

**Memorandum of Agreement Between**

**The Brookline School Committee**

**And**

**Brookline Educational Secretaries Association ("BESA")**

**AFSCME, Council 93, Local 1358**

**May 22, 2025**

The Committee and Union agree to extend their 2018 to 2024 collective bargaining agreement through June 30, 2025 with the following modifications:

1. Duration, Article XXVI:
  - a. Change "July 1, 2021" to "July 1, 2024"
  - b. Change "June 30, 2024" to "June 30, 2025"
2. Article IV, Hours of Work and Salaries, Section 4, BESA Salary Tables:
  - a. Change July 1, 2021 – September, 2023" to "July 1, 2024 – June 30, 2025":
  - b. Effective July 1, 2024: 2.0% increase to hourly rates
    1. These increases shall not apply to any other provisions or aspects in the CBA.
    2. Retroactive compensation shall only be provided to current employees as of the time of ratification of this Agreement and will be paid in a lump sum payment at the end of the fiscal year.

**EFFECTIVE 7/1/2024 (2%)**


<b>Tenure Step</b>	<b>Principal Clerk 1</b>	<b>Principal Clerk 2</b>	<b>Elementary Secretary</b>	<b>Head Clerk</b>	<b>Office Manager</b>
<b>1.0000</b>	<b>28.7968</b>	<b>30.9607</b>	<b>32.5728</b>	<b>38.4218</b>	<b>41.3172</b>
<b>2.0000</b>	<b>29.3636</b>	<b>31.5319</b>	<b>33.2401</b>	<b>39.0057</b>	<b>41.9851</b>
<b>3.0000</b>	<b>30.0032</b>	<b>32.1671</b>	<b>33.8784</b>	<b>39.7282</b>	<b>42.6239</b>
<b>4.0000</b>	<b>30.4859</b>	<b>32.6497</b>	<b>34.5467</b>	<b>40.3960</b>	<b>43.2915</b>
<b>5.0000</b>	<b>31.0679</b>	<b>33.2317</b>	<b>35.2705</b>	<b>41.1189</b>	<b>44.0158</b>
<b>6.0000</b>	<b>32.8025</b>	<b>34.9666</b>	<b>37.0052</b>	<b>42.8197</b>	<b>45.7501</b>

3. Ratification:
  - a. This MOA is subject to ratification by the Union membership and approval/funding by the School Committee.

**BROOKLINE SCHOOL COMMITTEE**

**AFSCME COUNCIL 93**

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 5-19-25

Date: 5/22/25