

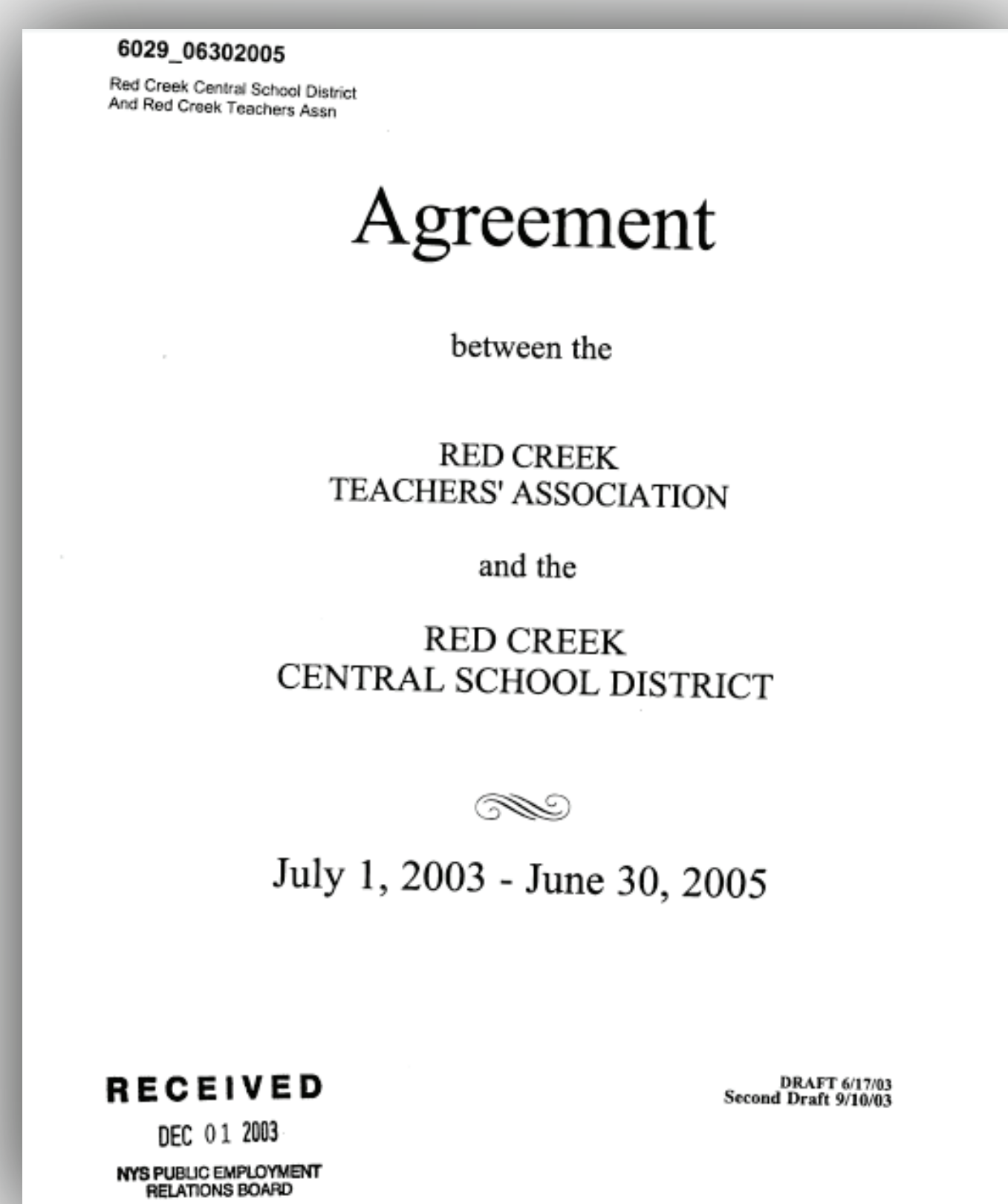
The Empire State:

Labor Management Relations in New York Public Schools

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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.



Methods:

- Developed and optimized a coding scheme to quantify qualitative variables of contracts
- Retrieved contracts from two online databases: SeeThroughNY (www.seethroughny.net) and DigitalCommons@ILR (<http://digitalcommons.ilr.cornell.edu/perbcontracts/>).
- Utilized a standardized Excel worksheet to code language in contracts
- Ran basic analytical measures on our data set to determine averages and trends
- We have coded 238 of the 800 contracts

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

Future Implication:

Once we can develop a comprehensive understanding 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 labor-management practices for improving student outcomes.

