

RECORD OF THE MEETING OF THE BROOKLINE SCHOOL COMMITTEE ON WEDNESDAY, JUNE 30, 2021 AT 6:00 PM (REMOTE VIA ZOOM). STATUTORY NOTICE OF THIS MEETING WAS FILED WITH THE TOWN CLERK.

School Committee Members Present: Suzanne Federspiel (Chair), David Pearlman (Vice Chair), Dimitry Anselme, Helen Charlupski, Susan Wolf Ditkoff, Steven Ehrenberg, Andreas Liu, and Mariah Nobrega. School Committee Members Absent: Jennifer Monopoli. Also present: Linus Guillory, Mary Ellen Normen, Joe Russo, and Robin Coyne.

Ms. Federspiel called the meeting to order at 6:00 PM.

**1. PROPOSED EXECUTIVE SESSION**

By unanimous roll call vote at 6:00 PM, the School Committee entered into Executive Session pursuant to Massachusetts General laws chapter 30A section 21(a) for the following purposes: Purpose 2, to conduct a strategy session in preparation for negotiations with nonunion personnel (non-aligned personnel) and Purpose 3, to discuss strategy with respect to collective bargaining with the Brookline Educators Union (BEU) (Unit A, Unit B, and Paraprofessionals) because the Chair declared that an open meeting may have a detrimental effect on the bargaining or litigating position of the public body. Ms. Federspiel announced that the meeting will reconvene in open session at the end of the Executive Session. By unanimous roll call vote at 7:10 PM, the School Committee reconvened in open session.

**[RETURN TO OPEN SESSION]**

**2. POSSIBLE VOTES ON SUCCESSOR AGREEMENTS WITH THE BEU UNITS A, B, AND PARAPROFESSIONALS**

Members expressed how pleased they were to have reached agreement with the BEU on a three-year retroactive agreement with the BEU Paraprofessionals (provisionally accepted by the BEU negotiating team). School Committee members expressed their appreciation to the negotiating team members.

**ACTION 21-63**

On a motion of Dr. Liu and seconded by Ms. Nobrega, the School Committee VOTED UNANIMOUSLY (by roll call) to approve the Memorandum of Agreement with the BEU Paraprofessional Unit for the Period September 1, 2020-August 31, 2023 (Attachment A), subject to BEU ratification.

**3. ADJOURNMENT**

Ms. Federspiel adjourned the meeting at 7:15 PM.

Respectfully Submitted,

Robin E. Coyne, Executive Assistant  
Brookline School Committee

MEMORANDUM OF AGREEMENT

BETWEEN

THE

BROOKLINE SCHOOL COMMITTEE

AND

THE BROOKLINE EDUCATORS UNION – PARA UNIT

JUNE 30, 2021

The Brookline School Committee (“Committee”) and the Brookline Educators Union – Para Unit (“BEU”) agree to extend their 2019-2020 collective bargaining agreement through August 31, 2023, with the following changes:

1. Duration (September 1, 2020 - August 31, 2023)
  - A. Replace “September 1, 2019” with “September 1, 2020” in Article 1.1 A.
  - B. Replace “August 31, 2020” with “August 31, 2023” in Article 1.1A.
  - C. Amend the second to last paragraph above the signature lines (p. 28) to reflect the dates that the Union ratifies and the Committee approves the successor agreement.
  - D. Replace “November 1, 2019” with “November 1, 2022” in the paragraph above the signature lines.
2. Compensation
  - A. See attached new salary schedules\*  
Retropay is contingent on an agreement being ratified on June 30, 2021.
  - B. Appendix A.1.D – Longevity  
Effective September 1, 2022, replace Appendix A.1.D with the following:
    - D. An employee who has completed the years of continuous service in the Public Schools of Brookline in the table below shall have his/her/their annual salary increased by the amounts below. If any such employee is less than full-time in any such year, the salary shall be prorated accordingly.

<u>Years of Service</u>	<u>Annual Amount</u>
More than 9 and less than or equal to 14	\$ 600
More than 14 and less than or equal to 19	\$ 900
More than 19 and less than or equal to 24	\$1200
More than 24	\$1500

3. Article 4.1A - Sick Leave
  - A. Effective at the start of the work year next following ratification of this agreement, replace the first two sentences in Article 4.1A with the following:

“All 12-month paraprofessionals will be credited with 14 days of sick leave as of July 1. All 10-month employees will be credited with 12 days of sick leave as of the first official day of the school year.”

