

**THE NORTHBOROUGH SCHOOL COMMITTEE
AND NORTHBOROUGH CUSTODIANS ASSOCIATION
MEMORANDUM OF AGREEMENT**

The Northborough School Committee (the Committee) and the Northborough Custodians Association (the Association) hereby agree to a new one-year contract to be in effect from July 1, 2020, and will continue in effect to June 30, 2021.

Except as modified by this Memorandum of Agreement, the terms and conditions of the prior Collective Bargaining Agreement and Memoranda of Agreement will be carried forward into the successor agreements. In this Agreement, bold indicates new language, and strikethrough indicates language to be deleted.

1. COMPENSATION:

Amend - Salary Schedules:

Effective on July 1, 2020, a 2.0% Cost of Living Adjustment will be applied to the Custodians Salary Schedules.

See attached Salary Schedule - Appendix A

2. ARTICLE IX - PAID LEAVE

Section 6: Any member covered under this agreement that has completed at least ~~20~~ **15** years of service upon retirement will receive \$20 a day, up to 100 days, for any unused sick leave.

This Memorandum of Agreement is subject to vote and ratification by the Northborough School Committee and the Northborough Custodians Association.

IN WITNESS WHEREOF, the parties have set their hand and seal by their duly authorized representatives, this 24th day of June 2020.

For the Committee

DocuSigned by:

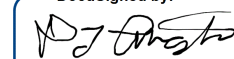


7/8/2020

8C74AF76EB0C435...
Chairperson

For the Association

DocuSigned by:



7/8/2020

BF7D8883449546A...
President

APPENDIX A

Salary Schedule

FY20	NORTHBOROUGH CUSTODIANS' SALARY SCHEDULE											2.00%
POSITION/STEP	2019-2020											
	1	2	3	4	5	6	7	8	9	10	11	12
ASST HEAD CUST (DAYS & NITES) MMS; and HEAD CUST, 18 RM ELEM	\$20.09	\$20.67	\$21.27	\$21.82	\$22.46	\$23.00	\$23.52	\$24.08	\$24.72	\$25.31	\$26.45	\$27.80
HEAD CUSTODIAN, 12 RM ELEM	\$19.54	\$20.16	\$20.67	\$21.27	\$21.84	\$22.47	\$23.05	\$23.57	\$24.10	\$24.63	\$25.76	\$27.09
CUSTODIAN	\$18.90	\$19.57	\$20.21	\$20.75	\$21.31	\$21.86	\$22.50	\$23.05	\$23.59	\$24.12	\$25.22	\$26.53
FY21 @2%	NORTHBOROUGH CUSTODIANS' SALARY SCHEDULE											2.00%
POSITION/STEP	2019-2020											
	1	2	3	4	5	6	7	8	9	10	11	12
ASST HEAD CUST (DAYS & NITES) MMS; and HEAD CUST, 18 RM ELEM	\$20.49	\$21.08	\$21.70	\$22.26	\$22.91	\$23.46	\$23.99	\$24.56	\$25.21	\$25.82	\$26.98	\$28.36
HEAD CUSTODIAN, 12 RM ELEM	\$19.93	\$20.56	\$21.08	\$21.70	\$22.28	\$22.92	\$23.51	\$24.04	\$24.58	\$25.12	\$26.28	\$27.63
CUSTODIAN	\$19.28	\$19.96	\$20.61	\$21.17	\$21.74	\$22.30	\$22.95	\$23.51	\$24.06	\$24.60	\$25.72	\$27.06