



Office of Special Education
 Kay Seale, Chief of Special Education
 2300 Washington Street
 Roxbury, Massachusetts 02119
 617-635-8599

Memorandum of Agreement RE: ABA Specialist/Program Director for ABA Recruitment and Retention

This proposal outlines two critical actions that shall be implemented to help address the district’s significant shortage of ABA Specialists and address capacity issues for the delivery of ABA services.

Referral Bonus: \$500.00 referral bonus for any current BPS staff that proposes an ABA Specialist for interview using a [Google Form](#) (content to be revised from the current ZH funded version upon approval).

Terms:

- The potential hire must be submitted through the Google Form prior to their interview
- The potential hire must pass the interview and be fully hired and processed
- The processed hire must complete their probationary period


Upon completion of the probationary period, the referring BPS employee will be submitted for the \$500.00 referral bonus.

Retention Bonus: All current ABA specialists and those hired before February 1, 2024 shall be entitled to a bonus of \$1,000.00 upon completion of the 2023-24 school year. ABA Specialists who take an approved leave of absence between February 1, 2024 and the end of SY23-24 shall have their bonus reduced proportionally to the number of days they are out of work. Bonuses shall be paid in July 2024.

These proposals are applicable to referrals and ABA specialists hired and employed during the 2023-2024 school year only.


The terms of this agreement shall be enforced through the grievance and arbitration procedures of the Collective Bargaining Agreement.

For the Boston Public Schools:



 Mary Skipper
 Superintendent

For the Boston Teachers Union:



 Jessica Tang
 President

