

MEMORANDUM OF AGREEMENT

BETWEEN

THE BROOKLINE SCHOOL COMMITTEE

AND

THE BROOKLINE EDUCATORS UNION – UNIT A

MAY 17, 2022

September 1, 2023 – August 31, 2026

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Unit A (“Union”) collectively referred to as the “parties”, agree to extend their September 1, 2020- August 31, 2023 collective bargaining agreement through August 31, 2026 with the following amendments:

1. Article 13: Duration

- A. Revise the first paragraph to provide for an agreement covering the period from September 1, 2023, through August 31, 2026.
- B. Update dates in the second and third paragraphs. (housekeeping)

2. Appendix A: Salary Schedules and Appendix B

Increase the Salary Schedules in Appendix A.1, A.2 and A.3, the compensation in Appendix B.2, B.3, B.4, B.7, and B.8.A, B.8.B, and B.8.C as follows:

<u>Effective Date</u>	<u>Increase</u>
September 1, 2023	2.50%
September 1, 2024	2.75%
September 1, 2025	2.75%
August 31, 2026 at 11:59 PM	1.00%

3. Article 3.2

Effective September 1, 2023, amend Article 3.2 by replacing the longevity table in the second paragraph with the following:

<u>Years of Continuous Service Completed</u>	<u>Amount*</u>
More than 10 but less than or = to 14	1% of the employee’s salary in Appendix A
More than 14 but less than or = to 19	2% of the employee’s salary in Appendix A
More than 19 but less than or = to 24	3% of the employee’s salary in Appendix A
More than 24	4% of the employee’s salary in Appendix A

*The amount is prorated for employees who do not work the full year.

4. Article 4.3

Effective with the start of 2023-2024 school year, amend Article 4.3 as follows:

- A. Amend Section J as follows (new language underlined; deleted language struck):

Teachers responsible for grades 6, 7, & 8 only, will have ~~a minimum of five~~ one unassigned periods per day of forty minutes (except that the 40 minutes may be reduced when class periods are shortened on shortened instructional days), exclusive of the one-half hour duty-free lunch period per day and will usually be responsible for a homeroom.

- B. Insert the following between the second and third sentences in Section C: “When the school day consists of six (6) blocks per day, each teacher will have one (1) unassigned block per day.”

- C. Insert “librarians, world language,” after “(except nurses),” and before “and teachers responsible” in Section K.

- D. Add the following to 4.3:
“Common planning work may be required during any unassigned period that exceeds the number of required unassigned periods in a day or week.”

5. Article 4.3K

Effective at the start of the 2025-2026 school year, amend Section K as follows (new language underlined; deleted language struck):

Teachers of art, home economics, industrial arts, music, physical education and specialists (except nurses), librarians, world language, and teachers responsible for instruction in more than one school in grades K-8 will have ~~a minimum of five~~ one unassigned ~~periods per week~~ periods per week day exclusive of the one-half (1/2) hour duty-free lunch period per day. The employee’s supervisor shall have the ultimate responsibility for scheduling. If employed full-time and assigned to one school, then the employee may be responsible for homeroom. Travel time, appropriate to the distance, will be given to teachers responsible for instruction in more than one school.

6. Joint Labor Management Committee on Full Time Equivalent (FTE)

Introduction:

For the success of the JLMC there will be agreement on process, measurable goals and products, and membership. The JLMC members shall be stipended (hourly workshop rate) for attendance at JLMC meetings. The JLMC meetings shall be held outside of the contractual workday. This stipend does not apply to guest participants at JLMC meetings.

Process:

In order to be a truly collaborative team, the meetings need to be jointly facilitated between the District and the BEU. This includes the expedition of the meetings as well

as the development of the agendas. Norms for working together need to be developed as a team and enforced by the members of the team. In order to fully understand any issue brought before the JLMC, qualitative and quantitative data must be collected. The use of anecdotal evidence alone is insufficient to support recommendations.

Measurable Goals and Product:

The goals and outcomes for JLMC need to be clearly defined. The goal in the first phase is to review and come to an understanding of the current language in section 4.3-4.8 of the Unit A CBA.

The JLMC will also review all side letters and other memoranda of agreement to the extent they exist regarding the FTE for classroom teachers, caseload educators, Unit A administrative/program leader assignments, and specialists represented by Unit A; the outcome is to identify parameters of what an FTE represents in these areas.

The JLMC will undertake a comprehensive analysis of tasks/activities, time on task, and combined workload; including, but not limited to K-8 school day, High school structured learning time, common planning time, and prep periods. The JLMC will use the data from the analysis to propose additional/revised language for future negotiations regarding FTEs for classroom teachers and specialists represented by Unit A.

The JLMC will meet six times during the 2023-2024 work year, unless the JLMC agrees to meet more or less frequently. Meetings of the JLMC will not exceed two hours per meeting. The committee shall present its recommendations on “FTEs for Unit A” in a report to the PSB school committee no later than the end of June 2024. If consensus cannot be reached in the JLMC by this time, then two reports may be presented to the PSB school committee. The report(s) may be used in contract negotiations for the successor agreement to this contract.

Membership:

The JLMC shall consist of 6 representatives from each party. The membership of the JLMC will remain consistent and be representative of the positions under review; however, a party may replace a JLMC member who is no longer an employee of the District. Either side may invite up to two teachers and/or any other school personnel per session as guests to present relevant information to the JLMC.

This Memorandum of Agreement was reached in mediation and shall remain off the record for all purposes including bargaining history until the Union membership has ratified the 2020-2023 Memorandum of Agreement and this 2023-2026 Memorandum of Agreement and the Committee has approved the 2020-2023 Memorandum of Agreement and this 2023-2026 Memorandum of Agreement.

This 2023-2026 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

Brookline Educators Union – Unit A

s/Andreas Liu

s/Jessica Wender-Shubow

s/Suzanne Federspiel

s/ Eric Schiff

s/ Valerie Frias

s/Robert Miller

s/ David A. Pearlman