

**Memorandum of Agreement  
Between  
The Boston School Committee  
And  
THE BOSTON SCHOOL POLICE PATROLMEN ASSOCIATION**

This Memorandum of Agreement (“Agreement”) is made this day \_\_\_ of November 2022 between the School Committee of the City of Boston (“the Committee”) and the Boston School Police Patrolmen Association (“Association”). This agreement is conditional on and subject to the ratification of union membership, approval of the Committee, and supplemental appropriation by the City Council of the City of Boston.

**1. ARTICLE XXIII Duration**

This three (3) year agreement supplements and amends the Collective Bargaining agreement effective September 1, 2020 through August 31, 2021. Except as expressly modified by the Agreement, the terms and provisions of the parties’ collective bargaining agreement in effect from September 1, 2020 through August 31, 2021 shall continue in full force and effect from September 1, 2021 through August 31, 2024. The Union shall recommend and pursue ratification and approval of the Agreement by its members:

**2. ARTICLE XVIII Compensation**

Base Wage Increase:

- Effective 10/1/21: 2.5% base wage increase (retroactive)
- Effective 10/1/22: 2.5% base wage increase (retroactive)
- Effective 10/1/23: 2.5% base wage increase
- FY22: \$1,000 lump sum to be paid in the last PPE of December 2022 to active employees who were employed with BPS on or before 11/1/21

**3. ARTICLE I Section C**

- At the end of the section, add “Management or Administration will give Officers at least 1 week notice before any permanent lateral movement of school assignments.

**4. ARTICLE III Evaluations**

- In paragraph 1, remove “There shall be established a joint labor management Committee composed of three members of the Association and three members of the School Department whose task shall be to develop a form for evaluation using criteria reasonably

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related to their performance as School Police officers and School Department Employees. The final decision for the format and content of the evaluation form will be made by the BPS.

- In paragraph 1, after “The employer shall evaluate at least annually” add “The Department shall use the “Boston Public Schools Safety Services Performance Evaluation” form when evaluating employees.”

**5. ARTICLE VI Uniforms**

- In paragraph 1, remove "Uniform defined as winter and summer jacket, rainwear, trousers, shirt, tie, hat, black socks, and black shoes," and add “The Uniform attached as Appendix A”.
- Remove paragraph B.

**6. ARTICLE VIII Holiday Pay**

- In paragraph A., add “Juneteenth”.
- Remove in paragraph A. “Columbus Day and replace with “Indigenous People’s Day”.
- Remove “The Committee shall provide up to two (2) days without loss of pay or personal leave for the observance of the Muslim holidays, Eidul-Fitr and Eidul-Adha, and for observance of the Jewish Holidays, Rosh Hashana and Yom Kippur for persons of those faiths and who celebrate those holidays.”
- Add “The Committee shall provide employees who observe religious holidays that occur when schools are open up to two (2) days without loss of pay or personal leave. The Office of Equity will maintain a list of automatically approved religious holidays. Requests regarding other religious holidays may be made to the Office of Equity.

Employees intending to take a day off under this provision of the contract shall notify their supervisor and the Office of Equity and identify the observance at least ten school days in advance. If the nature of the observance is such that the exact date is not known ten school days in advance, the employee shall provide notice of the approximate date. If the holiday falls within the first ten days of the school year, the employee shall provide notice by the day before the first day off school for students.

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**7. ARTICLE IX Benefits, Section H. Leaves of Absence**

- Amend paragraph 2 to read “The Union agrees to adopt the City of Boston Military Leave Policy. If any changes are made by the City of Boston to its Military Leave Policy and the Committee plans to adopt those changes, the Committee agrees to provide the Union notice and the opportunity to bargain as required by law.”
- In paragraph (4.)(d) remove “including niece and nephew”.

**8. ARTICLE XI Section A. Police Power**

- Remove paragraph 1.
- Attach police reform agreement as appendix B. to CBA.

**9. ARTICLE XIV Overtime**

- Amend Paragraph C. by removing “their applicable time and one-half hourly rate” and replacing it with (forty (\$40.00) dollars per hour rate”.

**10. ARTICLE XVI Maternity**

- Amend the title of Article XVI to read “Parental Leave”.
- Amend this Article to read “Employees shall be entitled to Paid Parental Leave as prescribed by the City of Boston Paid Parental Leave Policy. If any changes are made by the City of Boston to its Paid Parental Leave Policy and the Committee plans to adopt those changes, the Committee agrees to provide the Union notice and the opportunity to bargain as required by law.”

**11. Safety Services Committee Meeting**

- Add new Article; “The Safety Services Committee will consist of: At least one member of the Patrolmen’s Association; at least one member of the Superior Officers’ Federation; One joint labor member; the Deputy Chief and/or Cheif of Safety Services; one administrator; one community partner to be invited by the Chief; one school operational leader. This Committee will meet at the request of either the Patrolmen or Superior Officer union up to one time per quarter to discuss safety concerns of the Union. The Union may also request to discuss potential new equipment and/or training opportunities

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at this meeting. Requests from the Union will then be brought to the Superintendent for consideration.

**Boston School Police Patrolmen Association:**

\_\_\_\_\_  
**Dana Raines, President**

\_\_\_\_\_  
**David Pender**

\_\_\_\_\_

**For the Boston School Committee Bargaining Team:**

\_\_\_\_\_  
**Neva Coakley, Chief of Safety Services**

\_\_\_\_\_  
**Louis Scapicchio, Deputy Director of Labor Relations**

\_\_\_\_\_  
**Eliza Mina, Labor Counsel**

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**Mary Skipper, Superintendent**

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