B. Sick Leave Bank

Effective September 1, 2021, amend section C. 1 of Article 4.1 by replacing “who have completed two or more years of service” with “who have completed one or more years of service”

4. Article 4.3 “A” Days

Effective at the start of the work year next following ratification of this agreement, amend the first sentence in Article 4.3 as follows (new language underlined; deleted language struck):

“Each paraprofessional shall be entitled to receive two~~three~~ paid “A” days each school year (four~~four~~ paid “A” days for 12-month employees).”

5. Article 3.1 New Sections E and F:

Effective September 1, 2022, add the following new sections E and F:

E. A paraprofessional who has the prior approval of the building principal/head of school or designee to work as a substitute teacher for all or part of the school day shall receive the following differential in addition to the paraprofessional’s regular rate of pay:

For more than 25 minutes but less than or equal to 3 hours on a school day:	\$20.00
For more than 3 hours on a school day:	\$40.00

The substitute teacher role includes the function of providing direct instruction to students in replacement of the classroom teacher. Substitute teaching does not include supervising students on job/internship sites, proctoring exams, assessments, or other academic support, or supervision of students while the teacher is temporarily absent from the classroom. The differential does not apply to times when students are not in the classroom with the paraprofessional/substitute teacher such as during lunch, scheduled prep periods, when students are at specials.

F. A paraprofessional who is assigned by the building principal/head of school to cover for a paraprofessional on a higher pay schedule shall receive pay at the higher pay schedule (but not a higher step) for each hour or more that such paraprofessional works in the higher pay schedule.

6. Article 3.1 C:

Effective September 1, 2021, add the following to Article 3.1 C:

“Notwithstanding the prior two sentences, paraprofessionals will be given the option to leave after student dismissal has been completed on early release days with a loss of pay for that time, provided that the paraprofessional has obtained the prior permission of the principal/supervisor. However, leaving early is not permitted on early release days when there is training or professional development scheduled for paraprofessionals.”

7. Article 3.2

Effective September 1, 2021, amend the first sentence in Article 3.2 as follows (new language underlined; deleted language struck):

“A paraprofessional who is scheduled to work more than 6 hours per day shall receive a 30 minute duty-free unpaid lunch break, which , for paras who are required to drop off and/or pick up a student(s), begins when the student(s) is dropped off and ends when the student(s) is picked up. This lunch break is normally scheduled within 30 minutes before or after the aggregate lunch breaks for students.”

8. Housekeeping

Article 1.4 Recognition (p. 2): Remove “System Nurse Substitute” from Section A

This Memorandum is subject to ratification by the Union membership on June 30, 2021, and approval by the School Committee on June 30, 2021.

Subject to the sentence above, this Memorandum of Agreement is agreed to on this 30<sup>th</sup> day of June 2021 by the bargaining teams for the:

Brookline School Committee

Brookline Educators Union-PARA Unit

\_\_\_\_\_  
Andy Liu

\_\_\_\_\_  
Jessica Wender Shubow

\_\_\_\_\_  
Suzanne Federspiel

\_\_\_\_\_

\_\_\_\_\_  
Mariah Nobrega

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**Salary Schedules\* for September 1, 2020, September 1, 2021, and September 1, 2022, are Attached**

**\*Note:**

1. Retro pay in year 1 is contingent on the BEU ratifying this Memorandum of Agreement on June 30, 2021, and is limited to eligible retirees and employees in the bargaining unit as of the date of ratification.
2. Other provisions and conditions in the current [2019-2020] salary schedules such as but not limited to the “Special Program Differential” in Salary schedule #2 remain in the new salary schedules. See salary schedules #2 and #15 for additional provisions following the salary schedules that are incorporated into these new salary schedules.

Effective September 1, 2020

Aides/Tutors except, Home/Community Liaison, Tappan Security Monitor		
2		
1		
2	\$20.39	
3	\$21.36	4.7%
4	\$22.30	4.4%
5	\$23.21	4.1%
6	\$23.63	1.8%
7	\$24.07	1.9%
8	\$24.52	1.8%
9	\$24.97	1.9%
10	\$25.44	1.9%
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Effective September 1, 2021

Aides/Tutors except, Home/Community Liaison, Tappan Security Monitor		
2		
1		
2	\$22.11	
3	\$22.66	2.5%
4	\$23.23	2.5%
5	\$23.81	2.5%
6	\$24.40	2.5%
7	\$25.01	2.5%
8	\$25.64	2.5%
9	\$26.28	2.5%
10	\$26.94	2.5%
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Effective September 1, 2022

