

# Comparing Selected Provisions in the Providence Teachers Union Contract To Other RI Contracts

A Presentation to the Providence City Council  
Finance Committee, Education Subcommittee

Tuesday, February 22, 2011

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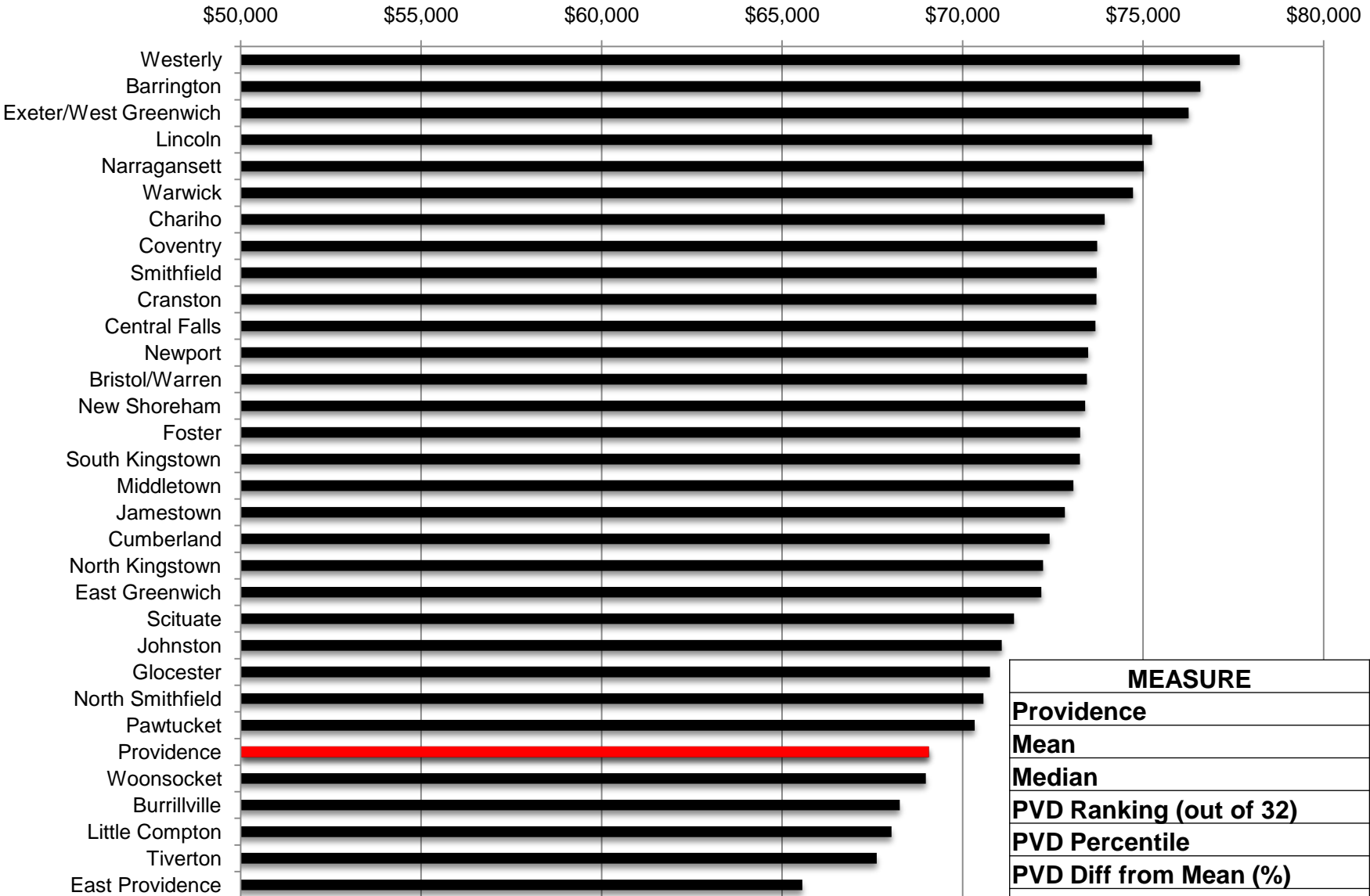
# Overview

- Basic Salary Scales
- Length of School Year and Work Year
- Length of Teacher Workday
- Required Faculty/Staff and Department Meetings
- Included Professional Development Hours
- Minimum Parent-Teacher Conferences

