

**THE NORTHBOROUGH-SOUTHBOROUGH REGIONAL SCHOOL COMMITTEE
AND ALGONQUIN REGIONAL CUSTODIANS ASSOCIATION
MEMORANDUM OF AGREEMENT**

The Northborough-Southborough Regional School Committee (the Committee) and the Algonquin Regional Custodians Association (the Association) hereby agree to a 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 Schedule.

See attached Salary Schedule - Appendix A

2. ARTICLE IX - PAID LEAVE

Section 1: All full-time personnel (those paid on a forty (40) hour, fifty-two (52) weeks per year basis), shall be entitled to fifteen (15) days of paid sick leave per year **as of July 1** for personal illness, cumulative to one hundred thirty (130) days. ~~Sick days shall accumulate at the rate of one and one-quarter (1 1/4) days per month between July 1 and June 30 of each fiscal year.~~ Part-time personnel (twenty (20) hours or more), shall be prorated.

3. ARTICLE XVI - TRAVEL REIMBURSEMENT

One custodian primarily responsible for travel will receive a **\$1,100** ~~\$1,050~~ travel allowance per year to cover the cost of using his/her own vehicle in the performance of their job. Up to two custodians secondarily responsible for travel will receive a **\$600** ~~\$550~~ travel allowance per year to cover the cost of using his/her own vehicle in the performance of their job. The payment will be split in December and June.

4. ARTICLE XVIII - EVENTS:

Section 4: If there is set-up time or break-down time for events required outside of the regularly scheduled workday, the custodian(s) will be eligible for overtime. If a weekend event is canceled with less than 24 hours of notice, then the custodian who was scheduled to work that weekend event will receive a flat fee of \$100.

5. ARTICLE XXIV - CLOTHING ALLOWANCE/BOOT ALLOWANCE

b. The School Committee shall give each custodian a ~~\$500~~ ~~\$400.00 cleaning~~ **clothing** and boot allowance payable the first pay period in September annually.

This Memorandum of Agreement is subject to vote and ratification by the Regional School Committee and the Algonquin Regional 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

Joan Frank

Chairperson

For the Association

Armando Bairos

President

APPENDIX A

Salary Schedule

FY20	REGIONAL CUSTODIANS' SALARY SCHEDULE														2.00%
POSITION/STEP	2019-2020														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
CUSTODIAN	\$19.43	\$19.97	\$20.58	\$21.34	\$21.73	\$22.30	\$22.95	\$23.53	\$24.07	\$24.87	\$25.15	\$26.04	\$26.55	\$27.05	
GROUND MAINTENANCE CUSTODIAN	\$20.32	\$20.80	\$21.35	\$22.05	\$22.65	\$23.19	\$23.87	\$24.43	\$25.00	\$25.93	\$26.19	\$27.08	\$27.59	\$28.09	
LEAD CUSTODIAN	\$20.53	\$21.00	\$21.58	\$22.26	\$22.86	\$23.43	\$24.12	\$24.67	\$25.30	\$26.21	\$26.48	\$27.36	\$27.88	\$28.38	
BUILDING MAINTENANCE CUSTODIAN	\$20.69	\$21.19	\$21.75	\$22.47	\$23.09	\$23.60	\$24.33	\$24.89	\$25.45	\$26.39	\$26.66	\$27.55	\$28.06	\$28.56	
SUPERVISOR OF MAINTENANCE/EVENING	\$21.67	\$22.26	\$22.90	\$23.53	\$24.14	\$24.67	\$25.35	\$26.02	\$26.64	\$27.61	\$27.88	\$28.77	\$29.27	\$29.77	

FY21 @2%	REGIONAL CUSTODIANS' SALARY SCHEDULE														2.00%
POSITION/STEP	2019-2020														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
CUSTODIAN	\$19.82	\$20.37	\$20.99	\$21.77	\$22.16	\$22.75	\$23.41	\$24.00	\$24.55	\$25.37	\$25.65	\$26.56	\$27.08	\$27.59	
GROUND MAINTENANCE CUSTODIAN	\$20.73	\$21.22	\$21.78	\$22.49	\$23.10	\$23.65	\$24.35	\$24.92	\$25.50	\$26.45	\$26.71	\$27.62	\$28.14	\$28.65	
LEAD CUSTODIAN	\$20.94	\$21.42	\$22.01	\$22.71	\$23.32	\$23.90	\$24.60	\$25.16	\$25.81	\$26.73	\$27.01	\$27.91	\$28.44	\$28.95	
BUILDING MAINTENANCE CUSTODIAN	\$21.10	\$21.61	\$22.19	\$22.92	\$23.55	\$24.07	\$24.82	\$25.39	\$25.96	\$26.92	\$27.19	\$28.10	\$28.62	\$29.13	
SUPERVISOR OF MAINTENANCE/EVENING	\$22.10	\$22.71	\$23.36	\$24.00	\$24.62	\$25.16	\$25.86	\$26.54	\$27.17	\$28.16	\$28.44	\$29.35	\$29.86	\$30.37	