

MEMORANDUM OF AGREEMENT

BETWEEN

THE BROOKLINE SCHOOL COMMITTEE

AND

BROOKLINE EDUCATIONAL SECRETARIES ASSOCIATION, AFSCME COUNCIL 93, LOCAL 1358

August 13, 2015

The Brookline School Committee ("Committee") and the Brookline Educational Secretaries Association, AFSCME Council 93, Local 1358 ("Union" or "BESA") collectively referred to as the "Parties" agree to extend their collective bargaining agreement in effect from July 1, 2011 through June 30, 2014 through June 30, 2015, except as modified by this Memorandum of Agreement ("MOA"). The Parties agree to the following modifications:

1. Article XXVI: Duration

Amend the duration to reflect an agreement from July 1, 2014 – June 30, 2015.

2. Wages and Signing Payment

A. Wages: Effective January 2, 2015, increase the July 1, 2013 wage table (p. 11) by 2.0% in Article IV, Section 4.

B. Signing Payment: Each employee in the bargaining unit as of August 13, 2015 shall receive a signing payment of two hundred fifty dollars (\$250.00) prorated as follows:

- Full-time (1.0 FTE) employees who were employed in the bargaining unit for the entire fiscal year 2015 shall receive the full signing payment.
- Part-time employees (less than 1.0 FTE) who were employed in the bargaining unit for the entire fiscal year 2015 shall receive a prorated signing payment. For example, a part time employee who worked 50% of a full-time schedule for the entire fiscal year 2015 shall receive 50% of the signing payment.
- Full-time employees who were employed in the bargaining unit for part of fiscal year 2015 shall receive a prorated signing payment. For example, a full-time employee who worked 10 months of fiscal year 2015 shall receive 10/12 of the signing payment.
- Part-time employees who were employed in the bargaining unit for part of fiscal year 2015 shall receive a prorated signing payment. For example, a part-time employee who worked 50% of the full-time schedule for 6 of the 12 months in fiscal year 2015 shall receive 25% of the signing payment.

Only employees employed in the bargaining unit position on August 13, 2015 are eligible for the signing payment.

3. Time Recording System

Each employee shall accurately record his/her start time and end time each work day using the system determined by the Committee. The Committee has the right to change such time recording system from time to time and shall provide the Union with ten (10) calendar days prior notice of each change and an opportunity to meet and discuss implementation and any necessary training.

4. Appendix A, Trial Probationary Period for Internal Candidates

Effective June 30, 2015, delete the section titled "Trial Probationary Period for Internal Candidates" in Appendix A (pages 38-39).

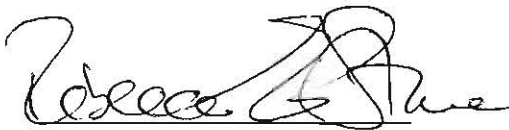
5. Housekeeping: Add AFSCME Council 93, Local 1358, where appropriate, after BESA in the collective bargaining agreement.

This Memorandum of Agreement is subject to ratification by the Union membership and approval by the Brookline School Committee.

Agreed to on this 13<sup>th</sup> day of August 2015 subject to ratification and approval as stated above by the negotiating teams for:

Brookline School Committee

Brookline Educational Secretaries  
("BESA") AFSCME Council 93, Local  
1358



Rebecca A. Stone



B. P. A. Castellano



James Conroy