# Basic Salary Scales

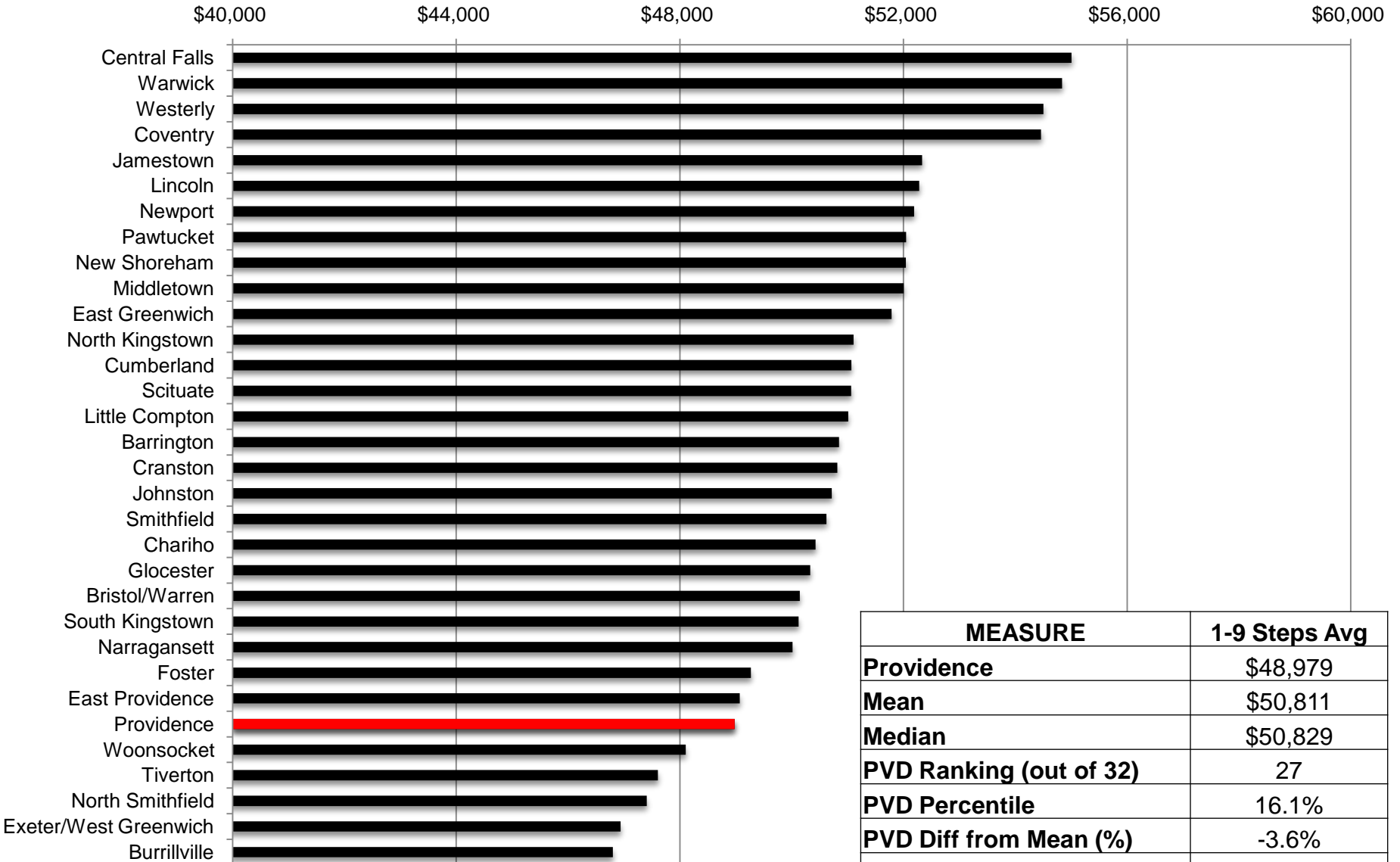
DISTRICT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	1-9 Steps Avg	Top Step
Westerly	\$40,351	\$47,087	\$49,414	\$51,781	\$55,727	\$57,967	\$60,187	\$62,642	\$65,355	\$67,519	\$77,678		\$54,501	\$77,678
Barrington	\$40,430	\$41,774	\$44,013	\$47,952	\$50,490	\$53,622	\$56,038	\$58,565	\$64,719	\$76,590			\$50,845	\$76,590
Exeter/West Greenwich	\$36,680	\$30,241	\$42,261	\$45,296	\$47,231	\$50,950	\$54,219	\$56,302	\$59,277	\$64,569	\$76,265		\$46,940	\$76,265
Lincoln	\$40,385	\$42,843	\$45,857	\$48,353	\$52,194	\$55,087	\$58,873	\$61,757	\$65,191	\$75,249			\$52,282	\$75,249
Narragansett	\$40,391	\$42,054	\$44,333	\$47,190	\$50,052	\$52,065	\$54,895	\$57,716	\$61,446	\$75,019			\$50,016	\$75,019
Warwick	\$40,513	\$44,677	\$48,100	\$51,525	\$54,952	\$58,372	\$62,112	\$65,228	\$68,027	\$74,722			\$54,834	\$74,722
Chariho	\$38,564	\$41,243	\$44,028	\$46,920	\$49,919	\$53,026	\$56,240	\$59,560	\$64,352	\$69,145	\$73,937		\$50,428	\$73,937
Coventry	\$41,337	\$43,481	\$47,125	\$50,984	\$54,628	\$58,265	\$61,488	\$64,918	\$67,919	\$73,730			\$54,461	\$73,730
Smithfield	\$39,605	\$41,790	\$44,024	\$46,976	\$50,033	\$53,305	\$56,409	\$59,666	\$63,792	\$73,715			\$50,622	\$73,715
Cranston	\$37,940	\$40,989	\$44,098	\$47,525	\$50,977	\$54,058	\$57,450	\$60,649	\$63,641	\$69,838	\$73,710		\$50,814	\$73,710
Central Falls	\$44,690	\$46,878	\$49,298	\$51,718	\$54,493	\$58,255	\$60,746	\$63,239	\$65,731	\$73,680			\$55,005	\$73,680
Newport	\$41,174	\$43,919	\$46,708	\$49,452	\$52,198	\$54,945	\$57,687	\$60,430	\$63,178	\$73,479			\$52,188	\$73,479
Bristol/Warren	\$38,211	\$41,079	\$43,938	\$46,901	\$49,940	\$53,084	\$56,182	\$59,284	\$62,674	\$73,447			\$50,144	\$73,447
New Shoreham	\$40,037	\$42,738	\$45,710	\$48,850	\$51,917	\$55,268	\$57,375	\$61,487	\$64,996	\$73,396			\$52,042	\$73,396
Foster	\$38,589	\$40,905	\$43,359	\$45,961	\$48,718	\$51,642	\$54,739	\$58,023	\$61,505	\$64,565	\$69,107	\$73,254	\$49,271	\$73,254