Aides/Tutors except, Home/Community Liaison, Tappan Security Monitor		
2		
1		
2	\$24.36	
3	\$24.97	2.5%
4	\$25.60	2.5%
5	\$26.24	2.5%
6	\$26.89	2.5%
7	\$27.57	2.5%
8	\$28.25	2.5%
9	\$28.96	2.5%
10	\$29.69	2.5%
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Effective September 1, 2020

HS Parent Liaison, PA Prod Aide, ELL Aide, Counselor for Teen Advantage				
	3D		3ND	
1	\$20.80		\$19.95	
2	\$21.95	5.5%	\$21.10	5.7%
3	\$23.10	5.3%	\$22.21	5.3%
4	\$24.22	4.8%	\$23.37	5.2%
5	\$25.37	4.8%	\$24.51	4.9%
6	\$25.82	1.8%	\$24.94	1.7%
7	\$26.27	1.7%	\$25.38	1.8%
8	\$26.71	1.7%	\$25.82	1.7%
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Effective September 1, 2021

HS Parent Liaison, PA Prod Aide, ELL Aide, Counselor for Teen Advantage				
	3D		3ND	
1	\$23.74		\$22.99	
2	\$24.33	2.5%	\$23.56	2.5%
3	\$24.94	2.5%	\$24.15	2.5%
4	\$25.56	2.5%	\$24.75	2.5%
5	\$26.20	2.5%	\$25.37	2.5%
6	\$26.85	2.5%	\$26.01	2.5%
7	\$27.53	2.5%	\$26.66	2.5%
8	\$28.21	2.5%	\$27.32	2.5%
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Effective September 1, 2022

HS Parent Liaison, PA Prod Aide, ELL Aide, Counselor for Teen Advantage				
	3D		3ND	
1	\$26.05		\$25.30	
2	\$26.70	2.5%	\$25.93	2.5%
3	\$27.37	2.5%	\$26.58	2.5%
4	\$28.05	2.5%	\$27.24	2.5%
5	\$28.75	2.5%	\$27.93	2.5%
6	\$29.47	2.5%	\$28.62	2.5%
7	\$30.21	2.5%	\$29.34	2.5%
8	\$30.96	2.5%	\$30.07	2.5%
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Effective September 1, 2020

	Sec. Aide, Graphics Arts Pub. Coord.	
	4	
1	\$29.27	
2	\$30.35	3.7%
3	\$31.50	3.8%
4	\$32.69	3.8%
5	\$33.87	3.6%
6	\$35.10	3.6%
7	\$36.42	3.7%
8	\$36.86	1.2%
9	\$37.30	1.2%
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Effective September 1, 2021

	Sec. Aide, Graphics Arts Pub. Coord.	
	4	
1	\$31.85	
2	\$32.64	2.5%
3	\$33.46	2.5%
4	\$34.30	2.5%
5	\$35.15	2.5%
6	\$36.03	2.5%
7	\$36.93	2.5%
8	\$37.86	2.5%
9	\$38.80	2.5%
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Effective September 1, 2022

	Sec. Aide, Graphics Arts Pub. Coord.	
	<b>4</b>	
1	\$34.10	
2	\$34.96	2.5%
3	\$35.83	2.5%
4	\$36.73	2.5%
5	\$37.64	2.5%
6	\$38.59	2.5%
7	\$39.55	2.5%
8	\$40.54	2.5%
9	\$41.55	2.5%
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Effective September 1, 2020

Athletic Aide, Attend. Officer, Bldg Aide, Sci. Res. Aide				
	5D		5ND	
1	\$22.20		\$21.36	
2	\$23.35	5.2%	\$22.49	5.3%
3	\$24.51	4.9%	\$23.62	5.0%
4	\$25.61	4.5%	\$24.77	4.9%
5	\$26.77	4.5%	\$25.92	4.6%
6	\$28.27	5.6%	\$27.41	5.8%
7	\$29.77	5.3%	\$28.92	5.5%
8	\$30.21	1.5%	\$29.36	1.5%
9	\$30.65	1.5%	\$29.81	1.5%
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Effective September 1, 2021

