

THE PUBLIC SCHOOLS OF BROOKLINE
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June 10, 2019

VIA EMAIL

Jessica Wender-Shubow
Brookline Educators Union
115 Greenough Street
Brookline, MA 02445

RE: Dates for Negotiations: Unit A, Unit B and Paraprofessional Unit

Dear Dr. Wender-Shubow:

Thank you for following up with Superintendent Bott in response to the School Committee's May 20th letter where we offered 34 meeting times and to provide a separate room in which the BEU's silent observers could be available to meet with the BEU's negotiating team in caucuses during negotiations. We made those offers and others in order to help both sides come to agreement on a successor contract before the expiration of the contracts. We were hopeful that by making those offers last month that we could work together to ensure that new contracts were in place before the start of the new school year. However, we understand that your members are unavailable as the school year comes to a close and that they are not able to meet over the summer. Because you have also indicated that your team's schedule makes it unlikely that there will be any negotiations on a successor agreement until the fall, we offer the following proposal so we can begin to make progress during the summer and set both sides up for successful negotiations come September.

Before June 30

- Agree to a one-year, wages only contract that would increase paraprofessional and teacher pay for the 2019-2020 school year;
- Develop a joint School Committee-BEU statement that would signal to the community and to BEU members that we jointly agreed to start formal negotiations in September

while putting in place a one-year agreement on wages. This statement would include an agreed-upon date by which we would complete negotiations on the three successor contracts; and

- Agree to thirty meeting dates for negotiations that would begin in September.

Between July 1 and August 30

- BEU would provide in writing a list of negotiation priorities that can be addressed within the contract and any issues that are outside of the contract's scope so both the BEU and School Committee can prepare to address these priorities in advance of formal negotiations beginning in September. This work would include determining the cost of the specific BEU and School Committee priorities; and
- Superintendent Bott and the BEU leadership would work during the summer to address those BEU and management issues that fall outside of the scope of contract negotiations and are management's responsibility to address.

Starting September 1

- Come to agreement on ground rules for negotiations;
- Identify contract specific issues that both sides will address during negotiations;
- Identify management issues that will be addressed by the superintendent working with BEU leadership; and
- Launch good-faith bargaining using the schedule of meetings agreed upon in June and complete Unit A, B, and Paraprofessional contracts by the agreed-upon deadline.

We have enjoyed our recent listening sessions with teachers and staff and have found these sessions to be very informative. The School Committee fully appreciates the excellent work of our teachers, administrators, and paraprofessionals. We are committed to working with the BEU Executive Board and your membership to address concerns raised through the contract negotiations as appropriate and to support Superintendent Bott and his team's work with the BEU to address those concerns which need to be solved through collaborative work at the management level.

In the spirit of openness and transparency, we hope you will share this communication with the BEU executive board and the BEU membership so they are aware of our commitment to meet and engage as quickly as possible in fruitful negotiations.

Sincerely,



Julie Schreiner-Oldham, School Committee Chair

cc: Brookline School Committee
Andrew Bott, Superintendent of Schools
Phil Katz, MTA Representative