South Kingstown	\$37,607	\$40,687	\$43,792	\$46,842	\$50,078	\$53,216	\$56,334	\$59,608	\$62,938	\$73,249			\$50,122	\$73,249
Middletown	\$39,964	\$42,801	\$45,622	\$48,633	\$51,742	\$54,933	\$58,068	\$61,333	\$64,917	\$73,067			\$52,001	\$73,067
Jamestown	\$39,904	\$42,690	\$45,920	\$49,143	\$52,364	\$55,519	\$58,538	\$61,759	\$65,136	\$69,339	\$72,832		\$52,330	\$72,832
Cumberland	\$39,881	\$42,530	\$44,793	\$47,377	\$50,539	\$53,285	\$56,032	\$61,800	\$63,349	\$72,411			\$51,065	\$72,411
North Kingstown	\$39,775	\$42,080	\$45,007	\$47,526	\$50,660	\$54,010	\$57,150	\$60,293	\$63,436	\$72,227			\$51,104	\$72,227
East Greenwich	\$38,238	\$41,558	\$44,914	\$48,269	\$51,627	\$54,983	\$58,340	\$61,698	\$66,444	\$72,180			\$51,786	\$72,180
Scituate	\$39,319	\$42,050	\$44,770	\$47,684	\$50,764	\$53,825	\$56,911	\$60,181	\$64,069	\$71,422			\$51,064	\$71,422
Johnston	\$38,643	\$41,211	\$44,042	\$47,277	\$50,514	\$53,798	\$56,767	\$59,740	\$64,462	\$71,086			\$50,717	\$71,086
Glocester	\$39,572	\$40,774	\$43,782	\$46,790	\$49,798	\$52,806	\$55,814	\$59,490	\$64,169	\$70,760			\$50,333	\$70,760
North Smithfield	\$37,792	\$38,773	\$40,854	\$43,254	\$45,896	\$48,793	\$52,553	\$57,000	\$61,751	\$67,066	\$70,581		\$47,407	\$70,581
Pawtucket	\$37,415	\$41,072	\$44,731	\$48,389	\$52,043	\$55,704	\$59,359	\$63,018	\$66,673	\$70,335			\$52,045	\$70,335
Providence	\$36,641	\$39,074	\$41,350	\$45,617	\$48,984	\$52,327	\$55,662	\$59,065	\$62,092	\$69,064			\$48,979	\$69,064
Woonsocket	\$39,311	\$40,621	\$41,931	\$43,898	\$46,517	\$49,794	\$53,070	\$57,001	\$60,801	\$68,984			\$48,105	\$68,984
Burrillville	\$35,957	\$39,014	\$42,049	\$43,838	\$46,196	\$49,045	\$51,522	\$55,085	\$58,517	\$68,257			\$46,803	\$68,257
Little Compton	\$37,705	\$40,876	\$44,496	\$47,782	\$51,072	\$54,354	\$57,644	\$60,933	\$64,223	\$68,033			\$51,009	\$68,033
Tiverton	\$36,377	\$39,035	\$41,695	\$44,507	\$47,419	\$50,414	\$53,281	\$56,240	\$59,501	\$67,620			\$47,608	\$67,620
East Providence	\$35,877	\$39,176	\$42,475	\$45,772	\$49,071	\$52,369	\$55,668	\$58,965	\$62,264	\$65,562			\$49,071	\$65,562

