

# **Agreement**

between

**Weymouth School Committee,**

and



**CTW-CLC**

**Maintenance Unit**

**July 1, 2023 - June 30, 2026**

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## ARTICLE I – RECOGNITION

The Weymouth School Department acting through the Weymouth School Committee (herein, called the Employer) recognizes the Service Employees International Union, Local 888 (herein, called the Union) as the exclusive bargaining agent for all matters relating to wages, hours and conditions of employment, on behalf of all employees in Unit B.

## ARTICLE II – CLASSIFICATION

The maintenance unit will be defined as Unit B and will consist of the following titles:

Carpenter	<b>Laborer/School Patrol</b>
Carpenter/ Cabinetmaker	<b>Heat/Plumbers</b>
Painter	Electrician
Painter Fore Person	Store Delivery (Supplies)
Labor Foreman	Assistant Mechanic
Laborer & Motor Equipment Operator	Motor Equipment Repair Person
Laborer & Motor Equipment Operator (Hydraulics)	<b>HVAC Mechanic</b>
	<b>Tele/Pneu Mech</b>

The Union agrees to remove the CDL Bus Driver position from the School Maintenance Contract with the following stipulations:

- The position will be placed in the Weymouth Van Drivers/ Monitors Chapter, SEIU Local 888.
- Ralph Salvaggi will be grandfathered in as the most senior CDL Bus Driver but will remain in the School Maintenance Chapter.
- The two CDL Bus Drivers who are currently in the School Maintenance Chapter will retain their seniority when moved to the Van Drivers/Monitors Chapter.
- The two CDL Bus Drivers who are currently in the School Maintenance Chapter will retain their sick time at respective (10) ten or fifteen (15) days and personal time at three days as currently outlined in the School Maintenance Contract, with the 2<sup>nd</sup> and 3<sup>rd</sup> day coming from sick time.
- The two CDL Bus Drivers who are currently in the School Maintenance Chapter will retain ten (10) vacation days per year for the remainder of their employment.

## ARTICLE III – PERSONNEL RECORDS

Each employee shall have the right, upon written request, to examine and copy all material including any and all evaluations contained in the personnel file concerning such employee. Whenever any material, including evaluations, is inserted into the personnel file or records of any employee, such employee shall be promptly notified and given a copy of such material.

An employee may challenge the accuracy or property of such material by filing a written statement of the challenge in their personnel file. An employee may file a grievance based on any material, which results in a negative action.

#### **ARTICLE IV – NOTIFICATION OF VACANCY**

**Vacancy:** A job opening caused by promotions, death, retirement, resignation, discharge, the replacement of a building, the erection of a new building, or an increase in manpower in a building, or in the staff.

- A. When a vacancy occurs, notification of the position shall be posted in each school for not less than one week prior to the opening of applications. The notice shall indicate the name of the school or job, the qualifications which the position requires, and the duties of the position, including the hours and work schedule, if possible.
- B. An employee who desires to be considered for the position shall make written application to the Superintendent of Schools.
- C. Applications will be opened one week after the posting of the notices; the Superintendent of Schools shall consider all applications.
- D. Every vacancy may be filled by the Superintendent of Schools. In filling vacancies, the following factors will be considered:
  - 1. Overall performance
  - 2. Length of service in present classification when being transferred within grade or to a higher grade.
- E. Employees shall not be restricted nor shall they be prevented by the Employers from bidding any position.
- F. Nothing in this Section shall limit the Employer's right to abolish or eliminate a position or to select for employment a person then not in the employ of the school system.
- G. Probationary period of ninety (90) calendar days for new hires into this bargaining unit. During this probationary period, an employee may be dismissed for any cause and said dismissal will not be subject to the grievance procedure.

#### **ARTICLE V – WORK SCHEDULE**

- A. A work schedule for purposes of this document is defined as five (5) eight (8) hour work periods, Monday through Friday, inclusive, five (5) eight (8) **workdays**. The work schedule for Mondays through Friday shall be 7:00 a.m. to 3:30 p.m. Excluded from the operation of this clause are those employees classified as Laborer and Motor Equipment Operators who perform Night Patrol. The Night Patrol hours are as follows: First position – hours are 8pm-4am Wednesday through Sunday; Holiday hours 9pm-4am; Second position – hours are 8pm-4am Monday and Tuesday; 4pm-12am Friday; 3pm-

11pm Saturday and Sunday; Holiday hours are 2pm-9pm; Third position – hours are 7am-3pm Saturday and Sunday; Holiday hours are 7am-2pm.

- B. All employees in continuous operation shall receive two consecutive days off in each seven-day period.
- C. The work schedule, starting times and quitting times as well as assigned lunch times of employees shall be posted on a bulletin board at each work location and made available to employees and the Union.
- D. Except in documented natural emergency situations, the Employer shall give any offered employee whose schedule is being involuntarily changed seven (7) days written notice of such change.
- E. Hours worked are to be accurately recorded by mandatory daily punching in and punching out of assigned time card and time clock.

#### ARTICLE VI – OVERTIME

Employees will be paid at the rate of time and one half of the base rate for work performed beyond eight (8) hours per day and forty (40) hours per week, provided, however, that such hours are not pyramided.

An employee who is required to work beyond **their** regular work schedule on a holdover situation will be paid at the premium rate. One quarter of an hour will be the smallest fraction of an hour considered.

If an employee is called back to work (**for any reason other than snow ice, sanding**), after completing **their** regular **shift** and prior to two (2) hours before starting **their** subsequent **shift**, **they** will qualify for an emergency call back at four (4) hours pay at the premium rate. **If the employee is called back to work within two (2) hours prior to starting their regular shift, they will receive a minimum of two (2) hours pay at the premium rate.**

**If any employee is called back to work after completing their regular shift to perform snow/ice removal or sanding, they will receive a minimum of three (3) hours pay at a premium rate.**

Any employee that is asked to be available for **inclement weather** shall be compensated four (4) hours pay for each **24-hour consecutive** period they are not called into work.

If an employee is required to perform scheduled hour checks or building inspections on Saturday, Sunday or holiday, he shall be paid one and one half (1 ½) hours pay per day at the premium rate.

When an employee is required to open a building for an outside activity, he shall receive a minimum of two hours pay at the overtime rate of time and one-half, provided he has performed his regularly scheduled work for that day.

All overtime shall be assigned equally insofar as practical and any refused overtime shall be considered as overtime worked for the purpose of assignment of such overtime.

In order to be eligible for overtime work to be performed on Saturday, Sunday or a Monday, when it is a holiday, employees must have worked forty (40) hours in the work week (Monday through Friday, eight (8) hour days) **immediately** preceding the Saturday or Monday on which the overtime work is to be performed.

The parties agree that all overtime opportunities will be offered to the members of this bargaining unit first. Only when no bargaining unit members are available or in cases of emergency, the District may utilize outside resources to complete the work. The parties agree that all call back times will be amended to reflect the new work schedule set forth above in Article V.

Maintenance staff must punch in and out for overtime details or assignments; both overtime card and timecard must match and be submitted together for approval and processing to appropriate supervisor, i.e. Athletic Director or Maintenance Director or their designee.

### **ARTICLE VII - PAID HOLIDAYS:**

#### Designated Days:

New Year's Day	Independence Day	½ Day Before Christmas
Martin Luther King's Birthday	Labor Day	Christmas Day
Washington's Birthday	Columbus Day	Day after Christmas
Good Friday ***	Veteran's Day	½ Day before New Years
Patriot's Day	Thanksgiving Day	
Memorial Day	Day after Thanksgiving	
<b>Juneteenth (June 19<sup>th</sup> or the day observed</b>		

\*\* Providing school is not in session

The above-mentioned days shall be paid holidays when they occur during the work week.

