

MEMORANDUM OF AGREEMENT
BETWEEN
THE BROOKLINE SCHOOL COMMITTEE
AND
THE BROOKLINE EDUCATORS UNION – PARAPROFESSIONAL UNIT
(Collectively “the Parties”)
October 2018

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Paraprofessional Unit (“Union”), collectively referred to as the “Parties”, agree to modify their 2016 – 2019 collective bargaining agreement (“CBA”) with the following modifications:

1. Effective September 1, 2018 amend Salary Schedule #2, Special Program Differential to include the following in the list of programs to be eligible for the hourly differential:
 - a. 1 to 1 Paraprofessionals
 - b. Bridge Alliance Program
2. Effective November 1, 2018, Amend Article 3, Work Schedule, by replacing the current language of Article 3.1, Work Week and Work Days, with the following:

3.1 Work Week and Work Days

- A. The number of hours in an employee's work week may vary during the work year depending on the assignment or position. An employee's hours may be increased or decreased during the work year with or without a change in assignment or position; provided the number of hours assigned to an employee for any work year will not be reduced after October 15.

Employees will be provided with a written or email statement prior to last day of the previous school year with the following information: assigned grade level(s), subject(s) or other assignment for the start of the school year, assigned school(s), salary schedule placement (step and lane), salary, and extra compensation where applicable and known.

The Superintendent or his/her designee will endeavor to provide a paraprofessional with seven (7) calendar days’ notice when such paraprofessional’s hours will be changed during the work year.

Should an employee's work hours change in excess of one and a half (1.5) hours per day within the school year (i.e. start time moved or end time moved in excess of one and a half hours) the employee may submit a request to have their assignment or position changed. The District will endeavor to accommodate such requests and may do so on a temporary basis (i.e. for the duration of a sport season) or for the duration of the school year. The District will have sole discretion to grant or deny the request and will have sole discretion of the subsequent placement(s). The District's actions in granting or denying the request and subsequent placement(s) shall be grievable, but not arbitrable. The grievance at Step 2 with regard to this paragraph only shall be sent to, and responded by, the Director of Human Resources.

This Agreement is subject to the approval of the Brookline School Committee and the Brookline Educators Representative Council.

Agreed to on this ____ day of November 2018 by:

The Public Schools of Brookline

The Brookline Educators Union
