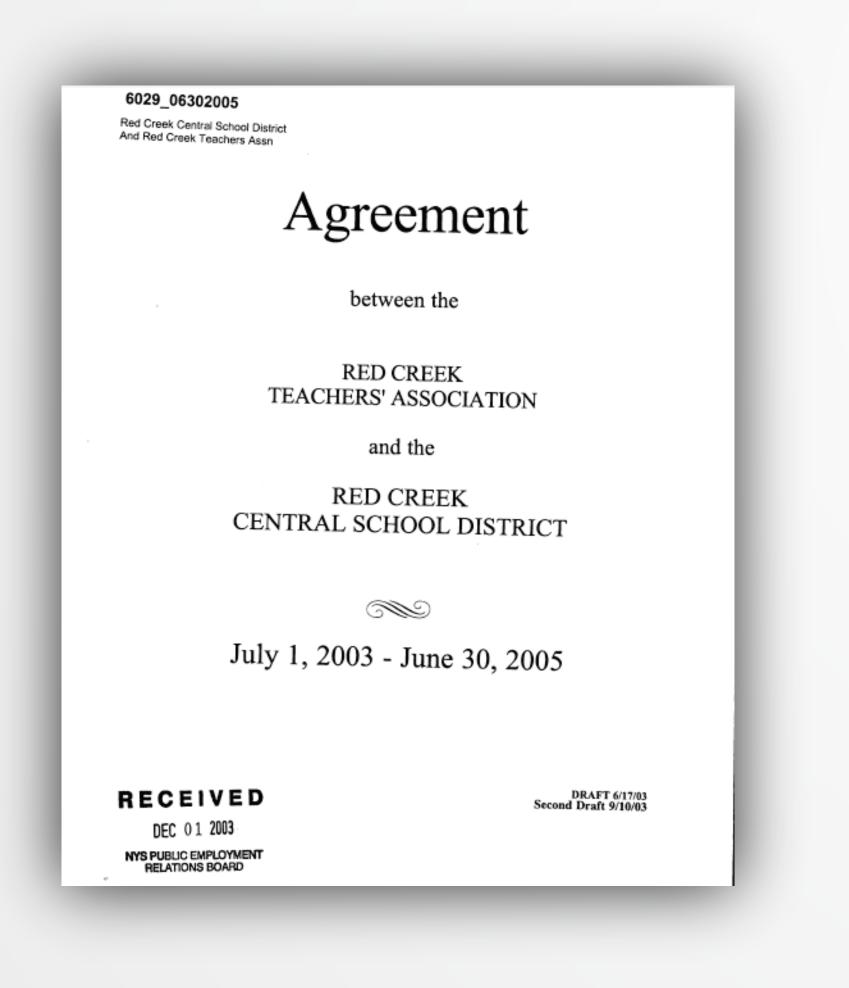


# **The Empire State:** Labor Management Relations in New York Public Schools

Jenna Dorfman-Tandlich • Susanne Donovan • Simon Boehme

#### Advisors: Sally Klingel • Alex Colvin

Introduction to research: Our research involves creating a unique database of the information found in hundreds of New York State teacher contracts. Using the information in these contracts, we can compare salary, working conditions, and the state of labor-management relations. This database is the first of its kind.



#### **Results:**

With 238 contracts coded so far, this is what we have found:

- Average minimum salary: \$42,619.73
- Average maximum salary: \$86,118.53
- 23.11% of contracts include tenure provisions
- 65.55% of contracts have labor-management committees
- 31.10% of contracts include procedures for the termination of non-tenured teachers
- 20.59% of contracts have mandatory professional development language

## Methods:

- Developed and optimized a coding scheme to quantify qualitative variables of contracts
- Retrieved contracts from two online databases: SeeThoughNY (www.seethroughny.net) and DigitalCommons@ILR