## Top Step Salaries (2010-11)



MEASURE	Top Step
Providence	\$69,064
Mean	\$72,361
Median	\$73,158
PVD Ranking (out of 32)	27
PVD Percentile	16.1%
PVD Diff from Mean (%)	-4.6%
PVD Diff from Mean (\$)	(\$3,297)

### 1-9 Step Average Salaries (2010-11)

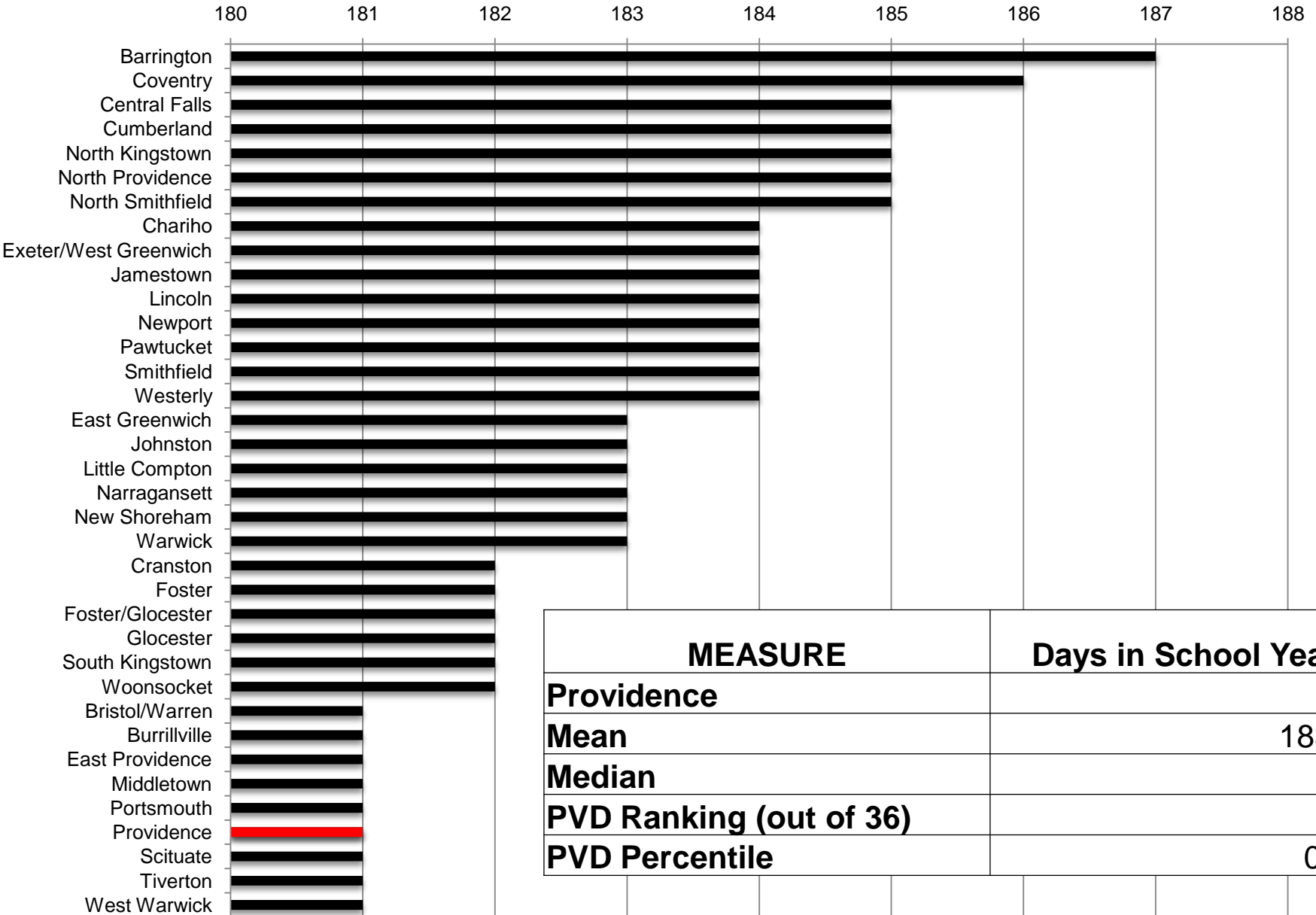


MEASURE	1-9 Steps Avg
Providence	\$48,979
Mean	\$50,811
Median	\$50,829
PVD Ranking (out of 32)	27
PVD Percentile	16.1%
PVD Diff from Mean (%)	-3.6%
PVD Diff from Mean (\$)	(\$1,832)

