

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 92<sup>nd</sup> 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 1<sup>st</sup> 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.

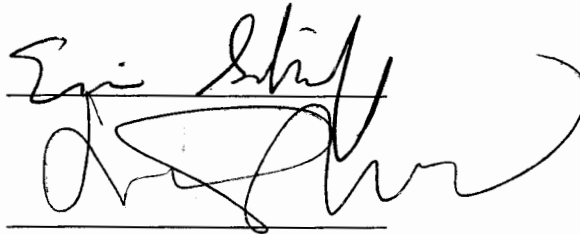
This Memorandum of Agreement is subject to ratification by the Union membership and approval by the School Committee.

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

Brookline School Committee

Brookline Educators Union – Unit A

  
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MEMORANDUM OF AGREEMENT

BETWEEN

THE BROOKLINE SCHOOL COMMITTEE

AND

THE BROOKLINE EDUCATORS UNION – UNIT B

December 8, 2014



The Brookline School Committee (“Committee”) and the Brookline Educators Union – Unit B (“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 work day following the half-way point in each employee’s work year in the 2014-2015 work year, the employee’s per diem rate in Appendix A shall be increased by 2%.
3. Article 4.1 A.  
Replace “two additional unpaid orientation days” with “three additional unpaid orientation days” in the last sentence in Section A of Article 4.1.
4. Article 10.2  
Add the following new paragraph to the end of Article 10.2:  
“The BEU shall have the right to address newly employed administrators during one of the orientation days for newly employed administrators. Such address to newly employed administrators shall not exceed 60 minutes and shall be on a day and at a time determined by the Superintendent.”

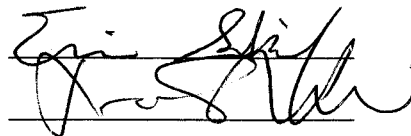
This Memorandum of Agreement is subject to ratification by the Union membership and approval by the School Committee.

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

Brookline School Committee

Brookline Educators Union – Unit B



MEMORANDUM OF AGREEMENT

BETWEEN

THE BROOKLINE SCHOOL COMMITTEE

AND

THE BROOKLINE EDUCATORS UNION – PARA UNIT

December 8, 2014

The Brookline School Committee ("Committee") and the Brookline Educators Union – Para Unit ("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. Duration (Sept. 1, 2014- August 31, 2015)
  - A. Replace "2011" with "2014" and replace "2014" with "2015" in Article 1.1.
  - B. Amend the second to last paragraph above the signature lines (p. 28) to reflect the dates that the Union ratifies and the Committee approves this MOA.
  - C. Replace "no later than November 1, 2013" with "in January 2015" in the paragraph above the signature lines (p. 28).
  
2. Appendix A.2 Salary Schedules
  - A. The wages in Schedules #2, #3, #4, #5, #6, #7, #10, and #11 in Appendix A.2 shall be increased by 3% effective on the work day following the half-way point in the work year for the applicable salary schedule.
  - B. The wages in Schedules #8, #9, #9A, #12, #13, #14, and #17 in Appendix A.2 shall be increased by 2% effective on the work day following the half-way point in the work year for the applicable salary schedule.


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

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

Brookline School Committee

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Brookline Educators Union – Para Unit

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