

Boston Public Schools

**PROPOSED AMENDMENT TO PARAPROFESSIONALS CBA  
FAMILY LIAISON POSITIONS**

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## Family Liaison Positions

- To improve family and student engagement at its transformational schools and schools with high EL populations, BPS created school-based Family Liaison positions to begin at the start of SY20-21. For SY21-22, BPS is committed to hiring Family Liaisons at all schools.
- Family Liaisons serve as the bridge between school and home and build trusting relationships between families and school staff.
- The position was created as a managerial position and expected to work beyond the traditional work year and school hours.
- On November 18, 2020, the Boston Teachers Union filed a charge at the Department of Labor Relations seeking to accrete the Family Liaison position into the paraprofessionals bargaining unit.

OVERVIEW

## Highlights of the Agreement

- The parties engaged in mediation on March 13, 2021.
- Mediation led to a tentative agreement between the parties to bring the Family Liaison position into the BTU.
- The parties have agreed to the following terms:
  - School leaders may hire internal or external candidates for Family Liaison positions regardless of the candidates prior union membership or seniority.
  - Family Liaisons will work 223 days per year.
  - Family Liaisons will work a flexible schedule at the direction of the school leader.
  - Family Liaisons will stay on their current salary scale.

TENTATIVE AGREEMENT  
BETWEEN  
BPS & BTU

## BPS Request and Recommendation

- The tentative agreement satisfies the interests of all parties involved.
- The district and school leaders retain hiring autonomy and the scheduling flexibility for their family liaison positions.
- Employees gain union protection and collective bargaining rights, which make the positions more attractive and should lead to better candidates and employee retention.
- The BTU increases its membership.
- BPS requests that the School Committee vote in favor of the tentative agreement.

**BPS REQUESTS BSC  
TO APPROVE  
TENTATIVE AGREEMENT**

## Equity Impact Statement

- To be Completed after working with the Office of Equity

EQUITY IMPACT