Athletic Aide, Attend. Officer, Bldg Aide, Sci. Res. Aide				
	5D		5ND	
1	\$26.39		\$25.69	
2	\$27.05	2.5%	\$26.34	2.5%
3	\$27.73	2.5%	\$26.99	2.5%
4	\$28.42	2.5%	\$27.67	2.5%
5	\$29.13	2.5%	\$28.36	2.5%
6	\$29.86	2.5%	\$29.07	2.5%
7	\$30.61	2.5%	\$29.80	2.5%
8	\$31.37	2.5%	\$30.54	2.5%
9	\$32.15	2.5%	\$31.31	2.5%
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Effective September 1, 2022

Athletic Aide, Attend. Officer, Bldg Aide, Sci. Res. Aide				
	5D		5ND	
1	\$28.65		\$27.95	
2	\$29.36	2.5%	\$28.65	2.5%
3	\$30.10	2.5%	\$29.37	2.5%
4	\$30.85	2.5%	\$30.10	2.5%
5	\$31.62	2.5%	\$30.85	2.5%
6	\$32.41	2.5%	\$31.62	2.5%
7	\$33.22	2.5%	\$32.41	2.5%
8	\$34.05	2.5%	\$33.23	2.5%
9	\$34.90	2.5%	\$34.06	2.5%
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Effective September 1, 2020

Early Child ED Inst., Handicap Coord.		
6		
1	\$28.48	
2	\$30.07	5.6%
3	\$31.68	5.4%
4	\$33.28	5.1%
5	\$33.72	1.3%
6	\$34.17	1.3%
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Effective September 1, 2021

Early Child ED Inst., Handicap Coord.		
6		
1	\$31.53	
2	\$32.31	2.5%
3	\$33.12	2.5%
4	\$33.95	2.5%
5	\$34.80	2.5%
6	\$35.67	2.5%
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Effective September 1, 2022

Early Child ED Inst., Handicap Coord.		
6		
1	\$33.96	
2	\$34.80	2.5%
3	\$35.67	2.5%
4	\$36.57	2.5%
5	\$37.48	2.5%
6	\$38.42	2.5%
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Effective September 1, 2020

Food Service Assistant		
8		
1	\$29.91	
2	\$31.70	6.0%
3	\$33.49	5.7%
4	\$35.29	5.4%
5	\$37.11	5.1%
6	\$38.90	4.8%
7	\$40.71	4.7%
8	\$41.84	2.8%
9	\$42.28	1.0%
10	\$42.72	1.0%
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Effective September 1, 2021

Food Service Assistant		
	8	
1	\$35.41	
2	\$36.30	2.5%
3	\$37.20	2.5%
4	\$38.13	2.5%
5	\$39.09	2.5%
6	\$40.06	2.5%
7	\$41.06	2.5%
8	\$42.09	2.5%
9	\$43.14	2.5%
10	\$44.22	2.5%
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Effective September 1, 2022

Food Service Assistant		
	8	
1	\$37.61	
2	\$38.55	2.5%
3	\$39.52	2.5%
4	\$40.50	2.5%
5	\$41.52	2.5%
6	\$42.55	2.5%
7	\$43.62	2.5%
8	\$44.71	2.5%
9	\$45.83	2.5%
10	\$46.97	2.5%
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Effective September 1, 2020

EdTech Supp. Spec., App. Support Spec., S2S Advisor, SpEd Budget Analyst		
9		
1	\$25.92	
2	\$26.99	4.1%
3	\$28.35	5.0%
4	\$29.70	4.8%
5	\$31.06	4.6%
6	\$32.41	4.3%
7	\$33.76	4.2%
8	\$34.20	1.3%
9	\$34.63	1.3%
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Effective September 1, 2021

EdTech Supp. Spec., App. Support Spec., S2S Advisor, SpEd Budget Analyst		
9		
1	\$29.66	
2	\$30.40	2.5%
3	\$31.16	2.5%
4	\$31.94	2.5%
5	\$32.74	2.5%
6	\$33.55	2.5%
7	\$34.39	2.5%
8	\$35.25	2.5%
9	\$36.13	2.5%
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Effective September 1, 2022

EdTech Supp. Spec., App. Support Spec., S2S Advisor, SpEd Budget Analyst		
9		
1	\$31.91	
2	\$32.71	2.5%
3	\$33.53	2.5%
4	\$34.37	2.5%
5	\$35.23	2.5%
6	\$36.11	2.5%
7	\$37.01	2.5%
8	\$37.94	2.5%
9	\$38.88	2.5%
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Effective September 1, 2020