In the event that one volunteers to work the day after Thanksgiving when asked to, a compensatory day off will be given. One-half day shall be granted the last working day before Christmas, if Christmas occurs on Tuesday, Wednesday, Thursday, Friday or Saturday. Employees shall receive regular Remuneration for the afternoon. In the event that the one-half day before Christmas falls on a school day, the day before New Year's Day will be a full-day holiday. At no time shall the afternoon be deducted from sick leave or vacation unless the employee has been on sick leave or vacation on the preceding day.

In the event that an employee covered by this Agreement is required to work on Thanksgiving Day, Christmas Day and/or New Year's Day, such employee shall receive the holiday allowance for that day and time and one-half (1½) of the base hourly rate of pay for the time worked.

An employee will be given an additional day of vacation when a holiday occurs during the employee's regularly scheduled vacation.

In the event one of the listed holidays should occur outside of an employee's regularly scheduled work week, said employee shall be entitled to a compensatory day off to be taken at a mutually agreed upon date.

To be eligible for holiday, an employee must work the regularly scheduled work week before and the regularly scheduled workday after the holiday, except if the employee is on approved bereavement, personal day, or vacation day. In the event the employee takes a sick leave, he/she may be required to provide a doctor's note certifying said illness. The requirement of a doctor's note will not be grievable or arbitrable.

Compensatory time earned must be taken in the fiscal year in which it is earned unless the compensatory time is earned after May 1<sup>st</sup> in which case it may be carried over to the next fiscal year.

#### **ARTICLE VIII - SAFETY**

A. The Employer agrees to provide a safe and clean surrounding in all places of employment.

B. Employee shall be informed of any toxic or hazardous materials in the workplace in accordance with the M.G.L Chapter 111E (Right to Know Law).

#### **ARTICLE IX - ASSIGNMENT OF PERSONNEL BY THE SUPT, OF SCHOOLS**

Temporary and provisional employees, unless otherwise approved by Civil Service, shall be assigned to training positions only by the Superintendent. The employee shall carry out his assignment under the direction of the Senior Custodian of the building and the Assistant Director of Maintenance.

When an employee is transferred for the convenience of the employer, he shall receive his regular rate of pay. However, if the transfer is to a higher rated job and is for a period in excess of ten (10) working days, he shall receive the higher rate.

#### **ARTICLE X - PHYSICAL EXAMINATIONS**

Employees shall successfully pass a physical examination by a school physician prior to employment, as required by State law and the by-laws of the Town of Weymouth.

The Employer shall respond to all requests for Family Medical Leave consistent with the provisions of the Family Medical Leave Act of 1993.

## ARTICLE XI - PAID LEAVES OF ABSENCE

### *Section A - Sick Leave*

All regularly appointed employees shall be entitled to sick leave with full pay computed as follows: Sick leave shall be earned at the rate of fifteen (15) days per year with a total accumulation of Two Hundred Five (205) days.

Absence for periods in excess of four (4) consecutive days' duration will be paid only on the submission of a doctor's certificate to the Superintendent of Schools.

An employee using accumulated sick leave may be required to submit a written statement from a doctor affirming that ill health makes absence necessary when such absence extends beyond four (4) consecutive **workdays** and every four (4) consecutive **workdays** thereafter unless on an extended medical leave with documentation.

Extension beyond stated sick leave may be given in exceptional circumstances at the discretion of the Superintendent of Schools and the Committee.

Notice of accumulated sick leave will be provided following the end of the fiscal year.

Sick leave may be taken for illness of a spouse or child; up to a limit of four (4) days in any one-year such leave shall be deducted from employee's accumulated sick leave.

Employees covered by this Agreement shall be entitled, in the event of retirement or death, to a lump-sum payment based on the following formula:

1. 50% of the then unused accumulated sick leave days.
2. At the then base rate of pay of the employee's classification.
3. Not to exceed **\$4,500**.

### *Section B - Special Leaves of Absence*

#### Personal Leave

The Superintendent of Schools, or their designee, may grant two (2) personal days **without loss of pay** provided that employees requesting such leave submit a written request to **their immediate supervisor** at least twenty-four hours prior to the day for which the leave is requested; a reason for the requested personal day(s) does not need to be stated in this request. Two additional days may be granted in the event of extreme need or emergency, which requires absence during work hours upon written request to the Superintendent or their designee; a reason for the requested personal day (s) shall be stated in the request.

### **Bereavement Leave**

Employees covered by this Agreement will receive up to four (4) days off with pay in the event of death in the immediate family. The term “immediate family” means the employee’s spouse, child, **step-child**, father, **step-father**, mother, **step-mother**, sister, brother, **step-sister**, **step-brother**, mother-in-law, father-in-law, grandparents, **step-grandparents**, grandchildren **and step-grandchildren**. The deceased must be the employee’s own relative.

Employees will receive one (1) day off with pay for the purpose of attending the memorial service in the event of death of a brother-in-law, sister-in-law, uncle, aunt, niece, or nephew, unless said relative is a member of the immediate household, in which event the employee will be granted up to three (3) days off with pay. The deceased must be the employee’s own relative.

Absences under paragraphs one and two will not be deducted from sick leave.

Requests for bereavement leave not covered in this Article shall be made in writing to the Superintendent or his/her designee. The **written request** must explain the reason that bereavement leave is being requested and the decision of the Superintendent or his/her designee shall be final; that is, it cannot be grieved or arbitrated.

### **Jury Duty**

Employees, while serving on jury duty will be paid their regular rate of salary, reduced, however, by the amount received by them from the authority, which compensates them for their jury duty.

### **Family Medical Leave Act**

The Employer shall respond to all requests for Family Medical Leave consistent with the provisions of the Family Medical Leave Act of 1993.

### **State of Emergency**

When the Governor declares a State of Emergency for Norfolk County, employees covered by this Agreement are considered to be essential employees. However, if an employee is unable to report to work due to the State of Emergency, he/she will receive his/her regular day’s pay. Employees who do report to work on such days will be entitled to one (1) day compensation time to be used at a mutually agreed upon time, not to exceed seven (7) days of compensation time resulting from any single State of Emergency for Norfolk County. Compensation time must be taken in the fiscal year in which it is earned. Should any State Emergency for Norfolk County extend past seven (7) days, the Parties agree to open negotiations.

## ***Section C - Extended Leaves of Absence***

### **A. Military Leave**

Military Leave will be granted to any employee who is inducted, or in lieu of induction, enlists in any branch of the armed forces of the United States. Upon return from such leave, an employee will be placed on a salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence up to a maximum of three (3) years. In the absence of any emergency, the employee must return to work within ninety (90) days of the date of discharge

- A. All benefits to which an employee was entitled at the time of his leave of absence commenced, including unused accumulated sick leave, will be restored to him upon his return.
- B. Upon his return from a leave of absence taken pursuant to Section A (Military Leave), an employee will be assigned to the same position which he held at the time said leave commenced, if available, or, if not, to a substantially equivalent position. With reference to Military Leave, it is recognized that the Committee may fill the position in question at the time said leave commences.
- C. All requests for extended leaves, extensions, or renewals will be applied for in writing. If granted, the employee shall be notified in writing.
- D. Upon recommendation by the Superintendent of Schools, the Committee may grant leaves of absence for reasons, which they consider good and sufficient with or without remuneration. Decision on such requests is not subject to the Grievance Procedure.

