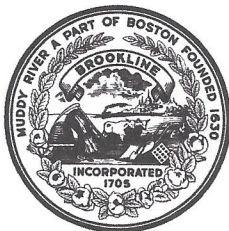


**THE PUBLIC SCHOOLS OF BROOKLINE
OFFICE OF THE SCHOOL COMMITTEE
BROOKLINE, MASSACHUSETTS**

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May 20, 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:

I am writing to you on behalf of the School Committee and in the hope of moving forward to achieve collective bargaining agreements between the Committee and the Brookline teachers, Brookline administrators and Brookline paraprofessionals, prior to the start of the 2019-2020 school year, as the current collective bargaining agreements expire on August 31, 2019.

As you know, the Committee has been willing to meet and collectively bargain with the BEU since October of 2018. However, our first session was not until December 11, 2018. The BEU then informed the Committee that it would not be prepared to meet until February 2019 and the parties subsequently met on February 25, March 4 and March 7 to begin contract negotiations. Unfortunately, in an unprecedented approach, the BEU demanded to have more than 1,000 employees named as members of their negotiating team and allow any or all of them to participate.

Since March 7th the BEU has declined to negotiate with the Committee and the BEU filed a charge of prohibited practice with the Massachusetts Department of Labor Relations despite subsequent requests by the Committee to meet and negotiate. The Charge asserts that the Committee has not engaged in good faith bargaining by objecting to the BEU's insistence that, in addition to its designated 15-member bargaining team, the parties' negotiations be attended by

varying numbers of “silent observers” (as many as 1,175) who are other members of the BEU and who will not assist the BEU’s designated 15-member team, but could only participate in caucuses. The Committee has objected to the silent observers because the Union’s demand is contrary to the mandates of good faith bargaining.

While the Committee adamantly believes that it has engaged in good faith bargaining consistent with the law, the Committee is willing to propose that, in lieu of the parties spending time and resources in the litigation process at the Department of Labor Relations, that the parties mutually agree to come to the bargaining table and negotiate three collective bargaining agreements for the teachers, administrators and paraprofessionals prior to the start of the 2019-2020 school year. The parties are all aware that the litigation process, through the Department of Labor Relations, is lengthy and during such litigation the parties will continue to operate under their current collective bargaining agreements without compensation increases or changes to working conditions within the schools. The District does not view the litigation, win or lose, to be in the best interests of the schools and the children we all serve.

The Committee is offering the following 34 sessions to negotiate with the teachers, administrators and paraprofessionals.

Teachers, Unit A

1. Friday, May 31, 3:00pm or later
2. Monday, June 3, 3:00pm or later
3. Thursday, June 6, 3:00pm – 6:00pm
4. Wednesday, June 12, 3:00pm or later
5. Friday, June 14, 3:00pm or later
6. Friday, June 21, 12:00pm or later
7. Monday, June 24, 9:30am – 2:30pm
8. Tuesday, June 25, all day
9. Thursday, June 27, 9:30am – 2:30pm
10. Friday, June 28, all day
11. Monday, July 1, all day
12. Tuesday, July 2, all day
13. Wednesday, July 10, all day
14. Thursday, July 11, all day

Administrators, Unit B

1. Monday, May 27, 12:00pm or later
2. Monday, June 3, 12:00pm or later
3. Tuesday, June 11, 12:00pm or later
4. Monday, June 17, 12:00pm or later
5. Thursday, June 20, 12:00pm – 6:00pm
6. Tuesday, June 25, 12:00pm or later
7. Tuesday, July 2, all day

8. Monday, July 8, 12:00pm or later
9. Wednesday, July 10, 12:00pm or later
10. Friday, July 12, all day

Paraprofessional Unit

1. Wednesday, May 29, 12:00pm or later
2. Thursday, June 6, 12:00pm – 6:00pm
3. Friday, June 14, all day
4. Tuesday, June 18, all day
5. Friday, June 21, all day
6. Monday, July 1, all day
7. Wednesday, July 3, all day
8. Tuesday, July 9, 12:00pm or later
9. Thursday, July 11, 12:00pm or later
10. Monday, July 15, all day

The Committee has offered 34 sessions between today and July 15th in good faith so that the parties can come to three collective bargaining agreements prior to the start of the new school year.

Between today and July 15th, and on a non-precedent setting basis, the Committee is willing to engage in collective bargaining with the BEU designated bargaining team as well as silent observers on the following terms. Between today and July 15th the Committee is willing to invite BEU silent observers (only members of Unit A, Unit B and Paraprofessional Unit as well as members of the School Committee) to sit silently and observe the negotiations in a separate room in Town Hall and watch and listen via closed circuit television. This will allow the BEU silent observers to see and hear the negotiations in real time and subsequently participate in the caucuses and respond to proposals with the BEU designated bargaining team. At the same time, this will reduce significantly the concerns raised by the Committee regarding large numbers of persons of varying identity being present in the negotiation room.

The Committee invites all BEU silent observers to sit in the separate room, subject to fire code requirements, and encourages the silent observers to attend consistently. Consistent attendance will help facilitate constant progress in negotiations as the same individuals will be present from session to session. As negotiations will be held in executive session all silent observers will be required to obey the rules of executive session including, but not limited to, not disclosing information outside of the session and not live-streaming or recording the negotiations or caucuses.

Out of respect for one another and to continue with forward progress, the Committee would require that the parties limit time in caucuses to 30 minutes, unless otherwise agreed, so that the parties can speak to one another face to face without large gaps in time.

As you can see from the dates and times offered, the Committee is willing to meet during or after the typical workday. On the dates and times proposed by the Committee that fall within the

typical workday the Committee is willing to permit paid release time and obtain and pay for substitute coverage for the BEU's designated bargaining team.

The Committee is proposing that the parties commit to as many negotiation sessions as possible between today and July 15th with the goal of arriving at mutually agreeable successor contracts by July 15th so these contracts could be in place before the expiration of the current contracts.

Please contact me as soon as possible with your response to this proposal and the Committee sincerely hopes that the parties can work towards collectively bargaining and avoiding unnecessary litigation.

Sincerely,

A handwritten signature in blue ink that reads "Julie F. Schreiner-Oldham". The signature is fluid and cursive, with a large initial 'J' and 'F'.

Julie Schreiner-Oldham, School Committee Chair

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