Sr App Support Specialist, Webmaster, Teen Advantage Coordinator		
9A		
1	\$32.05	
2	\$33.51	4.5%
3	\$35.04	4.6%
4	\$36.65	4.6%
5	\$38.34	4.6%
6	\$40.11	4.6%
7	\$40.55	1.1%
8	\$40.99	1.1%
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Effective September 1, 2021

Sr App Support Specialist, Webmaster, Teen Advantage Coordinator		
9A		
1	\$35.75	
2	\$36.64	2.5%
3	\$37.56	2.5%
4	\$38.50	2.5%
5	\$39.46	2.5%
6	\$40.45	2.5%
7	\$41.46	2.5%
8	\$42.49	2.5%
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Effective September 1, 2022

Sr App Support Specialist, Webmaster, Teen Advantage Coordinator		
9A		
1	\$38.06	
2	\$39.01	2.5%
3	\$39.99	2.5%
4	\$40.99	2.5%
5	\$42.01	2.5%
6	\$43.06	2.5%
7	\$44.14	2.5%
8	\$45.24	2.5%
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Effective September 1, 2020

METCO Liaison		
9B		
1	\$25.92	
2	\$26.99	4.1%
3	\$28.35	5.0%
4	\$29.70	4.8%
5	\$31.06	4.6%
6	\$32.41	4.3%
7	\$33.76	4.2%
8	\$34.20	1.3%
9	\$34.63	1.3%
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Effective September 1, 2021

METCO Liaison		
9B		
1	\$29.66	
2	\$30.40	2.5%
3	\$31.16	2.5%
4	\$31.94	2.5%
5	\$32.74	2.5%
6	\$33.55	2.5%
7	\$34.39	2.5%
8	\$35.25	2.5%
9	\$36.13	2.5%
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Effective September 1, 2022

METCO Liaison		
9B		
1	\$31.91	
2	\$32.71	2.5%
3	\$33.53	2.5%
4	\$34.37	2.5%
5	\$35.23	2.5%
6	\$36.11	2.5%
7	\$37.01	2.5%
8	\$37.94	2.5%
9	\$38.88	2.5%
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Effective September 1, 2020

METCO Bus Monitor		
11		
1	\$16.95	
2	\$17.66	4.1%
3	\$18.40	4.2%
4	\$19.17	4.2%
5	\$19.61	2.3%
6	\$20.05	2.3%
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Effective September 1, 2021

METCO Bus Monitor		
11		
1	\$19.05	
2	\$19.52	2.5%
3	\$20.01	2.5%
4	\$20.51	2.5%
5	\$21.03	2.5%
6	\$21.55	2.5%
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Effective September 1, 2022

METCO Bus Monitor		
11		
1	\$21.48	
2	\$22.02	2.5%
3	\$22.57	2.5%
4	\$23.13	2.5%
5	\$23.71	2.5%
6	\$24.30	2.5%
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Effective September 1, 2020

Parent Outreach Coord., Mediation Coord., Ass't to AD		
14		
1	\$31.91	
2	\$33.52	5.0%
3	\$35.15	4.9%
4	\$39.41	12.1%
5	\$40.84	3.6%
6	\$41.15	0.8%
7	\$41.46	0.8%
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Effective September 1, 2021

Parent Outreach Coord., Mediation Coord., Ass't to AD		
14		
1	\$37.04	
2	\$37.97	2.5%
3	\$38.92	2.5%
4	\$39.89	2.5%
5	\$40.89	2.5%
6	\$41.91	2.5%
7	\$42.96	2.5%
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Effective September 1, 2022

Parent Outreach Coord., Mediation Coord., Ass't to AD		
14		
1	\$39.41	
2	\$40.40	2.5%
3	\$41.41	2.5%
4	\$42.44	2.5%
5	\$43.51	2.5%
6	\$44.59	2.5%
7	\$45.71	2.5%
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Effective September 1, 2020

System Substitute, System Nurse Substitute		
15		
1	\$31.36	
2	\$31.78	1.4%
3	\$32.21	1.4%
4		
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16		

Effective September 1, 2021

System Substitute, System Nurse Substitute		
15		
1	\$32.09	
2	\$32.89	2.5%
3	\$33.71	2.5%
4		
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14		
15		
16		

Effective September 1, 2022

System Substitute, System Nurse Substitute		
15		
1	\$34.71	
2	\$35.58	2.5%
3	\$36.46	2.5%
4		
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