# Length of School Year and Work Year

- 180 instructional days
- Many districts include additional work days for:
  - Orientation
  - Parent-Teacher Conferences
  - Professional/Staff Development
  - Teacher/Department Meetings

## Length of School Year (Days)



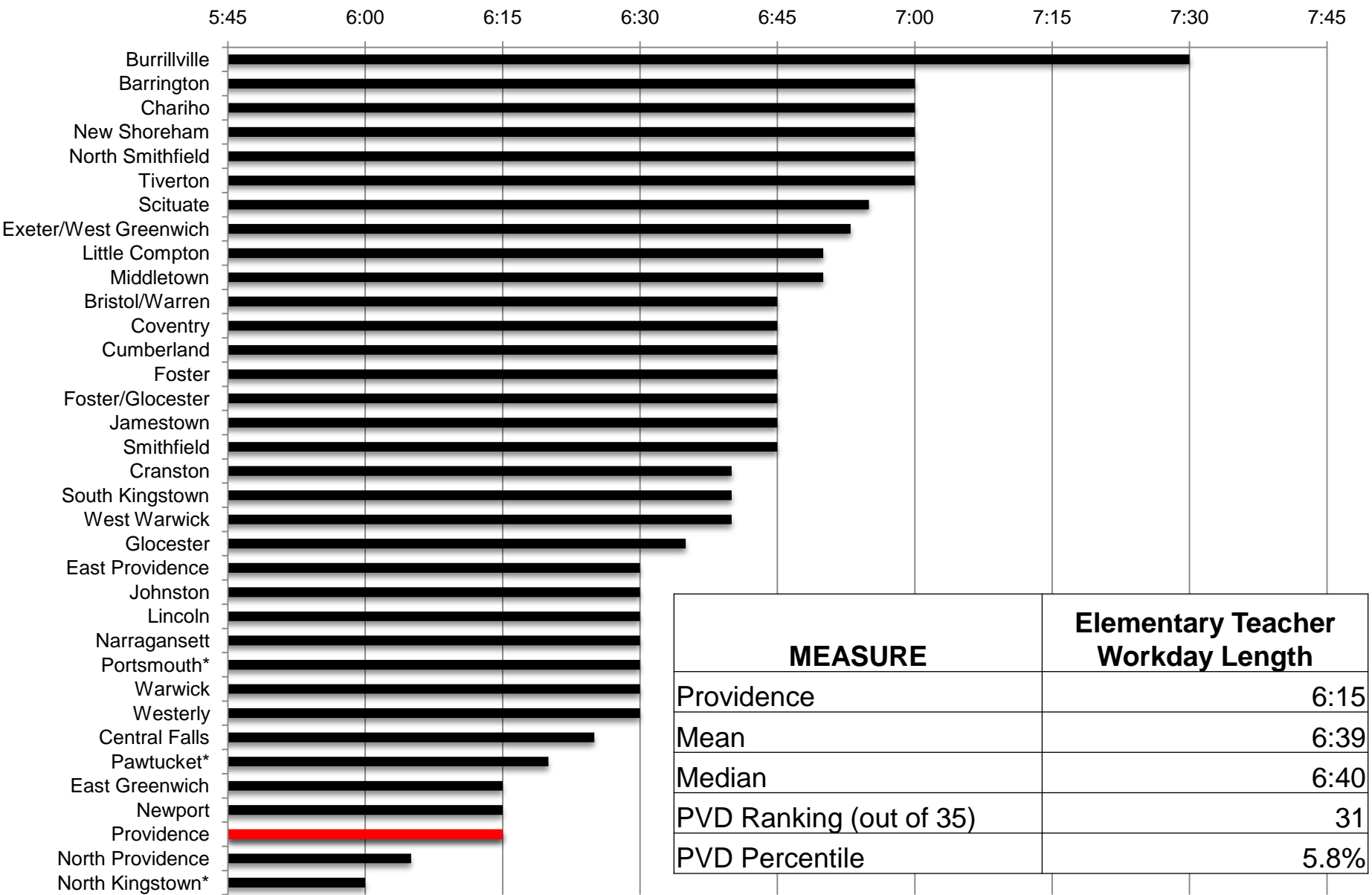
MEASURE	Days in School Year
<b>Providence</b>	181
<b>Mean</b>	183.03
<b>Median</b>	183
<b>PVD Ranking (out of 36)</b>	28
<b>PVD Percentile</b>	0.0%

# Length of Teacher Workday

- RI Board of Regents prescribes 330-minute (5 1/2-hour) minimum classroom time for students
  - Excludes time before and after school, between classes, in homeroom, at lunch
  - Some contracts additionally require teachers to stay before or after school to provide help for students
- Providence provides the 330-minute minimum level of instructional time

