AGREEMENT

BETWEEN

BARNSTABLE SCHOOL COMMITTEE

and

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL

EMPLOYEES, AFL-CIO, STATE COUNCIL 93, LOCAL 2977

(Maintenance Employees)

July 1, 2024 – June 30, 2027

TABLE OF CONTENTS

ARTICLE I RECOGNITION 1
ARTICLE II CHECKOFF 1
ARTICLE III GRIEVANCE PROCEDURE 2
ARTICLE IV ARBITRATION 3
ARTICLE V EVALUATION 3
ARTICLE VI SENIORITY 3
ARTICLE VII PROMOTION AND VOLUNTARY TRANSFERS 4
ARTICLE VIII JOB POSTING AND BIDDING 4
ARTICLE IX HOURS OF WORK 4
ARTICLE X OVERTIME 4
ARTICLE XI SHIFT DIFFERENTIAL 5
ARTICLE XII MEAL PERIODS 5
ARTICLE XIII REST PERIODS AND WASH-UP 6
ARTICLE XIV HOLIDAYS 6
ARTICLE XV VACATIONS 7
ARTICLE XVI TEMPORARY LEAVES OF ABSENCE 8
ARTICLE XVII JURY PAY 8
ARTICLE XVIII SICK LEAVE 8
ARTICLE XIX SICK LEAVE BANK 9
ARTICLE XX SICK LEAVE BUY-BACK 10
ARTICLE XXI LEAVE FOR SERIOUS ILLNESS 10
ARTICLE XXII LONGEVITY PAY 11
ARTICLE XXIII COMMITTEE RIGHTS 11
ARTICLE XXIV NO STRIKE - NO LOCKOUT 11
ARTICLE XXV MISCELLANEOUS PROVISIONS 11
ARTICLE XXVI WAGES 13
ARTICLE XXVII WAGE REOPENER 14
ARTICLE XXIII MEDICAL RELIEF FUND 13
ARTICLE XXIX DURATION 14
WAGE SCHEDULE 15

AGREEMENT
Between
Barnstable School Committee
and
American Federation of State, County and Municipal Employees, AFL-CIO, State Council 93, Local 2977

This Agreement entered into by the **School Committee of Barnstable** (hereinafter referred to as the Committee) and **Local Union 2977, State Council 93, American Federation of State, County and Municipal Employees, AFL-CIO** (hereinafter referred to as the Union) has as its purpose the promotion of harmonious relations between the Committee and the Union and the establishment of an equitable and peaceful procedure for the establishment of such rates of pay, hours of work and other conditions of employment as are covered by this Agreement.

ARTICLE I
RECOGNITION

The Committee recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining for all full-time and regular part-time maintenance employees including the Working Supervisor, excluding the Administrative Assistant and all managerial, confidential, casual, temporary and all other employees of the Barnstable School Committee. Probationary employees are defined as employees who have less than six (6) months' service. Temporary employees may perform bargaining unit work from May 1st through September 30th

ARTICLE II
CHECKOFF

Dues Deduction

During the term of this Agreement, the Employer shall deduct from the employee's pay an amount set by the union for union dues, agency fees, COPE contributions from each member of the union who voluntarily executes an authorization form and upon request, any additional dues amounts specified by the Union and authorized by the employee.

When filed with the employer, the authorization form will be honored in accordance with its terms, Deductions will be promptly transmitted to the Union by electronic transfer (ACH). Along with the ACH payment, an employee payroll roster will be submitted within two business days via electronic means utilizing a CSV or Excel format, including any employee in a bargaining unit that is not having dues deducted.

This electronic employee payroll roster must include, employee id numbers, legal name, bargaining unit, deduction amount, deduction type, base pay amount (excluding overtime, shift differentials, bonuses, and longevity), pay ending date and check date.

Employee Rosters

Upon signing of this agreement and monthly thereafter, the Employer shall supply to the Union a list of all employees covered by this agreement. The list shall include the employees legal name, home address, phone number, personal email, employee ID number, date of hire, annual salary, bargaining unit, department, job title, work site, work email address and work phone number. Each month the Employer shall also electronically transmit a list of all new hires, any terminated, or transferred employees during the month.

