

**Memorandum of Agreement
Between the
North Andover Custodial Association
And the
North Andover School Committee**

The parties have agreed to the following modifications to the 2018 – 2021 Collective Bargaining Agreement. All other provisions of the 2018 – 2021 Agreement remain in effect in the 2021-2024 Agreement.

ARTICLE FIVE – NON-DISCRIMINATION

Add a new Section 3 to read:

Section 3. Unit members shall not be discriminated against because of race, color, religious creed, gender, national origin, ancestry, sexual orientation, pregnancy, veteran status, military service, age, marital status, genetic information, disability, or on any other basis protected by federal, state, or local law or bylaw. This policy governs all aspects of employment, including selection, job assignment, compensation, advancement, workforce reduction or transfer, leaves of absence, discipline, termination, and access to benefits and training.

ARTICLE TWELVE - PAYMENT PLAN AND FRINGE BENEFITS

Modify the language for “Length of Service” categories and change category amounts to reflect those shown below.

Section 1. Longevity

- A. Unit members who have been in continuous, full-time employment shall be paid, in addition to regular salary payments, increments determined as follows:

Length of Service	Dollar Amount
From the beginning of the fifth year to the end of the ninth year	\$1,400
From the beginning of the tenth year to the end of the fourteenth year	\$2,005
From the beginning of the fifteenth year to the end of the nineteenth year	\$2,255
From the beginning of the twentieth year to the end of the twenty-fourth year	\$2,505
From the beginning of the twenty-fifth year and beyond	\$2,755

A unit member must be paid at least one hundred thirty (130) days in a year to qualify for a year of service credit toward longevity.

Section 5. Sick Leave

Change 3 days to five days to read...

Five (5) of such sick days may be used each fiscal year for absence due to the illness or injury in the unit member's immediate family.

Section 10. Clothing, Cell Phone and Courier Stipends

Increase cell phone stipend from \$35/month to \$40/month and Courier Stipend from \$800 per year to \$900 per year on July 1, 2021 and to \$1,000 per year on July 1, 2023.

B. Cell Phone Stipend

Effective July 1, 2021 a cell phone stipend of forty dollars (\$40.00) per month will be paid during each year of this Agreement in equal amounts throughout the year beginning with the first paycheck issued after July 1 of each year. Should a unit member depart the District for any reason including but not limited to retirement, these installments will end and not continue his/her last paycheck.

C. Courier Stipend

A. Effective July 1, 2021 the courier stipend of nine hundred dollars (\$900.00) per year will be paid as a separate check as part of the last paycheck period in June (See Article Fifteen for conditions).

B. Effective July 1, 2023 the courier stipend of one thousand dollars (\$1,000.00) per year will be paid as a separate check as part of the last paycheck period in June (See Article Fifteen for conditions).

ARTICLE FIFTEEN - COMPENSATION

Effective July 1 of each year the following salary schedule changes will take effect.


	Current		2021-2022		2022-2023		2023-2024
Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	\$34,651						
2	\$37,063	1/2	\$37,063				
3	\$39,254	3	\$39,254	1/3	\$39,254		
4	\$41,555	4	\$41,555	4	\$41,555	1/4	\$41,555
5	\$43,812	5	\$43,812	5	\$43,812	5	\$43,812
6	\$44,958	6	\$44,958	6	\$44,958	6	\$44,958
7	\$45,878	7	\$45,878	7	\$45,878	7	\$46,796
8	\$46,851	8	\$47,554	8	\$48,505	8	\$49,475
9	\$47,905	9	\$48,624	9	\$49,596	9	\$50,588
		10	\$49,701	10	\$50,573	10	\$51,585
				11	\$51,689	11	\$52,857
						12	\$53,757

NOTE: The first step is dropped each year, so while the step numbers increase to reflect the annual movement, the schedule maintains 9 steps per year.

E. Floater

Add the Floater position to those eligible for the Lead Custodian Stipend by adding the following language:

Each floater is to receive the Lead Custodian Stipend in the form of a five per cent (5%) stipend per year.



 For the Association



 For the Committee

10/25/21

 Date

11/3/2021

 Date

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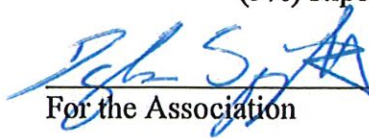
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