## **ARTICLE XII - VACATIONS**

An employee shall be advanced his/her vacation time for the upcoming fiscal year on July 1 to be taken between July 1 and June 30. New hires who begin their employment between July 1<sup>st</sup> and December 31<sup>st</sup> will receive three (3) days of vacation after completing the ninety (90) day probationary period to be taken between January 1<sup>st</sup> and June 30<sup>th</sup>. New hires who begin their employment between January 1<sup>st</sup> and June 30<sup>th</sup> will be advanced two (2) weeks' vacation for the upcoming year on July 1<sup>st</sup>. In the last year of employment, vacation time shall be prorated based upon the permanent hire date and the amount of time worked during that year. (i.e. A staff member who has 20 days of vacation a year whose permanent hire date is 10/1 and retires on 12/31 will receive  $\frac{1}{4}$  of 20 days or five paid days' vacation.)

For an employee hired prior to 7/1/07, remaining vacation days for the year of retirement shall be paid based upon the person's permanent hire date. In order to be eligible for vacation and/or sick leave pay-out, an employee must notify the superintendent's office no later than 60 days prior to retiring.

The schedule for vacation will remain on a fiscal year (July 1-June 30). For the purposes of years of service to determine vacation eligibility; years of services shall be calculated on the anniversary of employee's initial date of hire and employees will receive their next level of vacation eligibility on July 1<sup>st</sup> of the fiscal year in which they become eligible for the next level of vacation.

Excluding temporary or substitute service, the date the employee's permanent service actually began, provided it has been continuous, will determine vacation eligibility.

Vacation time will not be cumulative from one year to another.

<u>Years of Service</u>	<u>Vacation</u>
From one year to five years	Two weeks
From five years to ten years	Three weeks
From ten years to fifteen years	Four weeks
<b>Sixteen years or more</b>	<b>Five weeks</b>

In order to be eligible for vacation, an employee must work the regularly scheduled work day before and the regular scheduled work day after the vacation, except if the employee is on an approved bereavement, personal day, holiday or approved compensation day. In the event the employee takes a sick leave, he/she may be required to provide a doctor's note certifying said illness. Otherwise, the employee will not be paid for the sick day.

Vacations may be taken at the discretion of the Administration. Written documentation shall be provided upon the approval or disapproval of vacation days. All maintenance staff members must be on duty the week preceding the opening for school in September, unless the Director of Maintenance is able to approve without disruption to the opening of school.

### ARTICLE XIII - UNIFORM

If employees covered by this agreement are required to wear uniforms when on duty, the cost of providing and maintaining the uniform in proper condition shall be paid by the Employer.

**Employees covered by this Collective Bargaining Agreement shall be provided with a work boot reimbursement in the amount of \$200.**

The Committee will provide foul weather gear consisting of: 1 rubber jacket, 1 pair of rubber pants, and 1 pair of rubber boots. This foul weather gear will be provided only to employees who are required to perform work out of doors.

Effective July 1, 2014, the Committee will provide five (5) summer T-shirts.

**Effective July 1, 2023, the Committee shall provide each member covered by this Collective Bargaining Agreement with two (2) sweatshirts.**

## ARTICLE XIV - GRIEVANCE PROCEDURE

### ***Section 1. Definition:***

For the purpose of this Agreement, a grievance shall be defined as a dispute over the interpretation or application of the language of this agreement. No employee in the bargaining unit as described in Article I shall be discharged, suspended, demoted or otherwise disciplined without just cause.

### **Step One:**

An employee covered by this agreement may file a grievance in writing with his/her immediate supervisor within three working days from the date on which the incident giving rise to the grievance occurred or when he/she had reasonable knowledge of the incident, or within five (5) working days from when he/she received written notice as outlined in the INFORMAL GRIEVANCE PROCEDURE STEP. Such appeal shall be in writing setting forth the details of the grievance, the applicable provisions of the Agreement, and the decision, if any, rendered at the informal step.

Within five (5) working days after receipt of the written grievance by the immediate supervisor, the immediate supervisor shall conduct a hearing on this matter. A decision shall be rendered within five (5) working days from the close of the hearing.

### **Step Two.**

If the Union or an employee is not satisfied with the disposition of the grievance at Step One, or if no decision has been rendered within the five (5) working days after the close of the hearing on the matter, the Union or said Grievant may appeal to the Superintendent of Schools. Such appeal shall be in writing setting forth the details of the grievance, the applicable provisions of the Agreement, and the decision, if any, rendered at the informal Step or Step One. The Superintendent shall conduct or arrange to conduct a hearing with the Union or the Grievant within five (5) working days. A decision shall be rendered within five (5) working days from the close of the hearing.

### **Step Three.**

If the Union or the Grievant is not satisfied with the decision of the Superintendent of Schools, or if a hearing is not scheduled within five (5) working days, or if a hearing was held and no decision has been rendered within five (5) working days after the close of the hearing, the Union may file a request for a hearing with the School Committee. The School Committee shall meet with the Union and/or the grievant at the next regularly scheduled School Committee meeting. A decision shall be rendered within five (5) working days from the close of the hearing.

Within thirty (30) working days thereafter the Union may submit the grievance to arbitration as provided in this Agreement.

Any step or steps in the grievance procedure, as well as time limits prescribed at each step of this grievance procedure, may be waived by mutual agreement of the parties in writing.

If the Employer exceeds any time limit prescribed as any step in the grievance procedure, the Union and/or the grievant may assume that the grievance is denied and invoke the next step of the grievance procedure, except, however, that only the Union may request impartial arbitration under this Agreement.

The Union shall be notified by the Employer of grievance filed by an employee on his/her behalf and shall be given the opportunity to be present in any grievance meeting between the employee held in accordance with this grievance procedure.

### **Arbitration**

Grievances unresolved at Step Four may be brought to arbitration solely by the Union. The parties will attempt to agree on arbitration on a case-by-case basis. Failing such agreement within fifteen (15) calendar days from the date of submission of a grievance to arbitration, then the arbitrator shall be selected pursuant to the Voluntary Labor Arbitration Rules. The arbitrator shall have no power to add to, subtract from, or modify any provision of this decision or award of the arbitrator shall be final and binding in accordance with Massachusetts General Laws, Chapter 150E.

All fees and expenses of the arbitrator, if any, which may be involved in the arbitration proceeding, shall be divided equally between the Union and the Employer. Each party shall bear the cost of preparing and presenting its own case except in the case of an untimely cancellation by either party, and then such expense shall be borne solely by the party requesting the cancellation.

### **ARTICLE XV - PROTECTION**

- A. Employees will immediately submit written reports of affrays in connection with their employment, in which they have been involved, to the Superintendent of Schools.
- B. This written report will be submitted to a joint committee comprised of two (2) of the Union and two (2) designees of the committee. The joint committee shall investigate the subject of the submitted report and shall comply with any reasonable request from the involved employee for information in its possession relating to the incident or the persons involved, and will act in appropriate ways as a liaison between the employees, the police and the courts.

- C. The joint committee shall submit a report to the Union and the Committee of its finding, and shall make such recommendations as it deems necessary. If the joint committee recommends that legal counsel be provided the employee, in the event of criminal or civil action being instituted against said employee, then the committee will furnish such legal counsel if requested by the employee.

If the joint committee does not recommend that legal counsel be furnished or if the committee does not furnish legal counsel for the purpose of defending the employee in a criminal action and the employee prevails in such action, then the committee will reimburse said employee for reasonable counsel fees incurred by him.