ARTICLE III
GRIEVANCE PROCEDURE

A grievance is a claim that may arise between the parties, based upon the application, meaning, or interpretation of any of the provisions of this Agreement. Such grievance shall be settled in the following manner:

Step 1. An employee having a grievance shall, with or without a representative of the Union, present the grievance in writing to the Facilities Director within five (5) working days of the date on which the employee had knowledge or reasonably should have had knowledge of the occurrence of the event giving rise to the grievance. The Facilities Director shall meet with the employee, with or without a representative of the Union, in an attempt to adjust the matter and shall respond in writing to the grievant or the steward within five (5) working days of such meeting.

Step 2. If the grievance has not been satisfactorily resolved at Step 1, it shall be presented in writing to the Superintendent or Superintendent's designee within five (5) working days after the response of the Facilities Director is due. The Superintendent or Superintendent's designee shall respond in writing within five (5) working days.

Step 3. If the grievance has not been satisfactorily resolved at Step 2, it shall be presented to the School Committee in writing within ten (10) working days after the response of the Superintendent or Superintendent's designee is due. The Committee shall meet with the Union in an effort to settle the grievance. The meeting shall be held at the next regularly scheduled meeting provided the grievance is referred to the Committee no later than the Wednesday prior to the regularly scheduled meeting. If the grievance is not subject to review by the Committee under the Education Reform Act of 1993, the Committee shall so notify the Union.

Failure by the aggrieved employee(s), the Union or its representatives to appeal the grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step. However, any time limits may be extended by mutual consent.

ARTICLE IV
ARBITRATION

If the grievance is not satisfactorily resolved at Step 3, either party may, after the Step 3 meeting, refer the unsettled grievance to arbitration within thirty (30) calendar days of the disposition under Step 4, provided however, that only grievances involving the application, meaning or interpretation of provisions of this Agreement shall be subject to arbitration.

The arbitration proceeding shall be conducted by an arbitrator to be selected by mutual agreement between the parties. If the parties are unable to agree upon an arbitrator within ten (10) working days of the receipt by the Committee of the Union's intention to proceed to arbitration, the selection shall be made by the Labor Relations Connection in accordance with its rules and regulations.

The decision of the arbitrator shall be final and binding on the parties and any individual involved provided that the arbitrator shall be without power or authority to modify or alter the terms of the Agreement.

The expense for the arbitrator's services and the proceedings shall be borne equally by the parties.

ARTICLE V
EVALUATION

All employees will be evaluated on a semi-annual basis. Employees will be given an opportunity to respond within three (3) days of receipt of a copy of the evaluation. There shall be no evaluation based upon compliance with Safety and/or School Committee policies and procedures until such policies and procedures are distributed to employees. The Facilities Director will be the primary evaluator for maintenance employees. The evaluation instrument will not be used as a basis for discipline unless there is just cause which shall be 3 underperforming appraisals within a two year period.

ARTICLE VI
SENIORITY

An employee's length of continuous service as a maintenance employee in the Barnstable School System shall determine his seniority. An employee shall lose his seniority if he resigns or is discharged from the Barnstable School System, or fails to report within ten (10) working days from delivery of recall notice sent certified mail, return receipt requested. In all cases of decrease or increase of the working force and shift assignment, quality of previous work performance based upon evaluations, experience, ability, length of service as a maintenance employee in the Barnstable School System and other relevant factors will be considered. Where other factors are determined to be equal, seniority shall be the determining factor. Seniority shall govern and control with respect to the choice of vacation period.

Upon request the Union will be furnished with an up-to-date seniority list no later than October 1st. Employees will be given a thirty (30) day notice of layoff, where possible.

ARTICLE VII
PROMOTION AND VOLUNTARY TRANSFERS

In filling positions in the bargaining unit, employees' training, quality of previous work performance based upon evaluations, experience, ability and suitability for the new position, length of service as a maintenance employee in the Barnstable School System and other relevant factors will be considered. Where other factors are equal, an employee shall be selected to fill the vacancy in accordance with length of service as a maintenance employee with the Barnstable School System, provided the employee is fully qualified to perform the job.

If no applicant from within the bargaining unit is so qualified, the Employer may fill the vacant position from outside the bargaining unit.

