

**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 26, 2022

The Committee and Union agree to extend their 2018 to 2021 collective bargaining agreement through June 30, 2024 with the following modifications:

1. Article XXIII, Duration:

Change "July 1, 2018" to July 1, 2021"

Change "June 30, 2021" to June 30, 2024"

2. Custodial Salary Tables:

Amend Salary Tables to reflect the following cost of living increases:

- Effective July 1, 2021: 2.0% increase to the salary scale only *

- Effective July 1, 2022: 2.0% increase to the salary scale only

- Effective July 1, 2023: 2.0% increase to the salary scale only

- These increases shall not apply to any other provisions or aspects in the CBA.

*Retroactive compensation shall only be provided to current employees as of the time of ratification of this Agreement.

3. Article III, Hours of Work and Salaries, Section 2(d), Differentials:

(deletions ~~struck~~ and additions underlined):

Modify Article III, Section 2(d) as follows:

"(d) A weekend differential shall be paid to all regular employees who actually perform work as part of their regular shift on Saturday and/or Sunday. If said employees otherwise qualify under subparagraph (b) of this Section 2, they may also earn night differential pay. 7

~~7/01/13 \$8.99 per day~~

7/01/22 \$14.2537 per day"

4. Article III, Hours of Work and Salaries, Section 3, Longevity Allowance:
(deletions ~~struck~~ and additions underlined):

Amend Article III, Section 3 as follows:

An employee who has accrued continuous service as indicated shall receive a longevity pay increase as follows:

~~July 1, 2018~~

| | |
|---------------------------|------------------------|
| 10 years | \$710/year |
| 15 years | \$860/year |
| 20 years | \$1010/year |
| 25 years | \$1210/year |
| 30 years | \$1510/year |

Effective July 1, 2022

| | |
|-----------------------|---------------------|
| <u>5 years</u> | <u>\$500/year</u> |
| <u>10 years</u> | <u>\$750/year</u> |
| <u>15 years</u> | <u>\$900/year</u> |
| <u>20 years</u> | <u>\$1,050/year</u> |
| <u>25 years</u> | <u>\$1,250/year</u> |
| <u>30 years</u> | <u>\$1,550/year</u> |

Effective July 1, 2023

| | |
|-----------------------|---------------------|
| <u>5 years</u> | <u>\$550/year</u> |
| <u>10 years</u> | <u>\$800/year</u> |
| <u>15 years</u> | <u>\$950/year</u> |
| <u>20 years</u> | <u>\$1,100/year</u> |
| <u>25 years</u> | <u>\$1,300/year</u> |
| <u>30 years</u> | <u>\$1,600/year</u> |

5. Article IV, Leave, Section 1 Personal Illness:
(deletions ~~struck~~ and additions underlined):

Amend Article IV, Section 1 as follows:

~~(a) Bonus Program: Effective July 1, 2005 the sick leave bonus will be paid as follows:~~

| | |
|---|-------------------|
| For zero (0) or fewer sick day absences in the prior twelve months..... | \$1500 |
| For one (1) day | \$1200 |
| For two (2) days..... | \$1000 |
| For three (3) days..... | \$ 800 |
| Effective July 17, 2012, the Bonus Program for four (4) days was eliminated. | |

~~(b) Bonus Program for Houseworkers: Effective July 1, 2004 the sick leave bonus for houseworkers will be paid at the same criteria as custodians, prorated on an hourly basis at 75% of the Custodian bonus targets.~~

~~For example: A Houseworker is scheduled to work 19 hours per week for 46 weeks and took four sick days. The Houseworker will receive a bonus of \$336.15. (19/40 multiplied by 46/52 multiplied by 800)~~

~~Bonus payments will be made on or about June 30 of the completed year.~~

(a) Bonus Program: Effective July 1, 2022 the sick leave bonus will be paid as follows:

| | |
|---|----------------|
| <u>For one (1) or fewer sick day absences in the prior twelve months.....</u> | <u>\$1,500</u> |
| <u>For two (2) day</u> | <u>\$1,200</u> |
| <u>For three (3) days.....</u> | <u>\$1,000</u> |

(b) Bonus Program for Houseworkers: Effective July 1, 2004 the sick leave bonus for houseworkers will be paid at the same criteria as custodians, prorated on an hourly basis at 75% of the Custodian bonus targets.

Bonus payments will be made on or about June 30 of the completed year.

6. Article III, Hours of Work and Salaries, Section 1:

Effective June 30, 2024, amend Article III, Section 1 by deleting the final sentence in the second paragraph of Section 1:

~~“However, any employee who has a seniority date prior to July 1, 1996, will not be involuntarily changed to a shift which regularly terminates after 6:00 p.m. or includes Saturday or Sunday.”~~

7. Custodial Salary Tables:

Effective July 1, 2022, amend Salary Tables to reflect the following addition at the end of the table:

“In the sole discretion of the District, one employee may be assigned, in writing, to perform the duties of the courier (with a base location of Brookline High School but performing duties District-wide) and one employee may be assigned, in writing, to perform the duties of the shipper (with a base location of Brookline High School, performing duties at the High School).

An employee assigned to perform the duties of courier or an employee assigned to perform the duties of shipper shall, effective July 1, 2022, receive a differential of one dollar (\$1.00) per hour during the performance of such duties.”

8. Housekeeping:

- a) Replace "Houseworker" with "Junior Custodian"
- b) Replace "Director of Building Services" with "Director of Operations"

9. Ratification:

This MOA is subject to ratification by the Union membership and approval/funding by the School Committee.

BROOKLINE SCHOOL COMMITTEE

AFSCME COUNCIL 93

David A. Pomeroy

[Handwritten Signature]

Date: 6/13/22

Date: 6/22/22