teachers are able to work – some teachers disappointed not to have opportunity.
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<b>Chelsea</b>	<ul style="list-style-type: none"> <li>Teachers have option to participate and do not have to transfer if they choose not to participate.</li> <li>Teachers who work in participating school have first option to work additional time</li> <li>Side letter</li> <li>Pay is pension eligible</li> </ul>	<p>Stipend that is based on years teaching in Chelsea</p> <table border="0"> <tr> <td></td> <td align="center"><u>1 hr more</u></td> </tr> <tr> <td>0-3 years:</td> <td align="right">\$9,000</td> </tr> <tr> <td>4- 7 years:</td> <td align="right">\$11,500</td> </tr> <tr> <td>8+ years:</td> <td align="right">\$13,000</td> </tr> </table> <p>Paraprofessionals compensated at hourly rate</p>		<u>1 hr more</u>	0-3 years:	\$9,000	4- 7 years:	\$11,500	8+ years:	\$13,000					
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<b>Chicopee</b>	<ul style="list-style-type: none"> <li>All teachers (except those who opt out) must work an 8 hr and 9 min day</li> <li>Only eight paraprofessionals may work extended hours</li> <li>Pay is pension eligible</li> </ul>	<p>18% increase in pay for all participating teachers</p> <p>11% increase in pay for vice principal</p>	With any percentage-based increase, staff costs will increase every year while there may not be an increase in the per pupil and total grant amount. ELT budget and negotiated agreement need to anticipate this scenario and plan for increases in staff costs with no corresponding increase in grant amount.												
<b>Fall River</b>	<ul style="list-style-type: none"> <li>New professional development and planning time added on early release days</li> <li>Pay is pension eligible</li> </ul>	30% increase in pay for all teachers	30% increase may not be possible in other districts that have a higher rate of pay than Fall River. High % left little money in budget for other costs associated with ELT.												

<b>Fitchburg</b>	<ul style="list-style-type: none"> <li>Two additional hours added to each day. <ul style="list-style-type: none"> <li>One is mandatory for all teachers – pay is pension eligible</li> <li>The second additional period is optional – pay is not pension eligible</li> </ul> </li> </ul>	6% increase in pay for all teachers for first additional hour. Teachers who opt in for second hour paid at \$36/hour.	In addition to being an ELT school, one Fitchburg school that began 2007-2008 school year as a Commonwealth Pilot School. The negotiated agreement covered Commonwealth Pilot and ELT requirements.
<b>Framingham</b>	<ul style="list-style-type: none"> <li>Not mandatory- teachers can opt out</li> <li>With the exception of the pilot year ('08-'09), any opted-out teacher that cannot be accommodated by the school will be involuntary transfer</li> <li>Effective Sept. 1, 2008 – Aug. 31, 2011</li> <li>Should ELT end prior to end of contract, immediately returns to status quo</li> </ul>	18% increase in pay for all teachers who opt into the ELT program	With any percentage-based increase, staff costs will increase every year while there may not be an increase in the per pupil and total grant amount. ELT budget and negotiated agreement need to anticipate this scenario and plan for increases in staff costs with no corresponding increase in grant amount.
<b>Greenfield</b>	<ul style="list-style-type: none"> <li>ELT as pilot program for 2 schools for 2007-2008 school year</li> <li>All teachers (except those who have opted out) required to work an 8.25 hr day. 100% of teachers opted in.</li> <li>Daily prep, common planning time, and PD vary in length of time by school</li> <li>Compensation varies by step (years of experience) and education level</li> <li>Pay is pension eligible</li> </ul>	18% increase in pay for all teachers <u>Salary Schedule Includes:</u> Step 1 Master's: \$39,276 Step 5 Master's: \$45,069 Step 10 Master's: \$53,528 Step 25 Master's: \$67,246	With any percentage-based increase, staff costs will increase every year while there may not be an increase in the per pupil and total grant amount. ELT budget and negotiated agreement need to anticipate this scenario and plan for increases in staff costs with no corresponding increase in grant amount.
<b>Malden</b>	<ul style="list-style-type: none"> <li>Mandatory for all teachers who work in the school, but teachers can transfer out of school</li> <li>Professional development and planning time from 12:30-3:30 every other Wednesday</li> <li>Pay is pension eligible</li> </ul>	18% increase in pay for all teachers	See Chicopee caveat about percentage-based increases. After first year of implementation, the 18% increase began to take up such a large percentage of the grant budget that Malden had to begin considering a new compensation formula. Those discussions continue.
<b>Southbridge</b>	<ul style="list-style-type: none"> <li>No teachers opted out</li> </ul>	25% increase in pay for all participating teachers	Same caveat as Chicopee and others regarding a percentage-based compensation package.
<b>Worcester</b>	<ul style="list-style-type: none"> <li>Two additional periods added to each day. <ul style="list-style-type: none"> <li>One is mandatory for all teachers – pay is pension eligible</li> <li>The second additional period is optional – pay is not pension eligible</li> </ul> </li> </ul>	% increase in pay for all teachers is based on their “annual salary divided by 183 days for a daily rate.” Teachers who opt in for the optional period paid at \$30/hour.	After first year using a pilot compensation structure, ELT schools reverted to current language that had already existed in full contract.