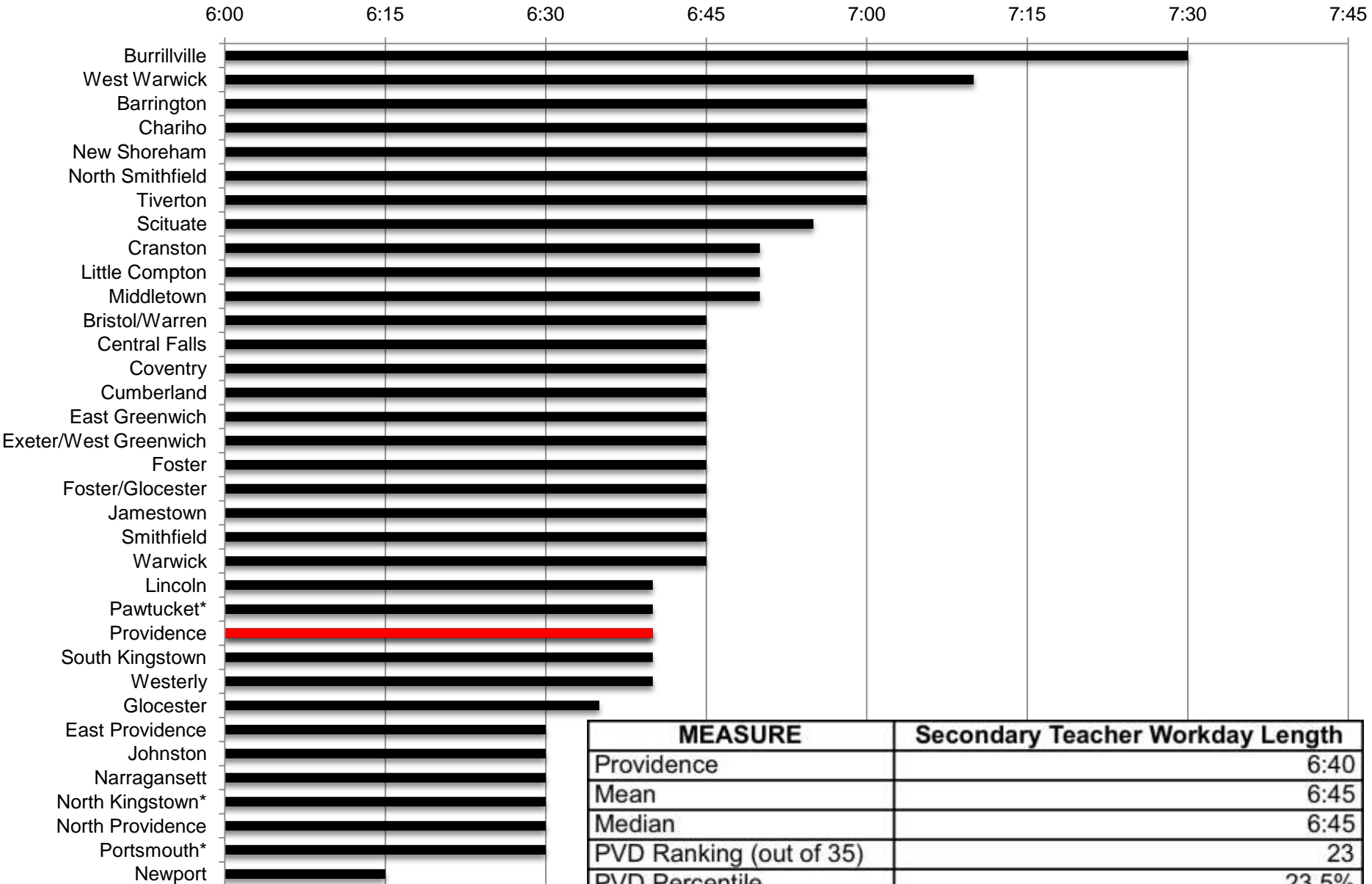


# Elementary School Teacher Workdays (Hours)



MEASURE	Elementary Teacher Workday Length
Providence	6:15
Mean	6:39
Median	6:40
PVD Ranking (out of 35)	31
PVD Percentile	5.8%

