

Brookline Educators Union
Unit B Package Proposals to Brookline School Committee
November 18, 2021

The BEU reserves the right to modify, add or remove any proposals if package is not accepted. The BEU is not withdrawing any earlier proposals unless there is agreement on this package proposal.

MEMORANDUM OF AGREEMENT
BETWEEN
THE
BROOKLINE SCHOOL COMMITTEE
AND
THE BROOKLINE EDUCATORS UNION – UNIT B
November 18, 2021

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Unit B (“BEU”) agree to extend their 2019-2020 collective bargaining agreement through August 31, 2023, with the following changes:

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 paragraphs. (housekeeping)
- C. Replace “January 2020” with “January 2023” in the third paragraph.

2. Compensation

Year 1/2020-2021:

2% COLA, retro to day 91 of the 2020-2021 school year
COLA 1% retro to 8/31/2021

Year 2/2021-2022:

3% COLA retro to 9/1/2021

Year 3/2022-2023:

3% COLA effective 9/1/2022

3. Appendix B

- A. Effective 9/1/2022, change the workshop rate in Appendix B.6 to the following:

For Participants	\$35.00
For Leaders	\$40.50
- B. All other stipends in Appendix B will be increased by 10%

4. New Article 14: Central Office Communication and Procedures:

PSB shall develop an onboarding program that will provide new Unit B administrators, in addition to an assigned mentor, introduction to all staff the administrator will be working with, and training in all

processes and procedures (including budget preparation and management, requisitions, purchase orders, hiring, etc.). PSB shall also provide an “organizational chart” that indicates who is to be contacted for requests, information, or consultation. Such charts shall be provided at the beginning of each work year.

5. Article 4: Conditions of Professional Service

Amend as follows.

In **Article 4.1.A**, increase number of days per year as follows:

- ii. Vice Principals from 190 to 195 (housekeeping; see below)
- iii. Supervisors from 194 to 195
- iv. Director of Athletics from 209 to 225
- v. Director of Career & College Counseling 194 to 195
- vi. TBE/ESL Coordinator from 210 to 225
- vii. Curriculum Coordinators not listed above from 190 to 195 (housekeeping; see below)
- viii. Coordinator of Student Health Services from 190 to 200
- ix. METCO Director from 203 to 213
- x. Program Coordinators from 190 to 195

In Article 4.1.A, remove definition of per diem (housekeeping, since the salary scale is per diem and that is what is used): For all days worked beyond the work year stated above, the per diem rate shall be calculated as follows: ~~The per diem rate shall be calculated by multiplying the per diem rate in Appendix A by the number of days for the position as stated in Section A of Article 4.1 and dividing the total by 219 days.~~

In Article 4.1.A, integrate paragraph increasing days at end of chart into the chart (housekeeping): Effective with the start of the 2018-2019 work year, increase the number of work days for “Vice Principals” and “Curriculum Coordinators not listed above” to 195 days.

Modify **Article 4.1.A** as follows: Each Administrator will submit a proposed schedule of work days to his/her immediate supervisor for the following contract year by June 15th of each year. This schedule will include the 183 teacher work days specified in the school calendar established by the School Committee and the days, not to exceed two (2), designated by the Superintendent during the week before and/or after the school year, plus the remainder of the Administrator’s contract days. ~~Work days will not generally be scheduled on Saturday, Sunday, holidays, and school year vacations except when a work related event is scheduled on such a day. The proposed schedule will not be unreasonably denied.~~

~~Any Administrator who wishes to modify his/her original schedule to include a Saturday, Sunday, holiday, school year vacation day, or snow day, must have prior written, e-mail or oral approval of his/her immediate supervisor or the Deputy Superintendent for Teaching and Learning.~~

Modify 4.1.D to allow administrators the time necessary to do the work that the job requires.

Insert new paragraph after paragraph 4 and before paragraph 5 in 4.1.D:

Each administrator will have up to five (5) “pool days” for evaluation writing and / or hiring, upon request. Unused days will be returned to the pool for other unit members to request.

Add new 4.1.E: Any work or tasks that are assigned by the district will be accompanied by a specific number of days to be paid based on the per diem rate to the Unit B member as they are worked.

6. Housekeeping: Ensure position names are consistent throughout, especially among **Sections 1.2.B, 4.1.A and 11.2**, including updating these position titles throughout:
 - a. Remove Elementary Assistant Principal (leaving Vice Principals remaining in the contract, because that is the only title we use)
 - b. Change SPED Administrators to Special Education Administrators
 - c. Change Gifted and Talented to Enrichment & Challenge Support
 - d. Change Language Arts to English Language Arts
 - e. Remove Pre-K to 8 Performing Arts and Grades 9 to 12 Performing Arts and replace with K to 12 Performing Arts
 - f. Change Career Education to Career and Technology Education
 - g. Change Pupil Support Services to Guidance and Counseling
 - h. Change Physical Education to Wellness Education
 - i. Change TSB/ESL Coordinator and ELL Coordinator (which reference the same position) to Director of English Language Education
 - j. Add Alternative Choices in Education
 - k. Change Early Childhood Curriculum Coordinator to Early Childhood Program Coordinator
 - l. Add Coordinator of Therapeutic Programs to the list of Program Coordinators (previously K-8 Coordinator of Elementary Therapeutic Programs)