

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

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November 12, 2019

By Email Only

Jessica Wender-Shubow  
Eric Schiff

Dear Dr. Wender-Shubow and Mr. Schiff:

This letter responds to your undated letter addressed to me as the Brookline School Committee Negotiations Subcommittee Chair and emailed to me on November 4, 2019.

In your letter you acknowledge that the parties reached agreement this past July on your proposal for a one-year-wages-only bridge agreement for the Paraprofessional Unit. The Negotiations Subcommittee is pleased with your acknowledgement and has enclosed a Memorandum of Agreement that reflects the agreement. The Negotiations Subcommittee is prepared to bring the Memorandum of Agreement with the Paraprofessional unit to the full School Committee for a vote as soon as possible after the Brookline Educators Union (“BEU”) confirms that it will submit the Memorandum of Agreement to the Paraprofessional Unit for ratification. As I have said in earlier communications, the School Committee understands and values the important contribution paraprofessionals make every day to support our students and families. The Negotiations Subcommittee is pleased to have reached an agreement on your proposal for a one-year-wages-only-bridge agreement that significantly increases Paraprofessionals wages.

Although you have acknowledged our agreement for the Paraprofessional Unit, your letter appears, however, to suggest that the BEU will not move forward with ratification of the one-year agreement with Paraprofessionals unless and until the Brookline School Committee reaches agreements with Units A and B. As you may recall, the BEU agreed in the settlement of MUPL-16-5612 not to condition ratification of one unit on reaching agreements with the other two units. Accordingly, we request that you confirm that the BEU will submit the one-year agreement to the Paraprofessional Unit for ratification without delaying the ratification of that agreement until

agreements are reached with the other two units. On November 14<sup>th</sup>, the School Committee will be meeting to discuss the Committee's budget and the BEU's last, best offer of 2% across-the-board increases for employees in Units A and B.

In your letter you proposed several possible dates to re-open negotiations with the three units and suggest that the first meeting should be used to develop ground rules. In an effort to have more productive initial meetings, we suggest that prior to the first session, that your MTA representative and our legal counsel, with or without one or two representatives from each party, attempt to reach resolution on ground rules and silent representatives prior to the initial sessions.

We reviewed the dates that you proposed in December, January and February to resume negotiations and our team is available on the following dates in December to commence negotiations with Units A and B:

<i>Date</i>	<i>Time</i>	<i>Unit</i>
December 9	6:00 p.m.	Unit B
December 16	6:00 p.m.	Unit A

Additional dates can be confirmed when we resume negotiations. Please confirm that the above dates are acceptable to the BEU so that we can post the meetings. After the ratification vote on the one-year MOA with the Paraprofessionals, we can select a date to engage in successor negotiations with the Paraprofessional unit.

I speak for the School Committee when I say that we are deeply appreciative of all of our educators, and the energy they give to our students every day. To that end, we are committed to supporting all of our educators pedagogically and financially. We are committed to addressing the concerns you have on behalf of the BEU, and the priorities we share as educators.

These commitments do not preclude our duty to make fiscally responsible decisions for the district. We aim to provide you and your team a financially sustainable plan that ensures our educators are well compensated. At the same time, we cannot enter into any agreement that would lead to extensive reductions in programs, services, and support to students and families – cuts that will ultimately affect the education we provide to our students.

We share a common desire to have a productive negotiation process and strengthen our schools, and I am hopeful that we can continue the progress we have made together in our upcoming meetings.

Sincerely,



Michael Glover, Chair  
Negotiations Subcommittee  
Brookline School Committee

Enclosure: 2019-2020 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.
  - 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

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Michael Glover

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Jessica Wender-Shubow

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Julie Schreiner Oldham

\_\_\_\_\_  
Eric Schiff

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Suzanne Federspiel

Date: \_\_\_\_\_

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Date: \_\_\_\_\_