

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE BROOKLINE SCHOOL COMMITTEE  
AND  
THE BROOKLINE EDUCATORS UNION – UNIT B**

**2015-2016**

**January 17, 2017**

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Unit B (“Union”), collectively referred to as the “Parties”, agree to extend their 2014-2015 collective bargaining agreement through August 31, 2016 except as modified by this Memorandum of Agreement (“MOA”). The parties agree to the following modifications:

1. Article 13: Duration (p. 37)  
September 1, 2015- August 31, 2016
  
2. Compensation:  
Appendix A.1: Increase the per diem rates in Appendix A.1 as follows:  
Effective September 1, 2015                      \$4.00  
  
Appendix A.2: Increase the per diem rates in Appendix A.2 as follows:  
Effective September 1, 2015                      \$4.00
  
3. Housekeeping  
A. Article 4.1E: Delete  
B. Appendix D : Replace Appendix D with updated Educator Evaluation

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

Agreed to on this 17<sup>th</sup> day of January 2017 by the negotiating teams for:

Brookline School Committee

Brookline Educators Union – Unit B

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**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**THE BROOKLINE SCHOOL COMMITTEE**  
**AND**  
**THE BROOKLINE EDUCATORS UNION – UNIT B**  
**2016-2019**  
**January 17, 2017**

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Unit B (“Union”), collectively referred to as the “Parties”, agree to extend their 2015-2016 collective bargaining agreement through August 31, 2019 except as modified by this Memorandum of Agreement (“MOA”). The parties agree to the following modifications:

1. Article 13: Duration (p. 37)  
September 1, 2016 - August 31, 2019
2. Compensation:

Appendix A.1: Increase the per diem rates in Appendix A.1 as follows:

<u>Effective Date</u>	<u>Increase</u>
September 1, 2016	2%
September 1, 2017	2%
September 1, 2018	1%
92 <sup>nd</sup> workday in the 2018/19 school year	2%

Appendix A.2: Increase the per diem rates in Appendix A.2 as follows:

<u>Effective Date</u>	<u>Increase</u>
September 1, 2016	2%
September 1, 2017	2%
September 1, 2018	1%
92 <sup>nd</sup> workday in the 2018/19 school year	2%

3. Appendix B7: The Parties agree to a reopener in Fiscal Year 2017 for stipends in Appendix B7.
4. Article 4.1A  
Amend Section A of Article 4.1 as follows:

- (i) In the first sentence of 4.1A, replace “two of which shall occur before the beginning of classes in the Fall.” with “five of which shall occur before the beginning of classes in the Fall:”
- (ii) Revise the list of positions and days as follows:
  - (a) Effective with the start of the 2017-2018 work year, increase the number of work days for “Vice Principals” to 193 days.
  - (b) 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.

5. Article 11: Reductions in Force (“RIF”)

Amend Article 11 by:

- (i) Replacing the second sentence in 11.2 with the following:  
In the event that layoffs of administrators with PTS are necessary within a particular category, an administrator’s job performance, qualifications, and the best interests of students shall be used to determine the order of layoff as follows.

Administrators who have received an overall rating in their last summative evaluation of unsatisfactory shall be laid off or reduced prior to other administrators in the same category followed by administrators rated as needs improvement. If additional layoffs are necessary within a particular category, the Superintendent/designee shall consider the administrator’s qualifications and the best interests of students in the school or district. Seniority shall be used as a tie breaker in personnel actions under this Article among administrators whose qualifications are no different. For purposes of this Article 11, employees within the same category with an overall rating of proficient or exemplary in their most recent summative evaluation shall be considered to have performance ratings that are no different.

- (ii) Replacing 11.3 with the following:  
Whenever an administrator who is a bargaining unit member and who has professional status as a teacher in the PSB and who has an overall rating in his/her most recent summative evaluation of proficient or exemplary is laid off, s/he shall be credited with all seniority earned as a teacher and allowed to replace a teacher without PTS. If there are no teachers without PTS in the discipline area where the administrator was most recently employed as a teacher, then the administrator may replace the least senior teacher in that discipline, provided that the administrator has more seniority as a teacher than that teacher and has the license/certification for the position held by the teacher being displaced. All administrators with PTS as teachers in Brookline shall have the right to replace non PTS teachers in the same discipline provided the administrator has the license/certification for the position held by the non PTS teacher.

Agreed to on this 17<sup>th</sup> day of January 2017 by the negotiating teams for:

Brookline School Committee

Brookline Educators Union – Unit B

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