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Nev	w Open Save Print Import Copy Paste F	ormat Undo Red	<ul> <li>AutoSum Sort</li> </ul>	A-Z Sort Z-A Gal	lery		documents other than confidential matters will be given to the Association prior to each Board meeting.
	Sheets Charts SmartArt Graphics WordArt						
0	A	AI	AJ	AK			ARTICLE 4 - PROFESSIONAL DEVELOPMENT
						Ø	
1	School District:	Arkport CSD	Ardsley CSD	Arlington CSD	Attica C5	Ø	§ 4.1 Intent of the parties. The District and the Association recognize the value of
2	Source of Contract:						professional conferences and visitation. It is the intention of the Superintendent and the Association to
3	Years of Contract:	2010-2013	2007-2010	2008-2010	2008-201		encourage teachers in activities that promote self-improvement.
_	Are paraprofessionals included? (y/n)			2000 2010	2000 201		5 1 1
3		N	N	n	Ŷ		§ 4.2 Budget. An item that will reflect the sum the District might properly spend for such
)	Are teachers plus others included? (y/n)	Y	Y	У	Y		purposes will be included in the budget each year.
0							
1	Length of School Day (hrs)	7.5					§ 4.3 Request to attend. Teachers who can justify attending a professional conference or
2	Length of School Year (days)	185	186	182			visitation are to submit a request in writing to the administration.
2	Longth of Duty Erec Lunch	30	40	35			1 0
4	Length of Duty Free Lunch Voluntary After School Time?				× *		§ 4.4 Right to attend. Insofar as possible each teacher shall have the privilege of attending
5		n V	n v	y V	y V		
	Assignment Authority:	doesn't say	district	principal	doesn't sa		one (1) professional conference or visitation annually subject to administrative approval.
	Professional Development Language (y/n):	v	v	v	v		
	a) Mandatory(y/n)	, n	v	v	7		§ 4.5 Additional conferences. Conferences where teachers accompany pupils to meetings
	Voluntary Transfer Language? (y/n)	doesn't say	v	v	v		where a teacher is to be a featured participant or recipient of an award or where a teacher is requested or
0	Involuntary Transfer Language? (y/n)	doesn't say	v	Ý	Ý		invited by school officials shall not replace the above privilege. Such conferences may be attended with
1	Recall Rights Duration (years)	2	2	4	r		
2	Compensation MIN (BA) - last year of contract	\$37,500	52,652	47,627			the approval of the Superintendent or the Board.
	a) +10 years	\$46,307	71,629				
	b) +20 years	\$57,058	93,070				§ 4.6 Reporting. Teachers attending a conference or visitation will be expected to share
	Master's Base - last year of contract	\$38,150	61,934	51,238			with their colleagues who did not attend valuable ideas gleaned from the conference or visitation. They
	a) + 10 years	\$46,957	90,298	66,779			will also be required to submit a written report to the Superintendent within ten (10) days that shall
	b) +20 years	\$57,708	125,901	97,351			
	Compensation MAX	\$57,708	149,521	100,961			contain a concise summary of the function attended.
	Variables for Pay Increase						
	a) Credit Hours (y/n) b) National Accreditation? (y/n)	y P	У	У	У		§ 4.7 Professional development. Teachers who voluntarily request to attend the BOCES'
	b) National Accreditation ( (ym)	retirement	retirement, longevity, extracurricular	retirement, longevity, extracurricular, coordinator, excellence in teaching, doctoral	longevity, interschol extracurri		sponsored staff development training shall receive District approval to participate on a first come first approved basis within the limits of funds budgeted by the District for a given year. Newly hired teachers will be permitted to attend one (1) BOCES' provided staff development in their first two (2) years of employment if they so request.
32	Any Additional Variables?			degree			ARTICLE 5 - ASSOCIATION PRIVILEGES
33	Max Number of Steps	20	15	20			
	Evaluation Procedures Language (y/n):	У	n	у	y		6.5.1 Has affective. The Association may with administration approach and the extent
5	Who Evaluates?	superintendant, administrative staff	doesn't say	certified administrator	building p		§ 5.1 Use of building. The Association may, with administrative approval, use the school building for Association meetings. Such meetings shall be consistent with Education Law 414 and shall not conflict with previously scheduled meetings called by the administration.
	Classroom Observation?	Y	doesn't say	Y	V V		not commet with previously scheduled meetings cance of the administration.
	IIII Sheet1 Sheet2 +			0	)4 ►		§ 5.2 Release time. The Association shall be granted up to five (5) days for designated
_	Normal View Ready				1		8.50 x 11.00 in

## Future Implication:

Once we can develop a comprehensive understanding (http://http://digitalcommons.ilr.cornell.edu/perbcontracts/). of the state of labor-management relations in individual school districts, we can correlate district results with student outcomes (in respective districts). Through these analyses, we can investigate best labormanagement practices for improving student outcomes.

- Utilized a standardized Excel worksheet to code language in contracts
- Ran basic analytical measures on our data set to to determine averages and trends
- We have coded 238 of the 800 contracts