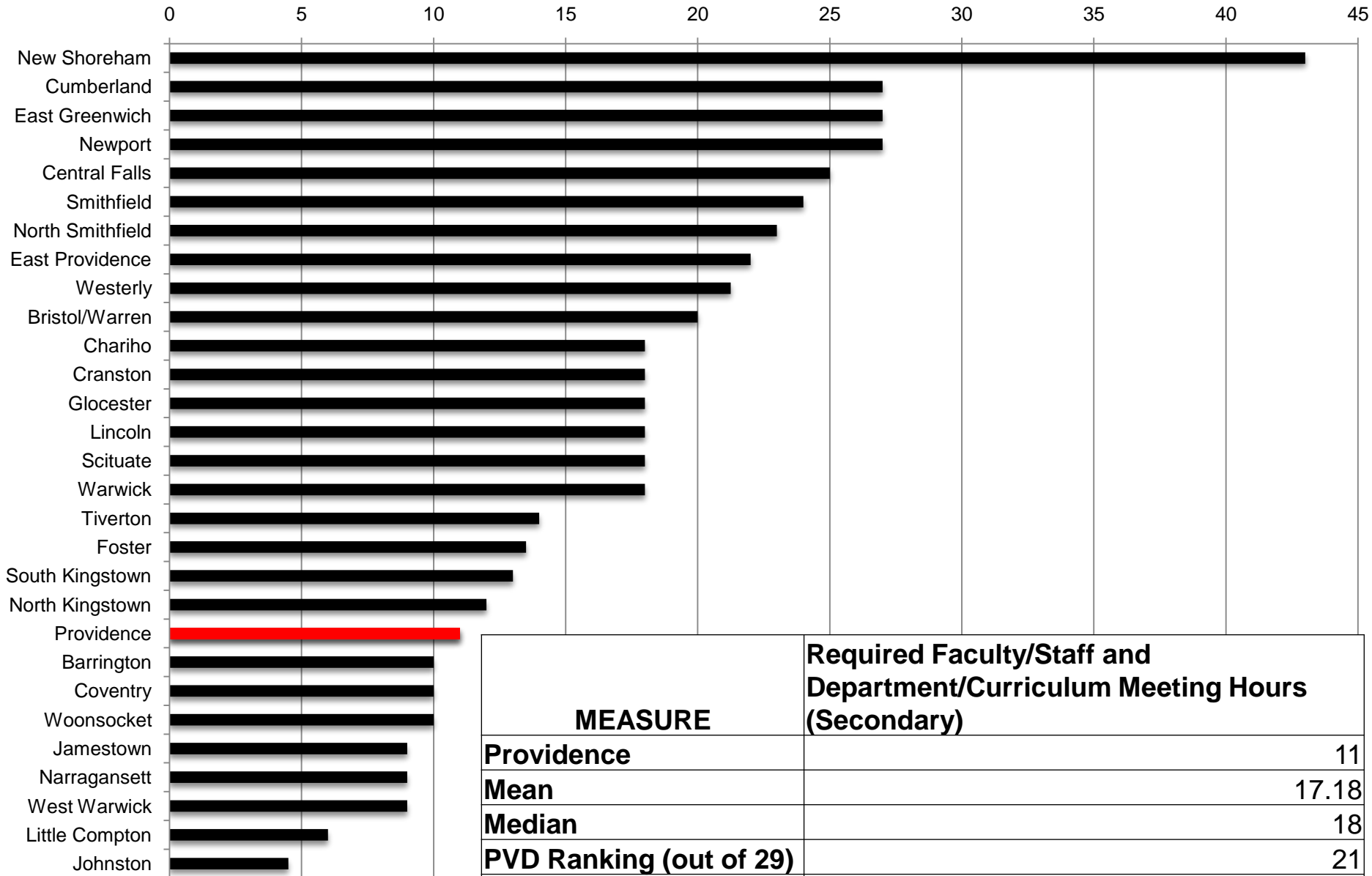
## Secondary School Teacher Workdays (Hours)



# Required Teacher Meetings (HS)

- Districts tend to require at least 9 hours of teacher meetings per year (1 per month)
  - Many also require department/curriculum meetings on a regular basis
- Providence requires 10 annual faculty meetings to be called by the principal, plus 1 per year to be called by the Superintendent (11 total)
  - When meeting time was unspecified, assumed to be 1 hour

## Required Faculty/Staff and Department/Curriculum Meetings (Hours)



MEASURE	Required Faculty/Staff and Department/Curriculum Meeting Hours (Secondary)
<b>Providence</b>	11
<b>Mean</b>	17.18
<b>Median</b>	18
<b>PVD Ranking (out of 29)</b>	21
<b>PVD Percentile</b>	28.5%

# Included Professional Development Hours

- RI Board of Regents requires all teachers in middle and high schools to complete 15 hours of professional development/in-service training
- Districts may:
  - Require teachers to undergo training as part of regular school year, without additional \$\$
  - Pay teachers to undergo training on a voluntary basis
  - Seek out and finance professional development independently
  - Any combination of the above
- Providence takes the second option, paying teachers \$25/hour to undergo training provided by the district on top of baseline salary