ARTICLE VIII
JOB POSTING AND BIDDING

When a position covered by this Agreement becomes vacant, such vacancy shall be adequately publicized by means of a notice posted in a conspicuous place, including all Town of Barnstable buildings where vacant positions are customarily posted. Employees interested shall submit applications in writing within five (5) working days from the date of job posting. Within thirty (30) days of the posting, the union steward and the applicants shall be notified of the decision, even if the decision is not to fill the vacancy or to re-post the vacancy.

ARTICLE IX
HOURS OF WORK

The regular hours of work each day shall be consecutive. All employees are considered to be on-call during work hours.

For regular full-time maintenance employees, the normal workweek shall be forty (40) hours, consisting of five (5) consecutive days of eight (8) hours each.

Each employee shall be scheduled to work a shift with regular starting and quitting times. The Committee retains the right to establish reasonable work schedules, and there shall be no change in schedules unless the Union is notified in advance.

ARTICLE X
OVERTIME

Employees covered by this Agreement shall be paid overtime at the rate of one and one-half (1½) times their regular rate of pay for work in excess of forty (40) hours in one week. Overtime shall be equally and impartially distributed among personnel who ordinarily perform related work in the normal course of their workweek. When it

is necessary to call in personnel from other areas to assist, these personnel shall be released first, when the workload lessens.

Call Back Pay
A minimum of 3 hours of overtime pay will be granted for any call back to a Barnstable public school event after regular work hours. A minimum of 4 hours of overtime pay will be granted for any call back to an outside event (non-Barnstable public school) after regular work hours.
All scheduled overtime not considered extended workdays, will follow the minimum pay of a call back. For the purposes of this Article, a call is any instance where a team member is required to return to work outside of their regularly scheduled shift to address an urgent maintenance issue.

Extended Workdays
An extended workday occurs when a team member works before or after their scheduled shirt time, with the approval of their supervisor.
Minimum Payment: There is no minimum payment threshold for extended workdays. All time worked beyond the scheduled shift will be compensated according to the FLSA and any applicable collective bargaining agreements.

ARTICLE XI
SHIFT DIFFERENTIAL

The Committee shall schedule regular shifts for employees as it determines necessary in order to maintain efficient operations.

Employees who are required to work shifts, at least one-half of which are worked between the hours of 2:00 P.M. and 6:00 A.M., shall receive additional compensation as provided herein per hour for each hour worked:

2:00 P.M. to 10:00 P.M.	$1.50 per hour
10:00 P.M. to 6:00 A.M.	$2.00 per hour

If an employee works three or more days on the second or third shift, he shall receive the shift differential for all days worked in that week.

ARTICLE XII
MEAL PERIODS

Employees shall be granted a meal period of one half (½) hour with pay. During such on-call meal periods, employees shall remain on the premises. Such one half (½) hour periods shall constitute time worked for purposes of computing the normal workweek. Whenever possible, the meal period shall be scheduled at the middle of the shift.

ARTICLE XIII
REST PERIODS AND WASH-UP

All regular full-time employees shall be entitled to take two fifteen (15) minute rest periods and five (5) minutes for wash up with pay during each shift. Each rest period shall be taken as near to the middle of the first and second halves of the employee's shift as possible. The wash-up time shall be immediately prior to the completion of the shift.

ARTICLE XIV
HOLIDAYS

Holiday pay shall be given as follows to eligible regular employees who are regularly scheduled to work twenty (20) hours or more per week:

New Year's Day
Martin Luther King's Birthday
(provided school is not in session)
Washington's Birthday
Patriot's Day
Good Friday
(provided school is not in session)
Memorial Day
Juneteenth (June 19th)
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving
Day after Thanksgiving
Half day before Christmas
Christmas

Each holiday shall be observed hereunder on the day established for its observance by Massachusetts Law. If a holiday falls on a Saturday, employees shall have the Friday preceding the holiday off with pay.

In order to be entitled to holiday pay for a particular holiday, such employee in all cases must:

a. have completed one month of employment;

b. have worked on both his last scheduled workday immediately preceding the holiday and his next scheduled workday immediately following the holiday unless his failure to work is excused for justifiable reason;

c. have performed some work for the Employer during the workweek in which the holiday occurs or, if he is on paid vacation for that week, during the last workweek prior to his vacation.

