

MEMORANDUM OF UNDERSTANDING
AFSCME LOCAL 1703 WESTFORD SCHOOL CUSTODIAL-MAINTENANCE UNIT
AND THE WESTFORD MA SCHOOL DISTRICT


The purpose of this memorandum is to memorialize an agreement between the School District of Westford, MA and its AFSCME Local 1703 Custodial-Maintenance bargaining unit regarding the language of Article 12: Overtime, Section 5 of the FY 27-FY-29 contract.

Both parties agree that the language pertaining to the *second* call back for building checks in ART 12, Sec. 5 shall be paid out at a minimum of four (4) hours only if the second building check is performed by the **same** custodian who performed the first building check. If the second building check is performed by a different custodian, then the applicable minimum hours shall be as stated in the preceding paragraphs of ART 12, Sec. 5.

Both parties agree that any second building checks that were performed previous to March 13th, 2026 by any bargaining unit member shall be paid retroactively at a minimum of four (4) hours rate of pay and shall be made whole soon after the signing of this agreement.

Moving forward from March 13th on, both parties agree that the interpretation of the language in ART 12, Sec. 5 shall be that the **same** custodian that performed the first building check must perform the second building check to be eligible for the minimum four (4) hours referenced in Section 5.

This agreement entered into on 3/17/26 and is precedent setting moving forward.



For the AFSCME 1703



For the Westford School District