

TO: Boston School Committee
FROM: Jeremiah Hasson, Director, OLR
CC: Mary Skipper, Superintendent BPS
Sam DePina, Deputy Superintendent of Operations
Neva Coakley, Chief of Safety
Rae Catching, Interim Chief of Human Capital
Megan Costello, Senior Advisor
RE: Collective Bargaining Agreement – Superior Officers
Date: March 22, 2023

Per the recommendation of the bargaining team designated on behalf of the Boston School Committee to negotiate a successor collective bargaining agreement with the Boston School Police Superior Officers Federation please review and execute the enclosed updated memorandum of agreement. For your convenience, I have outlined the highlights below:

Highlights

Contract 1 Duration: July 1, 2020 – June 30, 2021 (wages only-retroactive)

Wages:

- FY21: 2%

Highlights

Contract 2 Duration: July 1, 2021 – June 30, 2024

Wages:

- FY22: 2.5%, plus a one-time lump sum payment of \$1,000
- FY23: 2.5%
- FY24: 2.5%
- Increased CPR Certification stipends from \$600 per year to \$750

Language Changes:

- Clarified and codified a shared definition of employee uniforms
- Updated holiday language adding Juneteenth, changing Columbus Day to Indigenous People's Day, and making religious observance days more inclusive of different forms of religion
- Revised Military and Parental Leave language to be consistent with the City of Boston policies