Holiday pay shall be computed on the basis of the employee's regular straight-time hourly rate times the number of hours, not to exceed eight (8), which the employee would be regularly scheduled to work on that day if it were not a holiday.

If one of the above holidays occurs during the paid vacation period of an employee who is eligible for holiday pay therefor, he shall receive an additional day off with pay to be scheduled by mutual agreement.

When an employee is required to work on any of the above holidays, he shall be paid for such work at time and one half in addition to any holiday pay that he may be entitled hereunder. All employees regularly scheduled to work other than the Monday through Friday schedule shall receive an equal number of holidays as received by employees scheduled to work Monday through Friday. However, employees working the Monday through Friday schedule shall not receive additional holidays received by those scheduled to work on other than a Monday to Friday basis.

ARTICLE XV
VACATIONS

The vacation year shall be the period from July 1 to June 30, inclusive. Vacation leave may not be taken during an employee's probationary period. An employee shall be entitled to vacation as follows:

For any employee hired after the date of signing of this agreement, the vacation accrual for the remainder of the fiscal year in which they are hired will be as follows:

July hire date:	10 days
August hire date:	9 days
September hire date:	8.5 days
October hire date:	7.5 days
November hire date:	6.5 days
December hire date:	6 days
January hire date:	5 days
February hire date:	4 days
March hire date:	3 days
April hire date:	2.5 days
May hire date:	1.5 days
June hire date:	1 day

For more than one (1) but less than five (5) years' continuous service, ten (10) days; for more than five (5) but less than ten (10) years' continuous service, fifteen (15) days; for more than ten (10) but less than fifteen (15) years' continuous service, twenty (20) days; for more than fifteen (15) years' continuous service, twenty-five (25) days.

Each day of vacation pay for an eligible employee shall be computed on the basis of the employee's regular straight-time hourly rate times one fifth (1/5) of the number of hours per week that the employee is regularly scheduled to work, not to exceed eight (8) hours.

Two weeks of vacation may be carried over to the next vacation year and must be used during the next vacation year. This clause will not be interpreted in such a way that employees will be deprived of their vacation entitlement.

Upon termination of employment, the employee shall receive payment equal to the amount of vacation pay he would have received had the termination not occurred. If termination is caused by death, such payment shall be made to the employee's spouse or beneficiary.

ARTICLE XVI
TEMPORARY LEAVES OF ABSENCE

A. Funeral Leave

An employee who has completed his probationary period who suffers a personal bereavement as the result of the death of a member of the family may be absent for up to five (5) consecutive work days with pay at straight time for time lost from their regularly scheduled hours of work to attend the funeral if the deceased member falls within one of the following relationships: spouse, child, grandchild, parent, sister, brother, grandparent, father-in-law and mother-in-law.

B. Personal Leave

The Committee may grant time off with pay to non-probationary employees to conduct necessary and important business. Such leave shall not exceed three (3) days in any one (1) calendar year and shall not cumulate from year to year. An employee shall notify his immediate supervisor at least twenty-four (24) hours in advance of requesting personal leave. (The twenty-four (24) hour notice requirement may be excused if the employee has a reasonable explanation.)

All employees may be granted a leave of absence without pay for good and sufficient reason upon the recommendation of the immediate supervisor and the approval of the Superintendent or his/her designee. During a leave of absence, there shall be no accrual of sick leave, vacation leave or seniority.

ARTICLE XVII
JURY PAY

When a non-probationary employee has been summoned for jury duty, provided that the employee presents the Facilities Director with his jury duty summons upon receipt of said summons, the employee will receive the difference between his regular straight time pay and jury duty pay upon presentation of proof of payment from the Clerk of Court. An employee shall report for work if on any day he is dismissed from jury duty and at least three hours of his regular scheduled workday remains.

ARTICLE XVIII
SICK LEAVE

Section 1. Each regular full-time employee shall be credited with sick leave with pay at the rate of one and one quarter (1¼) days for each month of service, such credit to

commence after one month of employment. Employees employed by the Committee on the effective date of this Agreement shall retain accumulated sick leave credits. Sick leave may be accumulated up to a maximum of 175 days. Any days over the maximum accumulation for any employee shall be deposited in the sick leave bank. An employee on paid sick leave shall receive his regular straight-time hourly rate times the number of hours per day, not exceeding eight (8) that he would otherwise have worked.

