9-1-1979

Providence School Committee and Providence Teachers Union, American Federation of Teachers, AFL-CIO, Local 958 (1979)
Providence School Committee and Providence Teachers Union, American Federation of Teachers, AFL-CIO, Local 958 (1979)

Keywords
collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments
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AGREEMENT

AGREEMENT MADE AND ENTERED INTO on this 4th day of September, 1979 by and between the School Committee of the City of Providence, Rhode Island (hereinafter referred to as the "Committee") and the Providence Teachers Union, AFT Local 958, AFL-CIO (hereinafter referred to as the "Union").

NOW, THEREFORE, the Committee and the Union hereto agree as follows:

The Collective Bargaining Agreement of September 1, 1979 to August 31, 1982 by and between the Committee and the Union shall be the September 1, 1976 to August 31, 1979 Collective Bargaining Agreement by and between the Committee and the Union with the following additions, deletions and corrections:

EFFECTIVE SEPTEMBER 1, 1979:

APPENDIX A

A-1. TEACHERS' BASIC SALARY SCHEDULE

September 1, 1979 to August 31, 1980

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$10,500</td>
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<tr>
<td>2</td>
<td>11,600</td>
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<tr>
<td>3</td>
<td>12,600</td>
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<tr>
<td>4</td>
<td>13,600</td>
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<tr>
<td>5</td>
<td>14,600</td>
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<tr>
<td>6</td>
<td>15,600</td>
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<td>7</td>
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<td>8</td>
<td>17,400</td>
</tr>
<tr>
<td>9</td>
<td>18,300</td>
</tr>
<tr>
<td>10</td>
<td>19,200</td>
</tr>
</tbody>
</table>

APPENDIX B

B-1. Travel Allowance. Same except substitute "seventeen and one-half cents (17½c)" for "fifteen cents (15c)."

APPENDIX C

C. Comprehensive Medical Coverage. Same except add new "C-5. Medical Emergency Rider" and the current "C-5." with respect to Alternative Comprehensive Health Care Coverage shall become "C-6." and shall be continued without change.

APPENDIX D

D. School Calendar. See Addendum #1 attached.

ARTICLE 4

4-1. Full-Pay Sick Leave. Same except substitute "One-Hundred Thirty Days (130)" for "One-Hundred Twenty (120) Days."

4-3. Accumulated Sick-Leave Balances. Same except substitute "One-Hundred Thirty (130)" for "One-Hundred Twenty (120)."

ARTICLE 5

5-4. Sabbatical Leave. Same except substitute "$35" for "$22."

ARTICLE 8

8-4. Unassigned Periods. Same except add new "8-4.5" as follows: "Teachers who are elected members of the Rhode Island General Assembly shall have their unassigned periods scheduled during the last period(s) of the school day and shall be allowed to attend the General Assembly sessions during said unassigned time."

8-7. Hiring and Payment of Substitute Coverage. Same except substitute "$35" for "$28" in the paragraph pertaining to "Elementary Schools" and substitute "$6.40" for "$5" in the eighth paragraph pertaining to "Middle Schools, Junior High Schools and Senior High Schools."
ARTICLE 11

11-5. Same except add the following sentence between the first and second sentences: "Teachers must submit said application in person in the Personnel Office of the School Department and shall be given a written receipt for said application with said receipt stating the date and time the Personnel Office received said application."

ARTICLE 17

17. Same except add new 17-6.5 as follows: "All Grievance Hearings shall be closed hearings and shall be open only if the parties mutually agree."

ARTICLE 18

18-6. Payroll Deduction. Same except add new 18-6.2 as follows: "The Committee shall deduct from each teacher's paycheck a sum of money authorized by teachers on forms prescribed by the Providence Teachers Credit Union for the Union's Committee on Political Education. The total amount of all teachers' monies so deducted shall be forwarded to the Providence Teachers Credit Union no later than 30 days after each of said deductions is made from teachers' paychecks together with the teachers' names, the payroll period covered and such other information that may be required by the Providence Teachers Credit Union for the maintenance of its records."

EFFECTIVE SEPTEMBER 1, 1980:

APPENDIX A

A-1. TEACHERS' BASIC SALARY SCHEDULE

September 1, 1980 to August 31, 1981

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$11,235</td>
</tr>
<tr>
<td>2</td>
<td>12,412</td>
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<td>3</td>
<td>13,482</td>
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<td>4</td>
<td>14,552</td>
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<td>5</td>
<td>15,622</td>
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<tr>
<td>6</td>
<td>16,692</td>
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<tr>
<td>7</td>
<td>17,655</td>
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<tr>
<td>8</td>
<td>18,618</td>
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<tr>
<td>9</td>
<td>19,581</td>
</tr>
<tr>
<td>10</td>
<td>20,544</td>
</tr>
</tbody>
</table>

A-2. Professional Advancement Schedule

September 1, 1980 to August 31, 1981

Bachelor's Plus 30 Hours $ 589
Master's 963
Master's Plus 30 Hours 1,338
Doctorate 1,712

A-3. Longevity Schedule

September 1, 1980 to August 31, 1981

20 years (15 of which have been in Providence) $535
25 years (20 of which have been in Providence) $642

APPENDIX B

B-1. Travel Allowance. Same except substitute "twenty cents (20c)" for "seventeen and one-half cents (171/2c)."

B-8. Federal, Summer and Evening School Programs. Same except substitute "$10.70" for "$10" in both the first and second sentence.