#### **ARTICLE XVI - HEALTH AND WELFARE**

- A. The Town of Weymouth shall provide for its eligible employees a continuation of its contributory group insurance plan, which is in accordance with Chapter 32-B, as amended of the General Laws.
- B. The Town shall share fifty percent (50%) of the cost of this insurance. The insurance shall cover \$2,000.00 life insurance, \$2,000.00 accidental death and dismemberment insurance.
- C. The Town shall also share fifty percent (50%) of the cost of hospital, surgical and medical coverage similar to, but not of necessity, the familiarly known Blue Cross-Blue Shield and extended benefits, in accordance with Town policy. The employee's contribution of the premium cost under this section shall be deducted weekly.
- D. Whenever an employee is absent from work as a result of personal injury by an accident or an assault occurring in the course of his employment, payment will be made in accordance with the provisions of Section 68 of Chapter 152 of the General Laws of Massachusetts. This law provides in part, that a person receiving compensation as a result of total incapacity may have the difference between such compensation and his regular salary made up of overtime and vacation pay which may be due, or from any sick leave allowance to which he may be entitled. However, when a person has exhausted his overtime or vacation pay and/or sick leave allowance, such person is entitled only to the benefits allowable under Workman's Compensation.

#### **ARTICLE XVII - POLICIES AFFECTING CIVIL SERVICE EMPLOYEES**

Nothing in this Agreement shall be in conflict with Civil Service Rules and Regulations.

## **ARTICLE XVIII - NO STRIKE CLAUSE**

During the term of this Agreement, the Union, for itself and its members, guarantees the Employer that it will not authorize a strike or other interruption, to the normal functioning of the schools.

In the event of a strike or other interruption to the normal function of the schools, the Union, upon being called upon by the Superintendent of School Committee, agrees promptly to take the following steps:

- A. Publicly declares that no such action is unauthorized.
- B. Instruct and direct the employees to return to work.
- C. If these steps do not result in termination of the strike or other interruption, the School Committee may proceed with legal remedies.

## **ARTICLE XIX - COMMITTEE RIGHTS CLAUSE**

Nothing in this Agreement shall be deemed to derogate from or impair any power, right or duty heretofore possessed by the School Committee or imposed upon it by law through custom, practice or usage to direct and manage the operation, function and employees of the public schools. The parties agree that all matters relating to wages, hours and conditions of employment have been subject to Collective bargaining under the provisions of Chapter 150E of the Massachusetts General Laws. This Agreement contains all the understandings of the parties relating to these matters.

## **ARTICLE XX – DUES DEDUCTION**

### **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, and 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 ID number  
Employee legal name  
Bargaining unit  
Deduction amount

Deduction type  
Base pay amount (excluding overtime, shift differentials, bonuses, and longevity)  
Pay ending date  
Check date

#### Employee Rosters

Upon signing of this agreement, and monthly thereafter, the Employer shall supply to the Union a list of all new hires and any terminated or transferred employees during the month in accordance with Massachusetts laws prescribing conditions related to collective bargaining.

The list of new hires shall include the employees’:

Legal name  
Date of hire  
Employee ID number  
Job title  
Worksite location  
Home address  
Work telephone number  
Any personal phone numbers on file with the employer  
Work email address  
Personal email address

#### Orientation

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.

The Union agrees to indemnify and hold harmless the School Committee of Weymouth against all claims, suits, or other form of liability arising out of the application of this Agreement. The Union shall assume full responsibility for the disposition of the monies deducted once they have been released to the treasure of the Union. Said treasurer shall provide to the Committee any information that may be required pursuant to Massachusetts General Laws, Chapter 180, Section 17G.

### **ARTICLE XXI – LAYOFF AND RECALL**

In the event the Committee decides to reduce the number of Employees covered by the extant Collective Bargaining Agreement, as amended, it shall determine the number of such employees in the various **classifications** to be placed on layoff.

The employees to be laid off in such designated **classifications** shall be laid off in inverse order of school system seniority.

In the event the employee to be placed on layoff wishes to displace a less senior employee in the same **classification**, then the displacing employee’s seniority **by classification** shall be used for the purpose, and the displaced employee shall be laid off.

Employees placed on layoff shall be on recall list for a 36-month period from the effective date of layoff.

## ARTICLE XXII – WAGES

Salary payment to employees covered by this Collective Bargaining Agreement will be made on a BI-WEEKLY beginning after 9/1/17 basis. The Committee shall determine which day of the week will be designated “payday.”

Employees who have completed ten (10) years of continuous employment in the Weymouth Public Schools will receive longevity payments of ONE THOUSAND (\$1,000) dollars per year, in the second pay period of May following the employees qualification for such payment. This amount will increase 2% beginning July 1, 2021. If an employee leaves service with the Weymouth Public Schools any time prior to the second pay period of May following the employees qualifying date, the longevity payment will be included in their final paycheck.

Employees who have completed fifteen (15) years of continuous employment in the Weymouth Public Schools will receive longevity payments of ONE THOUSAND SEVEN HUNDRED SEVENTEEN (\$1,717) per year, in the second pay period of May following the employee’s qualification for such payment. If an employee leaves service with the Weymouth Public Schools any time prior to the second pay period of May following the employees qualifying date, the longevity payment will be included in their final paycheck.

Employees who have completed twenty (20) years of continuous employment in the Weymouth Public Schools will receive longevity payments of TWO THOUSAND SIXTY-SEVEN DOLLARS (\$2,067) per year, in the second pay period of May following the employee’s qualification for such payment. If an employee leaves service with the Weymouth Public Schools any time prior to the second pay period of May following the employees qualifying date, the longevity payment will be included in their final paycheck.

Subject to pre-approval of the Superintendent or their designee, the School Committee will reimburse employees for the cost of obtaining and maintaining heavy equipment licenses or any other licenses required for their assigned job, minus the costs associated with medical clearance. The Committee will not allow employees to operate equipment without proper licenses. Should a covered member wish to receive reimbursement for costs associated with obtaining and maintaining additional licenses that are not immediately required for their present position but could be beneficial to the Department-at-large, the member should speak to their immediate supervisor, who will then present the request to the Superintendent or their designee; The decision of the Superintendent or their designees shall not be grievable or arbitrable.

Effective July 1, 2014, all employees shall participate in direct deposit.

1. Effective July 1, 2020, increase the salary schedule in effect on June 30, 2020, by zero (0%) percent.
  - A. Bargaining unit members who are on Step 6 as of July 1, 2020, will receive a one-time payment of \$750.

2. Effective July 1, 2021, increase the salary schedule in effect June 30, 2021, by three (3%) percent
3. Effective July 1, 2022:
  - A. Delete Step 1 and renumber the remaining steps
  - B. Increase all wages by three (3%) percent
  - C. Add a new Step 6 at seven hundred dollars (\$700) more than Step 5

**Effective July 1, 2023:**

- A. Add a new Step 7, at 3% above the current last step.
- B. Increase all wages by three (3%) percent.

**Effective July 1, 2023, employees covered by this Collective Bargaining Unit who maintain a professional hoisting license minimum Class 1C and Class 2A will receive \$0.80 per hour pay differential. Employees who maintain this credential will provide a copy of their valid license to the Manager of Buildings and Grounds to be stored in their personnel file. In order to continue to be eligible for this differential, employees must recertify in accordance with Massachusetts State requirements.**

**Effective July 1, 2024:**

- A. Add a new Step 8, at 2.5% above the current last step.
- B. Increase all wages by two and one half (2.5%) percent.

**Effective July 1, 2025:**

- A. Increase all wages by two and one half (2.5%) percent.

