

MEMORANDUM OF AGREEMENT

BETWEEN

THE BROOKLINE SCHOOL COMMITTEE

AND

THE BROOKLINE EDUCATORS UNION – UNIT A

December 8, 2014

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Unit A (“Union”), collectively referred to as the “Parties”, agree to extend their 2011-2014 collective bargaining agreement (“CBA”) through August 31, 2015 except as modified by this Memorandum of Agreement (“MOA”). The Parties agree to the following modifications:

1. Article 13 Duration (Sept. 1, 2014- August 31, 2015)
 - A. Replace “2011” with “2014” and replace “2014” with “2015” in the first sentence.
 - B. Amend the second sentence to reflect the dates that the Union ratified and the Committee approved this MOA.
 - C. Replace “no later than November 1, 2013” with “in January 2015” in the third sentence.
2. Appendix A Salary Schedules
Effective on the 92nd work day of the 2014-2015 work year, the latest salaries in Appendix A shall be increased by 2%.
3. Article 3.21 Tuition Reimbursement Fund
Amend the first paragraph in Article 3.21 by inserting the following new sentence before the sentence that begins with “Unused funds”: Effective September 1, 2014, such fund shall be \$25,000 per contract year.”
4. Article 4.1 D
Amend the first sentence in Section D of Article 4.1 by replacing “two additional orientation days prior to the Labor Day weekend” with “three additional orientation days prior to the start of the work year for returning teachers”.
5. Article 4.2
Effective with the start of the 2017-2018 work year, amend Article 4.2 by replacing the first sentence in Article 4.2 with the following:
“Unless otherwise mutually agreed, the work year for returning teachers shall not begin before the Wednesday before Labor Day or September 1 whichever is earlier and shall not end after June 30. It is agreed that the work year for newly employed teachers may begin prior to the work year for returning teachers.”

(The Committee may require returning teachers in the 2017-2018 work year to start work as early as the Wednesday before Labor Day or September 1st whichever is earlier.)

6. Article 10.2

Add the following new paragraph to the end of Article 10.2:

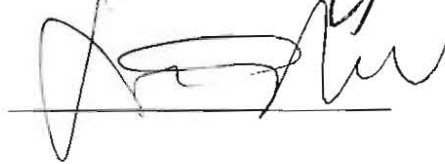
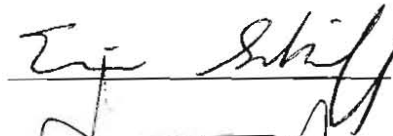
The BEU shall have the right to address new teachers during one of the new teacher orientation days. Such address to new teachers shall not exceed 60 minutes and shall be on a day and at a time determined by the Superintendent.

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

Agreed to on this 8th day of December 2014 by the negotiating teams for:

Brookline School Committee

Brookline Educators Union – Unit A



Effective Jan. 29, 2015

2% increase

STEP	BACHELORS	MASTERS	MASTERS +30	MASTERS +45	DOCTORATE
1	\$48,384	\$54,191	\$57,514	\$59,124	\$60,769
2	\$50,980	\$56,868	\$60,272	\$61,882	\$63,628
3	\$53,574	\$59,544	\$63,025	\$64,638	\$66,484
4	\$56,161	\$62,219	\$65,778	\$67,390	\$69,339
5	\$58,757	\$64,898	\$68,533	\$70,149	\$72,200
6	\$61,352	\$67,574	\$71,289	\$72,900	\$75,055
7	\$63,943	\$70,247	\$74,050	\$75,660	\$77,915
8	\$66,539	\$72,923	\$76,804	\$78,418	\$80,773
9	\$69,133	\$75,601	\$79,562	\$81,171	\$83,632
10	\$71,730	\$78,280	\$82,317	\$83,929	\$86,489
11	\$74,317	\$80,952	\$85,073	\$86,688	\$89,348
12	\$76,915	\$83,632	\$87,826	\$89,440	\$92,203
13	\$79,393	\$86,934	\$90,584	\$92,196	\$95,064
14	\$81,943	\$89,484	\$93,885	\$95,500	\$97,918
15	\$84,493	\$92,034	\$96,435	\$98,050	\$100,401
16			\$98,985	\$100,600	\$102,951
17					\$105,501