Section 2. Sick leave shall be granted only for valid sickness or illness. To be eligible for sick leave, an employee shall make every reasonable effort to notify his immediate supervisor of his absence prior to the normal starting time of his shift. If unable to notify his immediate supervisor at this time, the employee shall do so as soon as possible.

Section 3. The Committee may request a doctor's certificate or other medical evidence as proof of illness before making sick leave payments. If the Committee requires proof of illness, the employee may obtain medical evidence of illness from a doctor selected by the employee, in which case the employee shall be responsible for payment. If the employee obtains medical evidence from a doctor selected by the Committee, the Committee shall be responsible for payment.

ARTICLE XIX
SICK LEAVE BANK

The Sick Leave Bank for use by maintenance employees employed for a minimum of one year who have exhausted their own sick leave shall continue in effect.

The initial grant of sick leave by the Sick Leave Bank Committee to an eligible employee shall not exceed thirty (30) days.

Once the thirty (30) days have been exhausted, the period of entitlement may be extended by the Sick Leave Bank Committee upon demonstration of need by the applicant. Employees who utilize the Sick Leave Bank shall reimburse the Sick Leave Bank with fifty (50) percent of their vacation and personal days.

When retiring, employees shall have the option of donating twenty-five (25) percent of their unused sick time to the Sick Leave Bank on a voluntary basis.

The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of four (4) members—two members shall be designated by the School Committee to serve at its discretion; and two members shall be designated by the Union to serve at its discretion. The Sick Leave Bank Committee shall determine the eligibility for the use of the Bank and the amount of leave to be granted and is authorized to establish rules for employees to join and use the Sick Leave Bank. If there is a tie vote the decision will be against the applicant.

The members of the Sick Leave Bank Committee as of the effective date of this Agreement are: Kevin Maxim and John Tserpes as Union representatives and

William Cole (Director of Human Resources) and Gina Hurley (Director of Student Services) as Committee representatives. (These names may change from time to time.)

When the number of days in the Sick Leave Bank reaches twenty-five (25), all employees covered by this Agreement will be assessed an additional day which will be deducted from their annual sick leave.

The decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.

The Sick Leave Bank Committee shall consider the following criteria in administering the Bank and the amount of leave, if any, to be granted:

l. Adequate medical evidence of serious long-term illness.

2. Prior utilization of all eligible sick leave.

3. Length of service in Barnstable School System.

4. Propriety of use of previous sick leave.

5. Employees must first exhaust available personal days and vacation days.

ARTICLE XX
SICK LEAVE BUY-BACK

A sick day buy-back plan is established as follows:

a. An employee, upon retirement or an employee's estate, upon death, will be paid for all unused sick leave at the rate of $90.00 per accumulated sick day.

b. The maximum accumulation for sick leave buy-back is 175 days.

c. The employee's notice of the sick leave buy-back retirement option to the Superintendent will be due by November 1.

d. Payment for accumulated sick days will be made to an eligible employee in three equal monthly installments immediately following the employee's retirement. In the case of the death of an eligible employee, payment will be made to the employee's estate within three months of the employee's death.

ARTICLE XXI
LEAVE FOR SERIOUS ILLNESS

Each non-probationary employee shall be granted a temporary leave of absence with pay in each school year of up to seven (7) days in the event of a serious illness requiring bedside or household attention by the employee for a spouse, child, parent, sibling, grandchild, or any other member of the immediate household.

ARTICLE XXII
LONGEVITY PAY

Permanent employees, who, as of their anniversary date of employment with the Barnstable Public Schools, had the following required years of continuous services as permanent school employee shall receive annually a longevity award as follows:

5 years	$500.00
10 years	$1,000.00
15 years	$1,250.00
20 years	$1,375.00
25 years	$1,500.00
30 years	$1,750.00

ARTICLE XXIII
COMMITTEE RIGHTS

Nothing in this Agreement shall be deemed to derogate from or impair any power, right, or duty heretofore possessed by the Committee except where such power, right or duty is specifically limited by this contract.