**Each employee covered by this Collective Bargaining Agreement shall receive a signing bonus of \$3,000.00 per employee.**

**ARTICLE XXIII – EVALUATION**

Effective July 1, 2001, all employees shall be evaluated annually by the Supervisor of Buildings and Grounds and Director of Maintenance pursuant to the instrument attached hereto and the following procedure:

- A. The employee and supervisor shall meet at the beginning of each school year to develop a performance plan for that school year;
- B. The employee and the supervisor shall meet periodically during the first half of the year for updates regarding the employee's performance and any negative comments shall be written and presented to the employee;

- C. There shall be a mid-year appraisal review which shall include a written rating which shall not be binding;
- D. The employee and the supervisor shall meet periodically during the second half of the school year for update regarding the employee's performance and any negative comments shall be written and presented to the employee; and
- E. There shall be an end-of-the-year formal performance evaluation which shall be written and provided to the employee who will have the opportunity to review the document and have a written response attached prior to the document being placed in his/her personnel file;
- F. It is understood that in the event that an adverse employment action is taken against an employee due to his/her performance, said action will be subject to review in accordance with the terms of this Agreement and Massachusetts General Laws.
- G. Further, it is understood that the evaluation process shall be fundamentally corrective with the goal of improving performance and shall not be administered in an arbitrary, capricious or punitive manner.

#### **ARTICLE XXIV – DRUG/ALCOHOL TESTING**

Where the School Department has reasonable suspicion to believe that:

- (a) Pending State Law, an employee is being affected by the use of alcohol or marijuana
- (b) an employee is being affected by the use of alcohol;
- (c) had abused prescribed drugs; or
- (d) has used illegal drugs

The School Department shall have the right to require that the employee submit to alcohol or drug testing as set forth in this agreement. The foregoing shall not limit the right of the School Department to conduct any testing it may deem appropriate for persons seeking employment in the School Department prior to the date of hire.

#### ***Order to submit to testing:***

Within forty-eight (48) hours of the time the employee is ordered to test as authorized by this agreement, the School Department shall provide the employee with a written notice, setting forth the facts and inferences which form the basis of the order to test. Refusal to submit to such test may subject the employee to discipline but not greater than if he failed the test, but the employee's taking of the test has not be construed as a waiver of any objection or rights that he or she may possess.

### ***Tests to be Conducted:***

In conducting the testing authorized by this agreement, the School Department shall:

- A. Use only a clinical laboratory, which is certified by the Commonwealth of Massachusetts to perform drug and/or alcohol testing.
- B. Establish a chain of custody procedure for both the sample collection and testing that will ensure the integrity of the identity of each sample and test result. No part of the collection and testing procedures shall be performed by a School Department employee.
- C. Collect a sufficient sample of the same bodily fluid or material (for example, hair samples) from an employee to allow for initial screening, a confirmatory test, and a sufficient amount to be set aside and reserved for laser testing if requested by the employee.
- D. Collect sample in such a manner to preserve the individual employee's right to privacy while insuring a high degree of security for the sample and its freedom from adulteration.
- E. Confirm any sample that tests positive in initial screening for drugs by testing the second portion of the same sample by gas chromatography/mass spectrometry (GC/MS) or an equivalent or better scientifically-accurate and accepted method that provides quantitative data about the detecting drug or drug metabolites.
- F. Provide the employee tested with an opportunity to have the additional sample tested by a clinical laboratory of the employee's choosing at the School Department's own expense; provided the employee notifies the School Department within seventy-two (72) hours of receiving the results of the test.
- G. Require that the laboratory report to the School Department that blood or urine sample is positive only if the initial screening and confirmation test are positive for a particular drug. The parties agree that should any information concerning such testing or the results thereof be obtained by the School Department inconsistent with understanding expressed herein (e.g., billings for testing that reveal the nature or number of tests administered), the School Department will not use such information in any manner or form adverse to the employee's interests.
- H. Require that with regard to alcohol testing, for the purpose of determining whether the employee is under the influence of alcohol, test results showing alcohol concentration of .04 or more based on the grams of alcohol per 100 millimeters of blood shall be considered positive. In the event that the alcohol concentration is below .04, no record will be kept.

- I. Provide each employee tested with a copy of all information and reports received by the School Department, upon receipt by the School Department, in connection with the testing and the results.

***Treatment/Discipline:***

- A. If an employee tests positive for alcohol as defined above, the employee shall receive treatment from a treatment facility chosen and paid for by the School Department or he/she may choose to utilize his/her own health insurance. The employee may also access the Family Medical Leave Act or accumulated sick leave for this purpose. The employee will be subject to random alcohol testing for twenty-four (24) months but not more than once per month during that period. The employee must provide certification of successful completion of the treatment program.
- B. If an employee tests positive for drugs, the employee shall receive treatment from a treatment facility chosen and paid for by the School Department or he/she may choose to utilize from his/her own health insurance. The employee may also access the Family Medical Leave Act or accumulated sick leave for this purpose. The employee will be disciplined but said discipline shall not include dismissal. The employee will be subject to random drug testing for twenty-four (24) months but not more than once per month during that period.
- C. A second positive test for either alcohol or drugs within three (3) years of the first will result in dismissal. After three (3) years, an employee who tests positive for either drugs or alcohol will be treated as set forth above.
- D. Refusal to receive treatment as stated above will subject the employee to disciplinary action but not greater than if he/she had failed the test.
- E. The entire process will be confidential and any action taken pursuant to this policy may be subject to the grievance and arbitration provisions of this Agreement.

The School Committee agrees to have those administrators who will be enforcing this policy trained to determine if “reasonable suspicion” exists.

**ARTICLE XXV – NEGOTIATION PROCEDURES**

**Section I.** No later than March 1 of the calendar year in which this Agreement expires, the Committee agrees to enter into negotiations with the Union in a good faith effort to reach a successor Agreement.

**Section II.** During negotiations the Employer and the Union will present relevant data, exchange points of view and make proposals. Either party may, if so desired, utilize the services of outside consultants and may call upon professional and a representative(s) to assist in negotiations.

**Section III.** Both parties agree that for the express term of this Agreement they will be bound by the past practice and precedents in working conditions of employees covered by this Agreement unless specifically modified or revised in this Agreement.

### **ARTICLE XXVI – NON-DISCRIMINATION**

The Employer and the Union agree not to discriminate in any way against employees covered by this Agreement on account of race, religion, creed, color, national origin, gender, age, mental or physical handicap, sexual preference, marital status, or union activity. Both the Employer and the Union agree that no provision of this agreement shall be interpreted or applied in a manner inconsistent with the obligation of the parties under the Americans with Disabilities Act.

### **ARTICLE XXVII – GENERAL PROVISIONS**

1. Employees covered by this Agreement who are assigned to more than one school will be reimbursed at the **IRS** rate per mile for travel which is part of their assigned duties. Such reimbursement will be made upon the submission of evidence of the travel as may be required by the Superintendent.
2. Employees covered by this agreement, who are assigned to and work the night shifts (any shift that starts after 1430 hours) shall be paid a differential of **\$8.00** per day for each day so worked. This differential shall be in addition to their regular base pay and shall not be used for the purpose of salary computation including but not limited to overtime rates, vacation pay, sick leave or holiday allowance.
3. Employees covered by this Agreement who, on their normal workday, are assigned to snowplowing or sanding for three or more hours prior to or after their regular workday, or (6) six hours or more, on weekends shall receive **\$15.00** meal allowance. On a day other than their normal workday, such employees who are assigned to “Night Patrol Duty” be granted the same number of holidays set forth in Article VII, “Paid Holidays” under the same terms and conditions as other employees covered by this Agreement. In no event shall any of the employees assigned to “Night Patrol Duty” be any greater number of holidays than those granted to other employees covered by this Agreement.
4. The School Department will establish a listing of all employees according to original date of employment.
5. The Committee shall not discipline, suspend or discharge an employee covered by this Agreement “without just cause.”
6. Time off without loss of wages, benefits or other privileges may be granted to Union negotiating committee members for attendance at negotiating sessions and caucuses.
7. The Committee shall make every effort to have all benefit leave time (vacation, sick and personal) and overtime hours worked on the employees’ pay checks.