B-9. Athletic Directors and Coaches and Drama Coaches. Same except substitute "8%" for "7%" for Assistant Coach—all other sports; substitute "8%" for "6%" for Coach of Tennis; substitute "8%" for "6%" for Coach of Cross Country; and substitute "9%" for "5%" for Coach of Golf.

B-10. Pay for Help at Athletic Events. Same except substitute "$10.70" for "$10."
Appendix C

C. Comprehensive Medical Coverage. Same except add new "C-6--Student Rider" and the current "C-6" with respect to Alternative Comprehensive Health Care Coverage shall become "C-7" and shall be continued without change.

Appendix E

E. Dental Coverage. Same except add "Level 2."

Article 4

4-1. Full-Pay Sick Leave. Same except substitute "One-Hundred Forty (140) days" for "One-Hundred Thirty (130) days."

4-3. Accumulated Sick-Leave Balances. Same except substitute "One-Hundred Forty (140)" for "One-Hundred Thirty (130)."

Effective September 1, 1981:

Appendix A

A-1. Teachers' Basic Salary Schedule

September 1, 1981 to August 31, 1982

<table>
<thead>
<tr>
<th>Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$12,021</td>
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<td>2</td>
<td>13,281</td>
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<td>3</td>
<td>14,426</td>
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<td>4</td>
<td>15,571</td>
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<td>16,716</td>
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<td>17,860</td>
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<td>7</td>
<td>18,981</td>
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<td>19,921</td>
</tr>
<tr>
<td>9</td>
<td>20,952</td>
</tr>
<tr>
<td>10</td>
<td>21,982</td>
</tr>
</tbody>
</table>

A-2. Professional Advancement Schedule

September 1, 1981 to August 31, 1982

<table>
<thead>
<tr>
<th>Bachelor's Plus 30 Hours</th>
<th>Master's</th>
<th>Master's Plus 30 Hours</th>
<th>Doctorate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$630</td>
<td>1,030</td>
<td>1,432</td>
<td>1,832</td>
</tr>
</tbody>
</table>

A-3. Longevity Schedule

September 1, 1981 to August 31, 1982

| 20 years (15 of which have been in Providence) | $572 |
| 25 years (20 of which have been in Providence) | $657 |

Appendix B

B-1. Travel Allowance. Same except substitute "Twenty-Two and One-Half Cents (22½c)" for "Twenty Cents (20c)."

B-8. Federal, Summer and Evening School Programs. Same except substitute "$11.45" for "$10.70" in both the first and second sentence.

B-10. Pay for Help at Athletic Events. Same except substitute "$11.45" for "$10.70."

Appendix C

C. Comprehensive Medical Coverage. Same except add new "C-7--Mental Health Rider" and the current "C-7" with respect to "Alternative Comprehensive Health Care Coverage" shall become "C-8" and shall be continued without change.

Appendix E

E. Dental Coverage. Same except add "Level 3."
ARTICLE 4

4-1. Full-Pay Sick Leave. Same except substitute "One-Hundred Fifty (150)" for "One-Hundred Forty (140)."

4-3. Accumulated Sick-Leave Balances. Same except substitute "One-Hundred Fifty (150)" for "One-Hundred Forty (140)."

FOR THE SCHOOL COMMITTEE:

(SIGNED)
Josephine DiRuzzo, Chairperson
Vincent J. Piccirilli, Esq.
Chief Negotiator

FOR THE PROVIDENCE TEACHERS UNION:

(SIGNED)
Marcia Reback, President
Joseph A. Grande
Chief Negotiator

Date: September 4, 1979

ADDENDUM #1

APPENDIX D

1979-1980 SCHOOL CALENDAR

Terms:
First: Begins September 5, 1979
       Ends January 25, 1980
Second: Begins January 28, 1980
        Ends June 13, 1980 or the
        180th day

Quarters:
First: Begins September 5, 1979
       Ends November 9, 1979
       Days
Second: Begins November 13, 1979
        Ends January 25, 1980
        Days
Third: Begins January 28, 1980
       Ends April 3, 1980
        Days
Fourth: Begins April 7, 1980
       Ends June 13, 1980 or the
       180th day

Days School Not in Session:
1979:
   October 8, Monday, Columbus Day
   November 12, Monday, Veteran’s Day
   November 22-23, Thursday, Friday
   Thanksgiving Recess
   December 24 through January 1, 1980
   Christmas Recess

1980:
   February 18-22, Monday through Friday
   Mid-year Recess
   April 4, Friday, Good Friday
   April 14-18, Monday through Friday
   Spring Recess
   May 26, Monday, Memorial Day

In the event the 180th school day cannot be met by the stipulations of
this calendar, the Union and the School Committee shall negotiate the days
necessary to complete the 180 days requirement.

NOTE: The 1980-1981 and 1981-1982 School Calendars will be published and
distributed as they become available.
Dear Gentlemen:

We have in our file of collective bargaining agreements a copy of your agreement(s):

**PROVIDENCE RI SCH COMMITTEE TEACHERS LU 958 WITH TEACHERS RHODE ISLAND**

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood
Acting Commissioner

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**If more than one agreement, use back of form for each document. (Please Print)**

1. Approximate number of employees involved: 1,250
2. Number and location of establishments covered by agreement: 43 schools, city of Providence
3. Product, service, or type of business: Education
4. If your agreement has been extended, indicate new expiration date: August 31, 1982

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Marcia B. Reback, President

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BLS 2452 December 1976