ARTICLE XXIV
NO STRIKE - NO LOCKOUT

The Union agrees that no employee shall engage in, induce or encourage any strike, walkout, work stoppage, sit-down, slow-down, withholding of services, boycott (whether primary or secondary), picketing, demonstration, or any other direct or indirect interference with the Barnstable School System's operations. The Committee agrees not to conduct a lockout. The Committee may impose disciplinary action including discharge upon any and all of the employees involved in a violation of this Article. Such action shall not be subject to the grievance procedure or arbitration hereunder except as to the question of whether or not the employees who were disciplined in fact engaged in, induced or encouraged such conduct.

In the event of a violation of this Article, the Committee or the Union, as the case may be, may institute legal action immediately against the other.

ARTICLE XXV
MISCELLANEOUS PROVISIONS

Section 1. Bulletin Board—The Committee shall provide the Union with access to bulletin boards where notices are customarily posted for the information of employees. The Union shall have the right to use such bulletin board to exhibit official non-controversial notices such as notice of union meetings. Copies of all such notices shall be given to the Facilities Director prior to posting, but his advance approval will not be required. If a member of the Administration objects to a particular bulletin, the matter will be taken up with the Union.

Section 2. Should any provision of this Agreement be found to be in violation of any Federal or State law, all the other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Section 3. No Discrimination—The parties to this Agreement agree that they shall not discriminate against any employee because of race, age in accordance with law, creed, color or sex.

Section 4. An annual monetary allowance of $700.00 per fiscal year will be allocated to each Maintenance employee to purchase uniforms. Each employee may purchase their uniforms, as approved by the Director of Facilities, from approved vendors. The uniforms purchased will be deducted from the employee's calculated remaining balance. There will be no cash transactions allowed. Purchases shall not be made during normal working hours. No cleaning or laundering services will be provided. Cleaning and laundering will be at the sole expense of the employee.

A winter coat and gloves will also be provided upon hire and as needed to each Maintenance employee. Employees may choose a style of coat. There shall be an annual boot allowance of $300.00 for each employee; employees will wear footwear and foul weather gear at all appropriate times while on duty. Such gear will be provided by the School Department upon hire and as needed. The cost associated with the rain gear will not count towards the uniform or boot allowance. Reimbursement shall be made after submission of receipt as proof of purchase. Uniform and boot allowance funds may be co-mingled but cannot exceed a total of $1,000.00.

Section 5. Union Steward—The Union Steward may not solicit grievances. However, if the steward is called upon to investigate a pending grievance, he may do so without suffering a loss of pay for time so spent provided he has permission in advance from the Facilities Director and provided such investigation does not cause a disruption of the work schedule.

Section 6. After one month of employment, the Committee shall contribute a premium for health insurance in the same amount and same coverage as provided for Town of Barnstable employees.

Section 7. No employee shall be disciplined without just cause.

Section 8. Both parties to this Agreement shall cooperate in the enforcement of safety rules and regulations. Complaints with respect to unsafe or unhealthy conditions shall be brought immediately to the attention of the employee's immediate supervisor and shall be subject to the grievance procedure. The Committee and the Union shall establish a joint safety committee consisting of two representatives of each party for the purpose of promoting sound safety practices and rules. The committee will make recommendations to the Director of Facilities concerning safety trainings and policies. Recommendations will result in proper trainings and procedures.

Section 9. Employees will be reimbursed for tuition payments for any course successfully completed. Also, employees will be reimbursed for the cost of the license fee for any license required to perform work within the scope of the employee's classification, other than a Class D driver's license.

Section 10. All employee leave time balances will be documented on their direct deposit notifications.

Section 11. All members of the bargaining unit shall be provided with a copy of the collective bargaining agreement and the cost of printing the agreement shall be divided equally between the Union and the Committee.

Section 12. When the Employer hires new employees who are members of the bargaining unit one-half hour shall be allotted to the Union to meet with such employees. The Employer shall notify the Union Stewards upon the hiring of a new employee.