8. Joint Labor Management Committee (JLMC) - Both parties recognize the value of sharing, discussing and providing opportunities for resolving problems. Therefore, a Joint Labor Management Committee will be established consisting of two (2) members of the bargaining unit designated by the Union and two (2) representatives of Management designated by the School Committee. The JLMC shall meet on request of either party and will discuss issues outlined in this contract and all matters of mutual concern to both parties, including but not limited to, job descriptions, requests for reclassification or upgrade of bargaining unit positions.

### **ARTICLE XXVIII – DIGNITY AND RESPECT**

At all times, management and the employees shall act in such a manner as to assure the proper dignity and respect to each other. This article shall not be subject to the arbitration clause (Article XIV) of this Agreement.

### **ARTICLE XXIX – DURATION**

This Agreement shall be effective as of **July 1<sup>st</sup>, 2023** except as otherwise noted herein, and shall continue in all its terms and conditions to and including **June 30, 2026** and shall continue year to year thereafter, unless and until either party hereto shall give notice to the other party on or before **June 1, 2026** that it wishes to terminate the Agreement as of **June 30, 2026** or to amend or change the provisions thereof. In the event that this Agreement is not terminated pursuant to the provision hereof, but a request has been made to modify, change or amend any of its provisions, then this Agreement shall continue in full force and effect until agreement has been reached on any changes, modifications or amendments.

IN WITNESS WHEREOF THE SCHOOL COMMITTEE OF THE TOWN OF WEYMOUTH has caused this AGREEMENT to be signed in its name and behalf by its Chairman, and the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 888 in its name and behalf by its President this 4<sup>th</sup> day of May, 2023.

**FOR THE LOCAL 888, SEIU:**

**FOR THE WEYMOUTH SCHOOL COMMITTEE:**

\_\_\_\_\_  
Thomas McKeever, President

\_\_\_\_\_  
Richard Dahlstrom, Chapter President

\_\_\_\_\_  
Brian Goode, Chapter Vice President

\_\_\_\_\_  
John Garner, Steward

\_\_\_\_\_  
Daniel L. Melanson, Secretary

\_\_\_\_\_  
Kevin McGrath, Negotiator

\_\_\_\_\_  
Jason Ostman, Negotiator

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Ryan Pickering, Negotiator

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Tracy Nardone, Chair

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**WPS SCHOOL MAINTENANCE**

<b>FV24</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
<b>Laborer/School Patrol</b>	\$ 23.6475	\$ 24.2843	\$ 25.1174	\$ 26.2558	\$ 26.5184	\$ 26.8650	\$ 27.6710
Annual Salary	\$ 49,186.87	\$ 50,511.14	\$ 52,244.04	\$ 54,611.96	\$ 55,158.32	\$ 55,879.32	\$ 57,555.70
<b>Laborer/Motor Equip Oper (Hyd)</b>	\$ 24.2668	\$ 24.9065	\$ 25.7398	\$ 26.8744	\$ 27.1371	\$ 27.4838	\$ 28.3083
Annual Salary	\$ 50,474.90	\$ 51,805.62	\$ 53,538.59	\$ 55,898.73	\$ 56,445.09	\$ 57,166.09	\$ 58,881.07
<b>Stores Delivery</b>	\$ 23.6475	\$ 24.2843	\$ 25.1174	\$ 29.5001	\$ 29.7628	\$ 30.1094	\$ 31.0126
Annual Salary	\$ 49,186.87	\$ 50,511.14	\$ 52,244.04	\$ 61,360.19	\$ 61,906.55	\$ 62,627.55	\$ 64,506.38
<b>Stores Delivery Supplies</b>	\$ 24.2668	\$ 24.9065	\$ 25.7398	\$ 26.8744	\$ 27.1371	\$ 27.4838	\$ 28.3083
Annual Salary	\$ 50,474.90	\$ 51,805.62	\$ 53,538.59	\$ 55,898.73	\$ 56,445.09	\$ 57,166.09	\$ 58,881.07
<b>Motor Equipement Rep</b>	\$ 27.6311	\$ 28.2553	\$ 28.8833	\$ 30.2288	\$ 30.4914	\$ 30.8380	\$ 31.7631
Annual Salary	\$ 57,472.61	\$ 58,771.01	\$ 60,077.15	\$ 62,875.73	\$ 63,422.10	\$ 64,143.10	\$ 66,067.39
<b>Asst. Mechanic</b>	\$ 24.9065	\$ 25.7398	\$ 26.3596	\$ 27.4936	\$ 27.7564	\$ 28.1030	\$ 28.9460
Annual Salary	\$ 51,805.62	\$ 53,538.59	\$ 54,827.94	\$ 57,186.79	\$ 57,733.16	\$ 58,454.16	\$ 60,207.78
<b>Painter</b>	\$ 24.2843	\$ 25.1174	\$ 25.7478	\$ 26.8775	\$ 27.1401	\$ 27.4868	\$ 28.3114
Annual Salary	\$ 50,511.14	\$ 52,244.04	\$ 53,555.38	\$ 55,905.20	\$ 56,451.56	\$ 57,172.56	\$ 58,887.74
<b>Painter Foreman</b>	\$ 27.6311	\$ 28.2553	\$ 28.8833	\$ 30.2288	\$ 30.4914	\$ 30.8380	\$ 31.7631
Annual Salary	\$ 57,472.61	\$ 58,771.01	\$ 60,077.15	\$ 62,875.73	\$ 63,422.10	\$ 64,143.10	\$ 66,067.39
<b>Carpenter</b>	\$ 27.3109	\$ 27.9345	\$ 28.7800	\$ 30.1230	\$ 30.3858	\$ 30.7324	\$ 31.6543
Annual Salary	\$ 56,806.58	\$ 58,103.69	\$ 59,862.49	\$ 62,655.89	\$ 63,202.25	\$ 63,923.25	\$ 65,840.95
<b>Carpenter/Cabinet Maker</b>	\$ 28.3610	\$ 28.9853	\$ 29.6138	\$ 30.9586	\$ 31.2214	\$ 31.5680	\$ 32.5150
Annual Salary	\$ 58,990.86	\$ 60,289.27	\$ 61,596.72	\$ 64,394.00	\$ 64,940.37	\$ 65,661.37	\$ 67,631.21
<b>Heat/Plumbing</b>	\$ 28.8833	\$ 29.5063	\$ 30.1423	\$ 31.6893	\$ 31.9519	\$ 32.2985	\$ 33.2675
Annual Salary	\$ 60,077.15	\$ 61,372.98	\$ 62,695.97	\$ 65,913.56	\$ 66,459.93	\$ 67,180.93	\$ 69,196.36
<b>Electrician</b>	\$ 28.8833	\$ 29.5063	\$ 30.1423	\$ 31.6389	\$ 31.9519	\$ 32.2985	\$ 33.2675
Annual Salary	\$ 60,077.15	\$ 61,372.98	\$ 62,695.97	\$ 65,913.56	\$ 66,459.93	\$ 67,180.93	\$ 69,196.36
<b>Labor Foreman</b>	\$ 27.6311	\$ 28.2553	\$ 28.8833	\$ 30.2288	\$ 30.4914	\$ 30.8380	\$ 31.7631
Annual Salary	\$ 57,472.61	\$ 58,771.01	\$ 60,077.50	\$ 62,875.73	\$ 63,422.10	\$ 64,143.10	\$ 66,067.39
<b>HVAC Mechanic</b>	\$ 32.3625	\$ 33.2063	\$ 34.0674	\$ 34.9254	\$ 35.1881	\$ 35.5348	\$ 36.6008
Annual Salary	\$ 67,314.11	\$ 69,069.03	\$ 70,860.15	\$ 72,644.82	\$ 73,191.18	\$ 73,912.18	\$ 76,129.55
<b>Tele/Pneumatic Mechanic</b>	\$ 32.3625	\$ 33.2063	\$ 34.0674	\$ 34.9254	\$ 35.1881	\$ 35.5348	\$ 36.6008
Annual Salary	\$ 67,314.11	\$ 69,069.03	\$ 70,860.15	\$ 72,644.82	\$ 73,191.18	\$ 73,912.18	\$ 76,129.55

