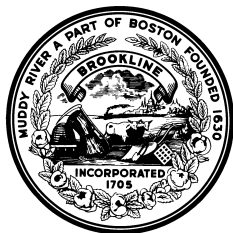


THE PUBLIC SCHOOLS OF BROOKLINE
OFFICE OF THE SCHOOL COMMITTEE
BROOKLINE, MASSACHUSETTS

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November 27, 2019

By Email Only

Jessica Wender-Shubow

Eric Schiff

Re: Proposed Para One-Year Contract and Negotiations and
Negotiation Dates for Units A, B and Paraprofessionals.

Dear Dr. Wender-Shubow and Mr. Schiff:

This letter responds to Dr. Wender-Shubow's November 20th letter as well as to inquiries and clarifications from your MTA representative, Phil Katz, to the Committee's labor counsel regarding my November 12th letter to you. Although the Committee understood Dr. Wender-Shubow's letter of November 4, 2019, and the statements in that letter regarding a one-year-wages-only bridge agreement for the Paraprofessional Unit, to be on the record, Mr. Katz informed us, through our labor counsel, that the BEU's proposal for a one-year agreement with the paraprofessionals remained off-the-record and was tied to reaching one-year agreements with Units A and B.

The Committee values the important contributions our paraprofessionals make every day to support our students and does not want to hold up increases for paraprofessionals, which both parties agree are warranted, pending negotiations of a longer-term agreement with the paraprofessional unit or pending resolution of negotiations with Units A and B. Therefore, the Committee has authorized me to present the enclosed Memorandum of Agreement as an on-the-record proposal for a one-year agreement covering the 2019-2020 work year for paraprofessionals. This proposal for a one-year agreement significantly increases wages for our paraprofessionals. As the proposed Memorandum of Agreement mirrors the BEU's off-the-record proposal for paraprofessionals, we look forward to your positive response to this proposal. Additionally, the Committee's negotiating team will be immediately available to engage in

negotiations with representatives of the paraprofessional unit for a successor agreement for years following the 2019-2020 work year.

Previously, Mr. Katz inquired about the December 16th date to resume negotiations with Unit A and whether the School Committee intended to resume negotiations for a successor multi-year agreement. The School Committee will be prepared to resume negotiations for a multi-year successor agreement when we meet on December 16th.

In your letter to me received by email on November 3rd, you offer to develop or revisit ground rules at our initial meeting. Your letter also includes statements about your decision to have “silent bargaining representatives” in the bargaining sessions and you offer several bulleted paragraphs about silent bargaining representatives. However, it remains unclear whether you intend to have a group of constant silent bargaining representatives or an ever-changing number of different silent bargaining representatives from one bargaining session to the next. We ask for clarification on your intention.

Lastly, the date of January 7th is confirmed for a subsequent negotiation session for Unit A, and the dates of January 13th and January 15th are hereby confirmed for subsequent negotiation sessions for either Unit B or the Paraprofessional Unit. We can discuss which bargaining units will be discussed at the January 13th and January 15th sessions when we meet on December 16th.

We remain committed to having a productive negotiation process.

Sincerely,



Michael Glover, Chair
Negotiations Subcommittee
Brookline School Committee

Enclosure: 2019-2020 Proposal for a Memorandum of Agreement BEU- Paraprofessional Unit.

Cc: Brookline School Committee (by email)
Ben Lummis, Superintendent (by email)
Mary Ellen Normen, Deputy Superintendent (by email)
Elizabeth Valerio, Labor Counsel (by email)
Nicholas Dominello, Labor Counsel (by email)

MEMORANDUM OF AGREEMENT

BETWEEN

THE BROOKLINE SCHOOL COMMITTEE

AND

THE BROOKLINE EDUCATORS UNION – PARAPROFESSIONAL UNIT

November 2019

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Paraprofessional Unit (“Union”), collectively referred to as the “Parties” agree to extend their September 1, 2016 – August 31, 2019 collective bargaining agreement through August 31, 2020 except as modified by this Memorandum of Agreement. The Parties agree to the following modifications:

1. Duration:
 - A. Article 1.1: Replace “August 31, 2019” with “August 31, 2020”
 - B. Article 12: Revise the years and signature lines in the contract to reflect the appropriate years.
2. Appendix A.2
 - A. Effective September 1, 2019, increase the hourly wage rates by \$1.25 per hour in each of the Salary Schedules except Salary Schedule #17 which is obsolete. (Retroactive pay is limited to employees in the bargaining unit as of the date this Memorandum becomes effective and retirees.)
 - B. Delete Salary Schedule #17 (obsolete schedule)

This Memorandum of Agreement is subject to ratification by the membership of the Brookline Educators Union – Paraprofessional Unit and approval by the Brookline School Committee. Agreed to by the negotiating teams for the Parties on the date(s) indicated below:

Negotiating Team for
Brookline School Committee

Negotiating Team for
Brookline Educators Union -
Paraprofessional Unit

Michael Glover, Chair
Negotiating Subcommittee

Jessica Wender-Shubow, BEU President

Eric Schiff, Chair BEU Negotiating Team

Date: _____

Date: _____