<b>DISTRICT</b>	<b>Baseline Professional Development Hours</b>
<b>Jamestown</b>	29.25
<b>North Kingstown</b>	26
<b>North Smithfield</b>	24
<b>South Kingstown</b>	22.5
<b>Woonsocket</b>	16.5
<b>Chariho</b>	15
<b>Johnston</b>	15
<b>New Shoreham</b>	14
<b>East Greenwich</b>	13.5
<b>Newport</b>	12.5
<b>Cumberland</b>	6.75
<b>Foster</b>	6.75
<b>Glocester</b>	3.25
<b>Barrington</b>	<b>Unspecified (up to 7 days)</b>
<b>Central Falls</b>	<b>Unspecified (up to 4 days)</b>
<b>Pawtucket</b>	<b>Unspecified (up to 4 days)</b>
<b>Little Compton</b>	<b>Unspecified (up to 3 days)</b>
<b>Westerly</b>	<b>Unspecified (up to 3 days)</b>
<b>Foster/Glocester</b>	<b>Unspecified (up to 1 hour/week)</b>
<b>Exeter/West Greenwich</b>	<b>Unspecified</b>
<b>Narragansett</b>	<b>Unspecified</b>
<b>West Warwick</b>	<b>Unspecified</b>
<b>Providence</b>	0
<b>Bristol/Warren, Burrillville, Coventry, Cranston, East Providence, Lincoln, Middletown, North Providence, Portsmouth, Scituate, Smithfield, Tiverton, Warwick</b>	0

# Minimum Parent-Teacher Conferences

- Most RI contracts either:
  - Set aside specific days or half-days (outside of the 180-day instructional year) for parent conferences
  - Require teachers to attend evening parent conferences and/or open houses
- Many contracts also contain language suggesting additional meeting responsibilities at parental request
  - Newport contract, Article V, section C.2: *“Teachers and Administrators are deeply committed to being as available as possible to meet with parents and students on a timely basis. Absent extenuating circumstances, such meetings will be set up with twenty-four (24) hours' notice, at times during the school day or at times immediately prior to or after the school day.”*

# Minimum Parent-Teacher Conferences

- Providence does neither – no allotted time for parent conferences for any grade levels, nor any expectation to meet when requested
  - One of only four districts in the state
- If the district wishes to hold conferences, it may:
  - Release students early on a regular school day
    - Downside: cuts into instructional time
  - Pay teachers extra compensation
    - Downside: costs additional \$\$
  - Hold voluntary conferences
    - Downside: not all teachers may attend



DISTRICT	HS Parent Conference Hours	Additional Expectation?	Citations
Tiverton	14	Yes	IX.B.3, IX.B.4
Chariho	13		8.D
Newport	12.5	Yes	V.B.1, V.C.2, V.K
Burrillville	8	Yes	VI.B.1
Jamestown*	8	Yes	XIV.D, XIV.E
Scituate	7.5		XIV.B.3
Smithfield	6.75	Yes	VI.A, VI.P
Glocester	6.5		III.B.1a, III.C.3
Narragansett	6.5		IV.A
Bristol/Warren	6		8.B, 8.D.3, 8.D.4
North Smithfield	6	Yes	V.D.3, IX.F
Westerly	5.25	Yes	5.A.4c, 5.A.6a, 5.A.12
Central Falls	5	Yes	V.4, V.11
Foster	4.5		V.C.2
Lincoln**	4.5	Yes	XII.4.a, XII.8
Coventry	4		4-4.2
East Providence	4		9.3.1
Johnston	4		LVII
Cumberland	2	Yes	11.D.1, 11.D.3
East Greenwich	2	Yes	2-4
Exeter/West Greenwich	2	Yes	10.C
Woonsocket	2	Yes	VI-2.03, IX-1.04
South Kingstown	1.75		6.A.5, 6.A.6, 6.L, 6.M
Barrington	Unspecified	Yes	8.3, 8.5, 8.12
Cranston	Unspecified	Yes	VIII.O
Warwick	Unspecified	Yes, in school only	XII-16.1, XII-16.2
North Kingstown	0	Yes	VI.A, VI.L, Appendix A
Foster/Glocester	0		III.E
New Shoreham	0		V.D
Providence	0		8-29.4
West Warwick	0		--

\* approximate, based on estimation of four consecutive block model (XIV.E)

\*\* also calls for an early release day for conferences

# Summary

- **The Providence Teachers Contract:**
  - Is 27<sup>th</sup> out of 32 districts in top step and 1-9 average salaries
  - Has the shortest school year in the state
  - Is 31<sup>st</sup> and 23<sup>rd</sup> out of 35 districts in elementary and secondary work day length
  - Has the shortest school day permitted under State regulations
  - Requires no professional development hours on baseline salary (compared to 19 districts that do and another 13 that do not)
  - Has no requirement or expectation for parent conferences (compared to 32 districts that do and another 3 that do not)

# Sources

- Rhode Island Association of School Committees  
Website: <http://www.ri-asc.org/members/index.cfm>
- Full Teacher Contracts (maintained by the RI-ASC and Nicholas T. Long):  
<http://www.ntlong.com/cber/index.html>