**WPS SCHOOL MAINTENANCE**

<b>FY25</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>
<b>Laborer/School Patrol</b>	\$ 24.2388	\$ 24.8913	\$ 25.7453	\$ 26.9121	\$ 27.8155	\$ 27.5366	\$ 28.3628	\$ 29.0719
Annual Salary	\$ 50,416.54	\$ 51,773.92	\$ 53,550.14	\$ 55,977.26	\$ 56,537.28	\$ 57,276.30	\$ 58,994.59	\$ 60,469.45
<b>Laborer/Motor Equip Operator (Hyd)</b>	\$ 24.8735	\$ 25.5293	\$ 26.3833	\$ 27.5463	\$ 27.8155	\$ 28.1708	\$ 29.0159	\$ 29.7414
Annual Salary	\$ 51,736.77	\$ 53,100.76	\$ 54,877.05	\$ 57,296.20	\$ 57,856.22	\$ 58,595.24	\$ 60,353.10	\$ 61,861.93
<b>Stores Delivery</b>	\$ 24.2388	\$ 24.8913	\$ 25.7453	\$ 30.2376	\$ 30.5069	\$ 30.8621	\$ 31.7880	\$ 32.5828
Annual Salary	\$ 50,416.54	\$ 51,773.92	\$ 53,550.14	\$ 62,894.19	\$ 63,454.21	\$ 64,193.24	\$ 6,619.04	\$ 67,772.02
<b>Stores Delivery Supplies</b>	\$ 24.8735	\$ 25.5293	\$ 26.3833	\$ 27.5463	\$ 27.8155	\$ 28.1708	\$ 29.0159	\$ 29.7414
Annual Salary	\$ 51,736.77	\$ 53,100.76	\$ 54,877.05	\$ 57,296.20	\$ 57,856.22	\$ 58,595.24	\$ 60,353.10	\$ 61,861.93
<b>Motor Equipement Rep</b>	\$ 28.3219	\$ 28.9616	\$ 29.6054	\$ 30.9844	\$ 31.2536	\$ 31.6090	\$ 32.5573	\$ 33.3711
Annual Salary	\$ 58,909.43	\$ 60,240.29	\$ 61,579.08	\$ 64,447.62	\$ 65,007.65	\$ 65,746.68	\$ 67,719.07	\$ 69,412.05
<b>Asst. Mechanic</b>	\$ 25.5293	\$ 26.3833	\$ 27.0186	\$ 28.1810	\$ 28.4503	\$ 28.8055	\$ 29.6698	\$ 30.4115
Annual Salary	\$ 53,100.76	\$ 54,877.05	\$ 56,198.64	\$ 58,616.46	\$ 59,176.49	\$ 59,915.51	\$ 61,712.97	\$ 63,255.79
<b>Painter</b>	\$ 24.8913	\$ 25.7453	\$ 26.3915	\$ 27.5495	\$ 27.8186	\$ 28.1740	\$ 29.0193	\$ 29.7446
Annual Salary	\$ 51,773.92	\$ 53,550.14	\$ 54,894.26	\$ 57,302.83	\$ 57,862.85	\$ 58,601.87	\$ 60,359.93	\$ 61,868.93
<b>Painter Foreman</b>	\$ 28.3219	\$ 28.9616	\$ 29.6054	\$ 30.9844	\$ 31.2536	\$ 31.6090	\$ 32.5573	\$ 33.3711
Annual Salary	\$ 58,909.43	\$ 60,240.29	\$ 61,579.08	\$ 64,447.62	\$ 65,007.65	\$ 65,746.68	\$ 67,719.01	\$ 69,412.05
<b>Carpenter</b>	\$ 27.9936	\$ 28.6329	\$ 29.4995	\$ 30.8761	\$ 31.1454	\$ 31.5006	\$ 32.4456	\$ 33.2568
Annual Salary	\$ 58,226.74	\$ 59,556.28	\$ 61,359.05	\$ 64,222.29	\$ 694,782.31	\$ 65,521.33	\$ 67,486.97	\$ 69,174.14
<b>Carpenter/Cabinet Maker</b>	\$ 29.0700	\$ 29.7099	\$ 30.3541	\$ 31.7326	\$ 32.0019	\$ 32.3571	\$ 33.3279	\$ 34.1611
Annual Salary	\$ 60,465.63	\$ 61,796.50	\$ 63,136.64	\$ 66,003.85	\$ 66,563.88	\$ 67,302.90	\$ 69,321.99	\$ 71,055.04
<b>Heat/Plumbing</b>	\$ 29.6054	\$ 30.2439	\$ 30.8959	\$ 32.4815	\$ 32.7508	\$ 33.1060	\$ 34.0991	\$ 34.9516
Annual Salary	\$ 61,579.08	\$ 62,907.30	\$ 64,263.34	\$ 67,561.40	\$ 6,811.43	\$ 68,860.45	\$ 70,926.27	\$ 72,699.43
<b>Electrician</b>	\$ 29.6054	\$ 30.2439	\$ 30.8959	\$ 32.4815	\$ 32.7508	\$ 33.1060	\$ 34.0991	\$ 34.9516
Annual Salary	\$ 61,579.08	\$ 62,907.30	\$ 64,263.34	\$ 67,561.40	\$ 68,121.43	\$ 68,860.45	\$ 70,926.27	\$ 72,699.43
<b>Labor Foreman</b>	\$ 28.3219	\$ 28.9616	\$ 29.6054	\$ 30.9844	\$ 31.2536	\$ 31.6090	\$ 32.5573	\$ 33.3711
Annual Salary	\$ 58,909.43	\$ 60,240.29	\$ 61,579.08	\$ 64,447.62	\$ 65,007.65	\$ 65,746.68	\$ 67,719.07	\$ 69,412.05
<b>Laborer &amp; Motor</b>	\$ 33.1716	\$ 34.0364	\$ 34.9191	\$ 35.7985	\$ 36.0678	\$ 36.4231	\$ 37.5158	\$ 38.4536
Annual Salary	\$ 68,996.96	\$ 70,795.76	\$ 72,631.65	\$ 74,460.94	\$ 75,020.96	\$ 75,759.98	\$ 98,032.79	\$ 79,983.61
<b>HVAC Mechanic</b>	\$ 33.1716	\$ 34.0364	\$ 34.9191	\$ 35.7985	\$ 36.0678	\$ 36.4231	\$ 37.5158	\$ 38.4536
Annual Salary	\$ 68,996.96	\$ 70,795.76	\$ 72,631.65	\$ 74,460.94	\$ 75,020.96	\$ 75,759.98	\$ 98,032.79	\$ 79,983.61
<b>Tele/Pneumatic Mechanic</b>	\$ 33.1716	\$ 34.0364	\$ 34.9191	\$ 35.7985	\$ 36.0678	\$ 36.4231	\$ 37.5158	\$ 38.4536
Annual Salary	\$ 68,996.96	\$ 70,795.76	\$ 72,631.65	\$ 74,460.94	\$ 75,020.96	\$ 75,759.98	\$ 98,032.79	\$ 79,983.61