Section 13. Maintenance Craftsmen who obtain and hold a valid 2A-1C Hoisting License shall receive an annual stipend of five hundred ($500.00) dollars. This stipend will be payable in equal monthly installments commencing the first month after the employee receives their hoisting license.

Section 14. When circumstances would normally call for work to be contracted out to an outside vendor, management reserves the right to perform the work if the management employee is appropriately licensed.

ARTICLE XXVI
WAGES

Each step in the wage schedule represents one (1) full years' experience in that job classification. If an employee is below the maximum step on the schedule for his job classification, he may be advanced to the next higher step on his anniversary date each year.

Increase added to base wage effective:

July 1, 2024	3.00%
July 1, 2025	3.00%
July 1, 2026	3.00%

When employees are required to work when schools are closed due to inclement weather, they shall be paid at a rate of 1.5 times their normal rate for every hour worked. This applies only to shifts in which a school would normally be open.

ARTICLE XXVII
WAGE REOPENER

The wage schedule appended to this Agreement shall be reopened if any other bargaining unit of employees employed by the Committee receives a raise during the term of this Agreement. As used in this article, the term "raise" means a general wage or salary increase for employees in the unit that is paid for with new money and not by reallocating money from other compensation or benefits for employees in the unit. (For example, a general wage or salary increase that is paid for by eliminating course reimbursement or by deferring step increases is not a raise.)

ARTICLE XXVIII
DURATION

This Agreement shall become effective on July 1, 2024, and shall remain in effect until June 30, 2027. If either party desires a change or alteration in the Agreement, such party shall give written notice to the other of such desire by April 1, 2026. If no such notice is given, this Agreement shall continue in force from year to year and can be changed only after written notice as provided above by one party to the other at least ninety (90) days prior to July 1 of any year.

American Federation of State, County and Municipal Employees, AFL-CIO, State Council 93, Local 2977

Barnstable School Committee

Date 7-26-2024

Scott E. Taveira

Date July 12, 2024

WAGE SCHEDULE

Effective July 1, 2024 3%

	Step 1	*Step 2*	*Step 3*	*Step 4*	*Step 5*
Craftsman/Painter	24.71	25.86	27.63	30.85	32.19
Plumber/Electrician/ Maintenance HVAC	40.57	41.74	43.36	45.12	46.95
Working Foreman/ Maintenance Specialist 2	31.19	32.29	33.68	35.62	37.25
Fleet Section Forman/ Grounds Section Forman	37.70	39.02	40.61	42.49	45.22
HVAC Mechanic	29.82	31.49	32.83	34.72	36.32
Seasonal Laborer	13.36	0.00	0.00	0.00	0.00
Maintenance Specialist/ Locksmith	40.57	41.74	43.36	45.12	46.95

Effective July 1, 2025 3%

	Step 1	*Step 2*	*Step 3*	*Step 4*	*Step 5*
Craftsman/Painter	25.45	26.64	28.46	31.78	33.16
Plumber/Electrician/ Maintenance HVAC	41.79	42.99	44.66	46.47	48.36
Working Foreman/ Maintenance Specialist 2	32.13	33.26	34.69	36.69	38.37
Fleet Section Forman/ Grounds Section Forman	38.83	40.19	41.83	43.76	46.58
HVAC Mechanic	0.00	0.00	0.00	0.00	0.00
Seasonal Laborer	30.71	32.43	33.81	35.76	37.41
Maintenance Specialist/ Locksmith	13.76	0.00	0.00	0.00	0.00
	41.79	42.99	44.66	46.47	48.36

Effective July 1, 2026 3%

	Step 1	*Step 2*	*Step 3*	*Step 4*	*Step 5*
Craftsman/Painter	26.21	27.43	29.31	32.73	34.15
Plumber/Electrician/ Maintenance HVAC	43.04	44.28	46.00	47.87	49.81
Working Foreman/ Maintenance Specialist 2	33.09	34.26	35.73	37.79	39.52
Fleet Section Forman/ Grounds Section Forman	40.00	41.40	43.08	45.08	47.97
HVAC Mechanic	31.64	33.41	34.83	36.83	38.53
Seasonal Laborer	14.17	0.00	0.00	0.00	0.00
Maintenance Specialist/ Locksmith	43.04	44.28	46.00	47.87	49.81