



BOSTON CITY COUNCIL

Committee on Ways and Means
Benjamin J. Weber, Chair

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REPORT OF COMMITTEE CHAIR

April 1, 2026

Dear Councilors,

The Committee on Ways and Means was referred the following dockets for consideration:

Docket #0619, Message and order for your approval an order to reduce the FY26 appropriation for the Reserve for Collective Bargaining by One Million, Forty-Six Thousand, One Hundred Seventy-Eight Dollars (\$1,046,178.00) to provide funding for the Boston Public Schools for the FY26 increases contained within the collective bargaining agreements between the School Committee of the City of Boston and the United Steelworkers 2936 (Bus Monitors).

Docket #0620, Message and order for a supplemental appropriation order for the Boston Public Schools Department for FY26 in the amount of One Million, Forty-Six Thousand, One Hundred Seventy-Eight Dollars (\$1,046,178.00) to cover the FY26 cost items contained within the collective bargaining agreements between the School Committee of the City of Boston and the United Steelworkers 2936 (Bus Monitors). The terms of the contracts are July 1, 2025 through June 30, 2028. The major provisions of the contracts include base wage increases of 2% to be given in July of each fiscal year of the contract term, as well as a \$1/hr flat increase in January, 2026 and a \$0.70/hr flat increase (for assigned monitors only) in January, 2028.

These matters were sponsored by Mayor Michelle Wu, and were referred to the Committee on March 25, 2026.

Summary of Legislation

Dockets #0619-0620 reduce the Reserve for Collective Bargaining by One Million, Forty-Six Thousand, One Hundred Seventy-Eight Dollars (\$1,046,178.00) to provide funding for the Boston Public Schools (BPS) for the FY26 increases contained within the Collective Bargaining Agreement (CBA) between the School Committee of the City of Boston and the United Steelworkers 2936 (Bus Monitors). The terms of the contracts are July 1, 2025 through June 30, 2028. The major provisions of the contracts include base wage increases of 2% to be given in July of each fiscal year of the contract term, as well as a \$1/hr flat increase in January, 2026 and a \$.70/hr flat increase (for assigned monitors only) in January, 2028.

These contracts will represent approximately 700 bus monitors who work in BPS. The estimated cost of this contract over the contract terms is \$5.9M.

Additional provisions of the contract include the following:

- Additional 8 hours of required training throughout the school year, totalling 16 hours of training from July 1 to June 30 (paid time for training)



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- Added fifteen minutes of paid time to ensure that all incident reports are completed in a timely manner
- Codification of seniority bidding process for daily bidding
- Increased flexibility for monitors to use accrued personal time and excused absences immediately before and after school vacations
 - Excused absences include 1) death of immediate family member, limited to a mother, father, child, husband or wife; 2) employee's mandated jury duty; or 3) employee's admission to a hospital
- Commitments by the parties to transition to electronic bidding information and provide and wear safety vests and employee IDs

Information Received at Hearing

The Committee held a hearing on Wednesday, April 1, 2026 to discuss Dockets #0619-0620. Jeremiah Hasson, Director of Labor Relations, Boston Public Schools (BPS), Dan Rosengard, Executive Director of Transportation, BPS, and James Williamson, Budget Director, City of Boston testified on behalf of the Administration.

Director Williamson stated the City appropriated a \$102M Collective Bargaining Reserve (CBR) in the FY26 Budget, which these dockets will be appropriating from towards BPS to cover the costs associated with the CBA. Director Hasson stated BPS began negotiations with the union approximately a year ago, and worked through various issues to come to an agreement that both parties were pleased with.

Director Rosengard stated there are over 700 bus monitors who do critical work to support students with disabilities, including some of the most vulnerable students on the bus. He stated bus monitors improve operations and timeliness of buses by providing services to students who otherwise may require the bus to pull over in cases of emotional dysregulation. Bus monitors do not carry work cell phones, but do utilize the two way radio on the bus to communicate with the BPS and Transdev dispatch and safety teams in the event of any incident on the bus. Every bus transporting students with disabilities is assigned at least one bus monitor (the mini, half size, and wheelchair accessible buses); general education buses (full size buses) transporting general education students do not have bus monitors. He stated similar to other school districts, post pandemic, in School Year 21-22, the district was understaffed by almost 200 bus monitors, leading to instances where a bus transporting students with disabilities did not have a bus monitor. However, through concerted efforts, the district is now close to fully staffed for bus monitors. Currently, there are approximately 40 vacant bus monitors, which is a normal attrition level for bus monitors in the district.

Director Rosengard stated there is a pool of stand-by bus monitors, who participate in a daily bid process each day for any routes that require bus monitors, by seniority order. If a bus is not able to have its required monitor (or monitors, depending on how many students on that bus require a bus monitor as outlined in their Individualized Education Plan (IEP)), the district will communicate with the family and send a back up bus based on need and availability. The family is given the option to send their student even if their bus monitor is not available (in some cases, a general bus monitor on the same bus is able to provide support); the district tracks each instance that a bus monitor is not available for a student that requires one. If a student that requires a bus monitor does not have one assigned, the district will



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repackage routes to ensure all students requiring bus monitors are assigned one; because bus monitors are not tied to a specific bus, they can be reshuffled across buses in the same day to adequately staff routes. The district provides both bus drivers and monitors with a cover sheet that details the IEP requirements for bus monitors, and for one to one bus monitors that are often working with students with even higher need, the school the student attends will create a template for the bus monitor and train them on how to fulfill the student's IEP.

Director Rosengard stated in August of each year, the district has a bid where monitors select their routes for the year; the same process happens in June for summer work. During that process, every package that monitors can select is printed out and put in a gymnasium or auditorium at one of the central schools in the City. Monitors can come in at an assigned time (decided based on seniority) and select their package. This contract will not change this process; however, it will make the second copies of the packages that are provided to the union electronic, cutting down on 8,000 pages and a full business day of printing. This contract also codifies employee ID usage when getting on and off a bus, and the wearing of safety vests while on the bus and in the yards. The contract also codifies seniority bidding processes for weekend bidding and for additional routes that open up between the August bid and the start of the school year (due to students changing enrollments/addresses/other details); prior to this contract, both of those bidding processes were based on first come, first serve.

Director Rosengard stated bus monitors who have been with BPS for at least one year and are in good standing have priority hiring for bus driver positions (which is codified in the bus driver contract). He stated it is also common to see bus monitors who become paraprofessionals in schools while also remaining bus monitors.

Director Hasson stated the yearly salaries for bus monitors vary widely due to differences in staffing (some work one route a day, some work up to six routes a day). Stand-by bus monitors work on average 10 hours a day, assigned monitors work on average 6 hours a day. Currently, assigned monitors make \$19.77 an hour, by the end of this contract, they will be paid \$22.72. Bus monitors are City employees, not Transdev employees. Director Williamson stated the FY26 cost of the contract is \$1.46M, the FY27 cost of the contract is \$2.05M, and the FY28 cost of the contract is \$2.8M, bringing the total cost of the contract to \$5.9M over three years. He stated the Council has approved 10 CBAs thus far in the fiscal year, totalling \$85.3M; this additional supplemental is for roughly \$1M, meaning the remaining CBR balance totals approximately \$16.4M. In FY27, there will be a new CBR; the FY26 CBR is carried over because as new contracts are settled, they may include retroactive payments for FY26.

Committee Chair Recommended Action

As Chair of the Committee on Ways and Means, I recommend moving the listed dockets from the Committee to the full Council for discussion and formal action. At this time, my recommendation to the full Council will be that these matters **OUGHT TO PASS**.

Benjamin J. Weber, Chair
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