**WPS SCHOOL MAINTENANCE**

<b>FY26</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>
<b>Laborer/School Patrol</b>	\$ 24.8448	\$ 25.5360	\$ 26.3889	\$ 27.5850	\$ 27.8609	\$ 28.2251	\$ 29.0719	\$ 29.7986
Annual Salary	\$ 51,676.95	\$ 53,068.27	\$ 54,888.89	\$ 57,376.69	\$ 57,950.71	\$ 58,708.21	\$ 60,469.45	\$ 61,981.19
<b>Laborer/Motor Equip Operator (Hyd)</b>	\$ 25.4953	\$ 26.1675	\$ 27.0428	\$ 28.2349	\$ 28.5109	\$ 28.8750	\$ 29.7413	\$ 30.4849
Annual Salary	\$ 53,030.19	\$ 54,428.28	\$ 56,248.98	\$ 58,728.61	\$ 59,302.63	\$ 60,060.12	\$ 61,861.93	\$ 63,408.48
<b>Stores Delivery</b>	\$ 24.8448	\$ 25.5136	\$ 26.3889	\$ 30.9935	\$ 31.2695	\$ 31.6338	\$ 32.5828	\$ 33.3973
Annual Salary	\$ 51,676.95	\$ 53,068.27	\$ 54,888.89	\$ 64,466.54	\$ 65,040.57	\$ 65,789.07	\$ 67,772.02	\$ 69,466.32
<b>Stores Delivery Supplies</b>	\$ 25.4953	\$ 26.1675	\$ 27.0428	\$ 28.2349	\$ 28.5109	\$ 28.8785	\$ 29.7413	\$ 30.4849
Annual Salary	\$ 53,030.19	\$ 54,428.28	\$ 56,248.98	\$ 58,728.61	\$ 59,302.63	\$ 60,060.12	\$ 61,861.93	\$ 63,408.48
<b>Motor Equipement Rep</b>	\$ 29.0299	\$ 29.6858	\$ 30.3455	\$ 31.7590	\$ 32.0350	\$ 32.3993	\$ 33.3711	\$ 34.2055
Annual Salary	\$ 60,382.17	\$ 61,746.30	\$ 63,118.56	\$ 66,058.81	\$ 66,632.84	\$ 37,390.35	\$ 39,412.05	\$ 71,147.37
<b>Asst. Mechanic</b>	\$ 26.1675	\$ 27.0428	\$ 27.6940	\$ 28.8855	\$ 29.1615	\$ 29.5256	\$ 30.4115	\$ 31.1718
Annual Salary	\$ 54,428.28	\$ 56,248.98	\$ 57,603.61	\$ 60,081.87	\$ 60,655.90	\$ 61,413.40	\$ 63,255.79	\$ 64,837.18
<b>Painter</b>	\$ 25.5136	\$ 26.3889	\$ 27.0513	\$ 28.2381	\$ 28.5141	\$ 28.8784	\$ 29.7446	\$ 30.4883
Annual Salary	\$ 53,068.27	\$ 54,888.89	\$ 56,266.62	\$ 58,735.40	\$ 5,939.42	\$ 60,066.92	\$ 61,868.93	\$ 63,415.65
<b>Painter Foreman</b>	\$ 29.0299	\$ 29.6858	\$ 30.3455	\$ 3.7590	\$ 32.0350	\$ 32.3993	\$ 33.3711	\$ 34.2055
Annual Salary	\$ 61,382.17	\$ 61,746.30	\$ 63,118.56	\$ 66,058.81	\$ 66,632.84	\$ 67,390.35	\$ 69,412.05	\$ 71,147.35
<b>Carpenter</b>	\$ 28.6935	\$ 29.3486	\$ 30.2370	\$ 31.6480	\$ 31.9240	\$ 32.2881	\$ 33.2568	\$ 34.0883
Annual Salary	\$ 59,682.41	\$ 61,045.90	\$ 62,893.03	\$ 65,827.85	\$ 66,401.87	\$ 67,159.36	\$ 69,174.14	\$ 7,093.49
<b>Carpenter/Cabinet Maker</b>	\$ 29.7968	\$ 30.4526	\$ 31.1300	\$ 32.5259	\$ 32.8019	\$ 33.1661	\$ 34.1610	\$ 35.0151
Annual Salary	\$ 61,977.27	\$ 63,341.41	\$ 64,715.06	\$ 67,653.95	\$ 68,272.98	\$ 68,985.47	\$ 71,055.04	\$ 72,831.42
<b>Heat/Plumbing</b>	\$ 30.3455	\$ 31.0000	\$ 31.6683	\$ 33.2935	\$ 33.5695	\$ 33.9336	\$ 34.9516	\$ 35.8255
Annual Salary	\$ 63,118.56	\$ 64,479.98	\$ 65,869.95	\$ 69,250.44	\$ 69,824.47	\$ 70,583.96	\$ 72,699.43	\$ 74,516.92
<b>Electrician</b>	\$ 30.3455	\$ 31.0000	\$ 31.6683	\$ 33.2935	\$ 33.5695	\$ 33.9336	\$ 34.9516	\$ 35.8255
Annual Salary	\$ 63,118.56	\$ 64,479.98	\$ 65,869.95	\$ 69,250.44	\$ 69,824.47	\$ 70,583.96	\$ 72,699.43	\$ 74,516.92
<b>Labor Foreman</b>	\$ 29.0299	\$ 29.6858	\$ 30.3455	\$ 31.7590	\$ 32.0350	\$ 32.3993	\$ 33.3711	\$ 34.2055
Annual Salary	\$ 60,382.17	\$ 61,746.30	\$ 63,118.56	\$ 66,058.81	\$ 66,632.84	\$ 37,390.35	\$ 39,412.05	\$ 71,147.37
<b>Laborer &amp; Motor</b>	\$ 34.0009	\$ 34.8874	\$ 35.7920	\$ 36.6935	\$ 36.9695	\$ 37.3336	\$ 38.4536	\$ 39.4150
Annual Salary	\$ 70,721.88	\$ 72,565.65	\$ 74,447.44	\$ 76,322.46	\$ 76,896.48	\$ 77,653.98	\$ 79,983.61	\$ 81,983.20
<b>HVAC Mechanic</b>	\$ 34.0009	\$ 34.8874	\$ 35.7920	\$ 36.6935	\$ 36.9695	\$ 37.3336	\$ 38.4536	\$ 39.4150
Annual Salary	\$ 70,721.88	\$ 72,565.65	\$ 74,447.44	\$ 76,322.46	\$ 76,896.48	\$ 77,653.98	\$ 79,983.61	\$ 81,983.20
<b>Tele/Pneumatic Mechanic</b>	\$ 34.0009	\$ 34.8874	\$ 35.7920	\$ 36.6935	\$ 36.9695	\$ 37.3336	\$ 38.4536	\$ 39.4150
Annual Salary	\$ 70,721.88	\$ 72,565.65	\$ 74,447.44	\$ 76,322.46	\$ 76,896.48	\$ 77,653.98	\$ 79,983.61	\$ 81,983.20