THE SCHOOL DISTRICT OF PHILADELPHIA

BOARD OF EDUCATION PUBLIC MEETING AGENDA

OCTOBER 12, 2023

Call to Order - Reginald L. Streater, Esq., President

Roll Call - Lynn Rauch, General Counsel

Superintendent Remarks

Presentations

- Presentation
  Board of Education - Other

Registered Student Speakers

- Student Speakers List
  Board of Education - Other

Written Testimony

Registered Speakers on General Topics

- General Speakers List

Action Item

1. Ratification of Collective Bargaining Agreement with Unite Here Local 634
   Talent - Other

Adjourn

Email: schoolboard@philasd.org
Twitter: @PHLschoolboard | Facebook: @PHLschoolboard

Presentations - •

Title: Presentation

Board of Education Meeting Date: 10/12/2023

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
Presentation	Supporting Document



THE SCHOOL DISTRICT OF PHILADELPHIA

Unite Here! Local 634 Collective Bargaining Agreement Action Item

October 12, 2023

Tony B. Watlington, Sr. Ed.D.
Superintendent





Unite Here! Local 634 Collective Bargaining Agreement



- On September 28, the District and Unite Here! Local 634 leadership signed a tentative agreement.
- Unite Here! Local 634 membership voted to ratify the Collective Bargaining Agreement “CBA” on October 7, 2023.
- Today’s action item asks the Board of Education to ratify the new CBA with Unite Here! Local 634 for the four-year period of October 1, 2023 to September 30, 2027.







Employees Represented by Local 634

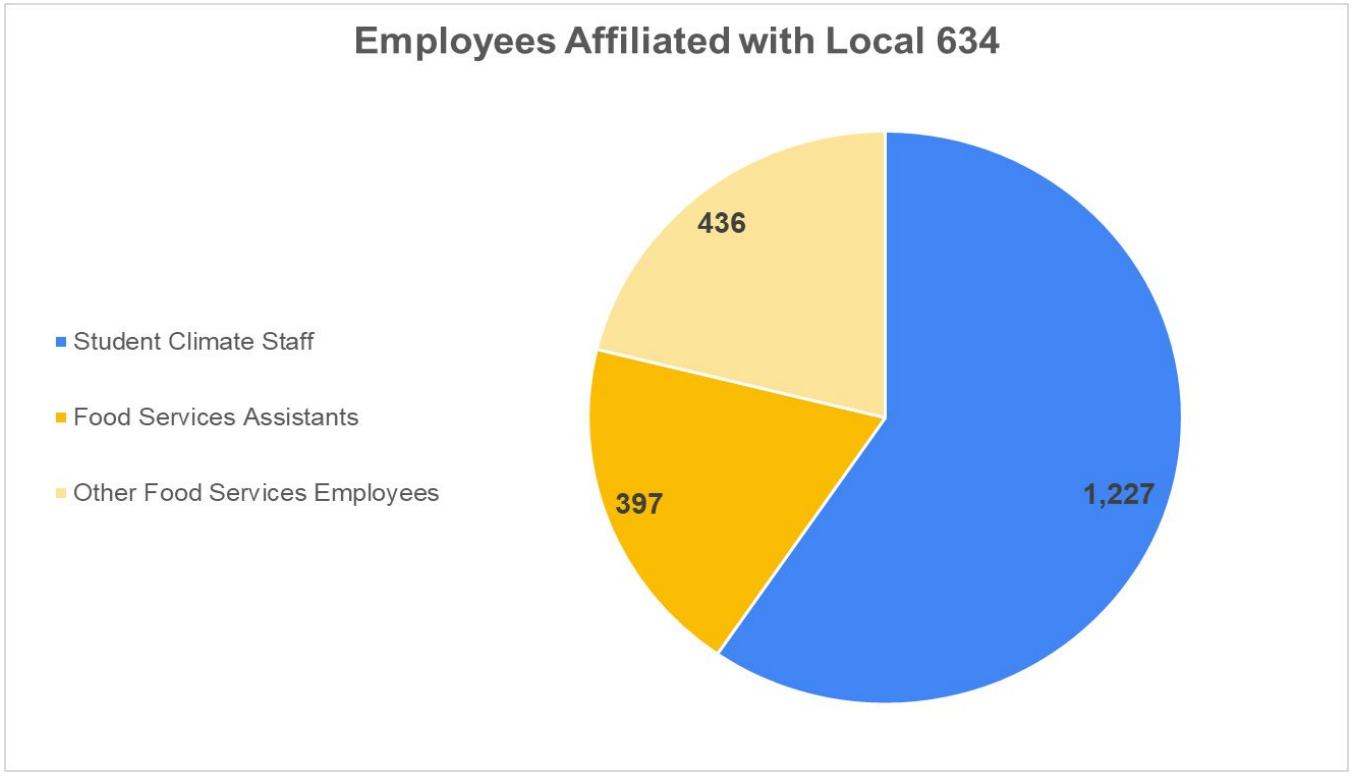
This collective bargaining agreement is for the following positions:

- **Food Services Employees**
  - Food Services Assistant
  - Early Childhood Food Services Worker
  - Food Services Worker II
  - Lead Food Services Worker
  - Food Services Utility Worker
  - Food Services Worker III
  - Food Services Facilities Field Specialist

- **Student Climate Staff**



Employees Represented by Local 634



Highlights of the Collective Bargaining Agreement

- Raises **pay for new employees**
- Provides **5 wage increases** over 4 years
- Implements an **immediate retention bonus** for all Local 634 employees
- Expands access to **benefits** and maintains joint Health & Welfare Fund
- Supports career development / **career paths**
- Commits to new **training** for Student Climate Staff



New Costs Over the Next 5 Years

CBA Components	Five-Year Plan Cost
Across the Board Wage Increases	$33,050,282
Elimination of Probationary Pay	$3,261,424
Fall 2023 Retention Bonus	$995,905
Health & Welfare Increases	$6,706,236
Additional Benefits	$1,332,302
Total Five-Year Plan Cost	**$45,346,149**



THE SCHOOL DISTRICT OF PHILADELPHIA

Registered Student Speakers - •

Title: Student Speakers List

Board of Education Meeting Date: 10/12/2023

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
Student Speakers List	Supporting Document

THE SCHOOL DISTRICT OF PHILADELPHIA
BOARD OF EDUCATION
ACTION MEETING
STUDENT SPEAKERS LIST
OCTOBER 12, 2023

Registered Student Speakers

1. Naomi Bloom, Henry H. Houston Elementary
   Topic: Leveling

2. Larry Cook, Henry H. Houston Elementary
   Topic: Leveling

Primary Waitlist Student Speakers

NONE

Registered Speakers on General Topics - •

Title: General Speakers List

Board of Education Meeting Date: 10/12/2023

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
General Speakers List	Supporting Document

THE SCHOOL DISTRICT OF PHILADELPHIA
BOARD OF EDUCATION
ACTION MEETING
SPEAKERS LIST
OCTOBER 12, 2023

Registered Speakers

1. Cari Akula, Parent/Guardian
   Topic: Communication

2. Alison Cohen, Parent/Guardian
   Topic: The Opaque and
   Unaccountable Process of Leveling

3. Steve Dolph, Parent/Guardian
   Topic: Leveling

Primary Waitlist Speakers

NONE

Action Item - 1.

Title: Ratification of Collective Bargaining Agreement with Unite Here Local 634

Board of Education Meeting Date: 10/12/2023

Action under consideration

Resolved, that the Board of Education of The School District of Philadelphia hereby ratifies the Collective Bargaining Agreement ("CBA") with Unite Here Local 634 for the period of October 1, 2023 to September 30, 2027, and authorizes the President of the Board of Education or his designee, and the Superintendent to execute and deliver this Agreement on behalf of The School District of Philadelphia. A copy of this Agreement will be filed with the minutes of the Board of Education.

Office Originating Request: Talent

ATTACHMENTS:

Description	Type