

Custodial Unit MOA

- 1.) Three Year Agreement covering the period of July 1, 2014 through June 30, 2017
- 2.) All monetary changes are effective as of January 1, 2015 unless noted otherwise
- 3.) Article 6 – Hours of Work
 - Increase extended day stipend from \$1.50 per hour to \$1.75 per hour (this increase will be retroactive to January 1, 2015)
 - Clean up article deleting repetitive language for type of building and incorporate current practice of hours
 - Add language for current practice of 2 fifteen minute breaks
- 4.) Article 7 – Overtime

Add the following language:

Overtime work shall be voluntary except when management has determined that the work must be completed on an overtime basis. Volunteers will be solicited, and if there are no volunteers, employees shall be ordered to work in the order of inverse seniority.
- 5.) Article 10 – Union Representatives/Meetings

Add the following language:

The Union President may have up to eight (8) hours per month of release time to conduct union business on behalf of members. That time may be split between days with management approval.
- 6.) Article 12 – Sick Leave

Add a 5th day of bereavement for immediate family
- 7.) Article 13 – Vacations

Add the following language:

Custodians may utilize one week of their vacation as single days with the approval of management. Notice of 24 hours is required for single day requests. Notice of one week is required for multiple consecutive day requests.
- 8.) Article 15 – Clothing & Equipment

Add the following language (this will be effective July 2015):

Custodians will wear a T-Shirt or Polo style shirt in the following colors: navy, grey or black. The district will supply logos indicating Fall River Public Schools at no charge to the employee. Custodians in schools that utilize "Spirit Wear" will also be allowed to wear Spirit Wear corresponding to that school. Sweatshirts or clothing worn over the shirt will follow the same color patterns. Employees will also wear a school department issued ID identifying them as a school department employee.

13) Salary Increases

Effective July 1, 2014 - 1 ½% increase

Effective July 1, 2015 - 2 ½% increase

Effective July 1, 2016 - 2 ½% increase

Pay Scale as of 7/1/14 - 1 ½ %

<u>Junior Custodian</u>	<u>Senior Custodian</u>	<u>Head Custodian</u>
Step 1 - \$660.82	\$752.86	\$921.77
Step 2 - \$693.70		
Step 3 - \$710.14		

Pay Scale as of 7/1/15 - 2 ½ %

<u>Junior Custodian</u>	<u>Senior Custodian</u>	<u>Head Custodian</u>
Step 1 - \$677.34	\$771.68	\$944.81
Step 2 - \$711.04		
Step 3 - \$727.89		

Pay Scale as of 7/1/16 - 2 ½ %

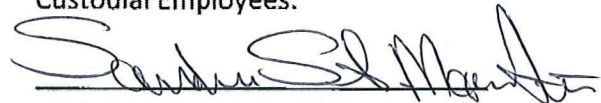
<u>Junior Custodian</u>	<u>Senior Custodian</u>	<u>Head Custodian</u>
Step 1 - \$694.27	\$790.97	\$968.43
Step 2 - \$728.82		
Step 3 - \$746.09		

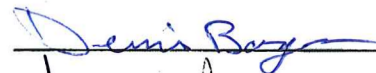
For the Fall River School Committee:

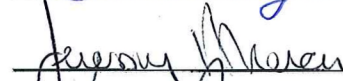

Attorney for F.R. School Committee

6-1-15

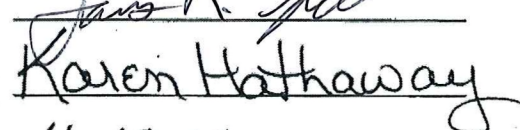
For AFSCME Council 93, Local 1118
Custodial Employees:











4-18-15

Custodial Unit MOA

- 1.) One Year Agreement covering the period of July 1, 2013 through June 30, 2014
- 2.) Effective July 1, 2013 - 1% increase

Pay Scale as of 1/1/13

<u>Junior Custodian</u>	<u>Senior Custodian</u>	<u>Head Custodian</u>
Step 1 - \$644.60	\$734.39	\$899.16
Step 2 - \$676.68		
Step 3 - \$692.72		

Pay Scale as of 7/1/13

<u>Junior Custodian</u>	<u>Senior Custodian</u>	<u>Head Custodian</u>
Step 1 - \$651.05	\$741.73	\$908.15
Step 2 - \$683.45		
Step 3 - \$699.65		

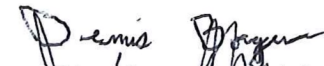


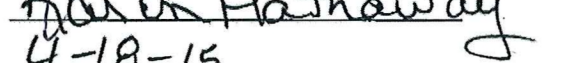
For the Fall River School Committee:

For AFSCME Council 93, Local 1118

Custodial Employees


Attorney for F.R. School Committee



6-1-15
Date

4-18-15
Date