

# Brookline Educators Union

## OFFICIAL FORM FOR SUBMITTING A GRIEVANCE - LEVEL ONE

This form is to be submitted to the principal, headmaster or immediate supervisor. Be sure to keep a copy for yourself and send copies to those listed in the cc: below

1. Name of aggrieved:

All persons, systemwide, who currently have stipended positions, including (but not limited to) mentors, coaches, CST. This list includes, but is not limited to, Andrew Cook (Heath), Jennifer Hanaghan (BHS), Caroline Castellano (BHS), Kathy Hitchcock (BHS).

2. Name of grievance team member filing grievance: \_\_\_\_ Mark Goldner \_\_\_\_\_

3. Name of principal, headmaster or immediate supervisor:

Person(s): \_\_\_\_ MaryEllen Dunn \_\_\_\_\_

Position(s): \_\_\_\_ Deputy Superintendent \_\_\_\_\_

4. State the date on which you became aware of the contract violation: 2/26/19

5. Which part(s) of a contract or established policy was/were violated? (please be as specific as possible including which contract, which policy, section, and page number)

- Unit A Contract Appendix B.7
- And any and all other sections that may apply.

6. In the space below accurately describe the particulars of the grievance:

PSB has recently implemented a new system for stipended positions, requiring all persons to re-apply for their stipended positions and changing the timing and number of payments. This was implemented without bargaining with the BEU, even though this has a direct impact on compensation and the ability to complete the jobs that individuals signed up for. Further, there was inadequate notice, poor explanation, and uneven implementation of the new pay system.

Past practice around these positions has been that stipended positions were paid mid-year and no application was necessary to continue in these positions. Now that PSB has changed this system unilaterally, some stipended individuals are currently working without pay.

7. The BEU offers the following remedies:

- Rescind the requirement that stipended positions reapply for their stipend jobs.
- Engage in bargaining with the BEU over changes in the system.
- While the BEU/PSB are bargaining over changes to the system, the old system will continue to apply and pay for stipended work will be guaranteed.
- Immediately compensate all stipended positions for work already completed during the 2018-19 School Year.
- Any other remedy or remedies that are mutually agreed upon.

\_\_\_\_\_  
Signature: Aggrieved OR Grievance Team Member (circle one)

\_\_\_\_\_  
2/27/19  
Date

cc: BEU Grievance Team  
Director of Human Resources

990916