

**Memorandum of Agreement  
Between  
The Boston School Committee  
And**

**THE BOSTON SCHOOL POLICE SUPERIOR OFFICER FEDERATION**

This Memorandum of Agreement ("Agreement") is made this day <sup>February 2023</sup> ~~2nd~~ of ~~November 2022~~ between the School Committee of the City of Boston ("the Committee") and the Boston School Police Superior Officer Federation ("Union"). 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**

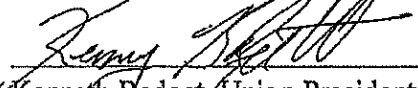
This one (1) year agreement supplements and amends the Collective Bargaining agreement effective July 1, 2017 through June 30, 2020, Except as expressly modified by the Agreement, the terms and provisions of the parties' collective bargaining agreement in effect from July 1, 2017 through June 30, 2020 shall continue in full force and effect from July 1, 2020 through June 30, 2021. The Union shall recommend and pursue ratification and approval of the Agreement by its members:

**2. ARTICLE XVIII Compensation**

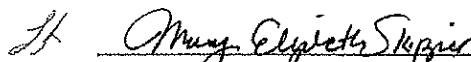
Base Wage Increase:

- Effective 10/1/20: 2% base wage increase (retroactive)

**For The Boston School Police Superior Officers Federation:**

 Date: 2/2/23  
Kenneth Badget, Union President

**For the Boston Public Schools:**

 Date: 2/10/23  
Mary Skipper, Superintendent

 Date: 2/6/23  
Neva Coakly, Chief of Safety Services

 Date: 2/6/23  
Louis Scapicchio, Esq., Deputy Director, Labor Relations

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This Memorandum of Agreement ("Agreement") is made this day <sup>February</sup> 2nd of January 2023 between the School Committee of the City of Boston ("the Committee") and the Boston School Police Superior Officer Federation ("Union"). 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 XXVI Duration**

This three (3) year agreement supplements and amends the Collective Bargaining agreement effective July 1, 2020 through June 30, 2021. Except as expressly modified by the Agreement, the terms and provisions of the parties' collective bargaining agreement in effect from July 1, 2020 through June 30, 2021 shall continue in full force and effect from July 1, 2021 through June 30, 2024. The Union shall recommend and pursue ratification and approval of the Agreement by its members:

**2. ARTICLE I Recognition**

Section D. Salaries;

- Effective First Pay Period of October 2021: 2.5% base wage increase (retroactive)
- Effective First Pay Period of October 2022: 2.5% base wage increase (retroactive)
- Effective First Pay Period of October 2023: 2.5% base wage increase (retroactive)
- FY22: \$1,000 lump sum to be paid by the last PPE of February 2023 to active employees who were employed with BPS on or before 11/1/21

**3. ARTICLE III Section A. Performance Evaluations**

- Delete current paragraph 1. And replace with "The Department shall use the form in Appendix B when evaluating employees"

**4. ARTICLE VI Uniforms**

- In paragraph 1, remove "Uniform defined as winter and summer jacket, rainwear, trousers, shirt, tie, and hat," and add "The Uniform attached as Appendix A".

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**5. ARTICLE VIII Holiday Pay**

- In paragraph A., add “Juneteenth”.
- In paragraph A., remove “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 of 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.

**6. ARTICLE IX 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 (3)(d), remove “including niece and nephew”

**7. ARTICLE XV Section B. First Responder Training**

- Increase CPR stipend from \$600 to \$750. Tentative agreement.

**8. ARTICLE XVI Maternity**

- Amend the title of Article XVI to read “Parental Leave”.
- Delete current Article and upon ratification of this Agreement replace with “Employees shall be entitled to Paid Parental Leave as prescribed by the City of Boston Paid Parental Leave Policy, effective April 21, 2022. If any changes are made by the City of Boston to

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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.”

**9. Safety Services Committee Meeting**

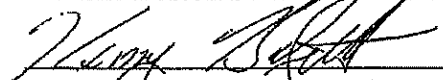
- Add new Article that states; “The Safety Services Committee will consist of: At least one member of the Patrolmen’s Association; at least one member of the Superior Officers’ Federation; One joint labor member; the Deputy Chief and/or Cheif of Safety Services; one administrator; one community partner 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 at this meeting. Requests from the Union will then be brought to the Superintendent for consideration.

**10. Article XIV Overtime**

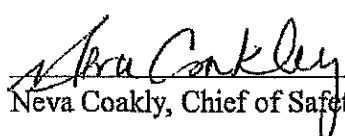
- Upon ratification of this Agreement, add to the end of Section A(1) “and there shall be a 3 hour minimum guarantee for assigned overtime.”

**For The Boston School Police Superior Officers Federation:**

 Date: 2/2/23  
Kenneth Badget, Union President

**For the Boston Public Schools:**

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Mary Skopper, Superintendent

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