

MEMORANDUM OF AGREEMENT

BETWEEN

THE BROOKLINE SCHOOL COMMITTEE

AND

THE BROOKLINE EDUCATORS UNION – UNIT B

MAY 17, 2022

September 1, 2020 – August 31, 2023

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Unit B (“Union”) collectively referred to as the “parties”, agree to extend their September 1, 2019- August 31, 2020 collective bargaining agreement through August 31, 2023 with the following amendments:

1. Article 13: Duration
 - A. Revise the first paragraph to provide for an agreement covering the period from September 1, 2020, through August 31, 2023.
 - B. Update dates in the second paragraph (housekeeping)
 - C. Replace “January 2020” with “January 2023” in the third paragraph.
2. Appendix A: Salary Schedules:
Increase the Salary Schedules in Appendix A.1 and A.2 as follows:

<u>Effective Date</u>	<u>Increase*</u>
September 1, 2020	1.0%*
September 1, 2021	2.5%*
September 1, 2022	2.5%

*Retroactive pay is limited to employees in the bargaining unit as of the date of ratification of this Memorandum of Agreement and employees who retired between September 1, 2020 and the date of ratification of this Agreement.

3. Appendix B:
Effective September 1, 2022, increase the compensation in Appendix B.2A, B.3, and B.7 by 6.0%.
4. Appendix B.6:
Effective September 1, 2022, the hourly rates shall be as follows:

For Participants	\$35.00
For Leaders	\$40.50

5. Article 4.1A
Effective with the start of the 2022-2023 work year, increase the minimum number of work days to 195 for any position listed in Section A that has a work year of fewer than 195 work days.

6. Housekeeping

A. Amend Section A of Article 4.1 as follows:

(i) Update list of positions and days as follows:

(a) replace “Vice Principals ...190 days” with “Vice Principals ...195 days”

(b) add “Curriculum Coordinators not listed above..... 195 days”

(ii) Delete the two paragraphs immediately following the list of positions and days.

(iii) Delete the last sentence in the second paragraph of paragraph D of Article 4.1 (“~~The Deputy Superintendent will consult with the BEU President regarding administrative procedures for such requests and responses.~~”)

(iv) Replace “SPED” with “Special Education”

B. Article 5.4 : Requests for Leaves, Extensions or Renewals: Amend Article 5.4 as follows (deleted language struck; new language underlined):

5.4 Requests for Leaves, Extensions or Renewals. All requests for leaves, extensions or renewals of leaves shall be made ~~in writing (or via e-mail)~~ electronically using the document for this purpose through the Human Resources Department and responded to in writing by email. Requests for such leaves and renewals shall be submitted to the Superintendent or ~~his/her~~ designee using the electronic document with a copy to the ~~teacher’s administrator’s immediate superior/supervisor~~ teacher’s administrator’s immediate superior/supervisor by February 1 prior to the commencement of the leave, whenever possible. If such submission is delayed to not later than March 15, the Superintendent shall approve such request if the delayed submission is due to extenuating circumstances of the individual applicant as reasonably determined by the Superintendent. Notwithstanding any provisions of Section 5.6 (A), (B), (C in case of enlistment only), (F) or (H) of this Agreement to the contrary but subject to applicable laws, the Superintendent shall not be required to grant a leave of absence requested after July 31.

This Memorandum of Agreement was reached in mediation and shall remain off the record for all purposes including bargaining history until it is ratified by the Union membership and approved by the Committee. This Memorandum of Agreement is subject to ratification by the Union membership and approval by the Committee.

Agreed to on this 17th day of May 2022 by the negotiating teams for the:

Brookline School Committee
s/Andreas Liu
s/Suzanne Federspiel
s/ Valerie Frias
s/ David A. Pearlman

Brookline Educators Union – Unit B
s/Jessica Wender-Shubow
s/ Eric Schiff
s/Robert Miller
s/ Kenny Kozol