

Memorandum of Agreement Between

The Brookline School Committee

And

The American Federation of State, County, and Municipal Employees. AFL-CIO,

Council 93, Local 1358

(Building Service Employees)

May 22, 2025

The Committee and Union agree to extend their 2018 to 2024 collective bargaining agreement through June 30, 2025 with the following modifications:

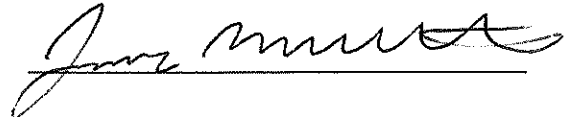
1. Article XXIII, Duration:
 - a. Change "July 1, 2021" to "July 1, 2024"
 - b. Change "June 30, 2024" to "June 30, 2025"
2. Custodial Salary Tables:
 - a. Amend Salary Tables to reflect the following cost of living increases:
 - i. 2.0% increase to hourly rates effective July 1, 2024
 1. These increases shall not apply to any other provisions or aspects in the CBA.
 2. Retroactive compensation shall only be provided to current employees as of the time of ratification of this Agreement and will be paid in a lump sum payment at the end of the fiscal year.

| EFFECTIVE 7/1/2024 (2%) | | | | | |
|-------------------------|------------------|-----------|---------------------|-------------------|---------------|
| Tenure Step | Junior Custodian | Custodian | Sr. Custodian Night | Sr. Custodian Day | Sr. Custodian |
| 1.0000 | 19.8326 | 24.0305 | 28.3369 | 30.7647 | 34.4783 |
| 2.0000 | | 24.8165 | 29.2538 | 31.6986 | 35.4266 |
| 3.0000 | | 25.6360 | 30.2502 | 32.6618 | 36.3758 |
| 4.0000 | | 26.5013 | 31.1047 | 33.5457 | 37.2756 |
| 5.0000 | | 27.2436 | 32.0187 | 34.4144 | 38.1600 |
| 6.0000 | | 28.9045 | 33.7919 | 36.2588 | 40.0937 |

3. Ratification:
 - a. This MOA is subject to ratification by the Union membership and approval/funding by the School Committee.

BROOKLINE SCHOOL COMMITTEE

AFSCME COUNCIL 93

 5-19-25

Date: 5/22/25