

## **MEMORANDUM OF AGREEMENT**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Weymouth School Committee (hereinafter the "Committee") and the AFSCME Local 1395 Weymouth Public Schools Traffic Supervisors (hereinafter the "Association").

**WHEREAS**, the Committee and the Association entered into a Collective Bargaining Agreement for the period July 1, 2022, through and including June 30, 2025; and

**WHEREAS**, the Committee and the Association have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms of a successor agreement for the period July 1, 2025, through and including June 30, 2028;

**WHEREAS**, the Committee and the Association have reached Tentative Agreements ("TAs") on certain terms and conditions of employment; and

**WHEREAS**, the Committee and the Association wish to memorialize and implement those TAs pending full ratification and execution of a successor CBA;

**NOW, THEREFORE**, in consideration of mutual covenants and promises and subject to the ratification of the respective parties, it is agreed as follows:

1. The terms and conditions set forth in the Collective Bargaining Agreement for the period July 1, 2022, through and including June 30, 2025, shall continue in full force and effect for the period July 1, 2025, through and including June 30, 2028, except as modified by this **MEMORANDUM OF AGREEMENT**.
2. This **MEMORANDUM OF AGREEMENT** shall become effective upon ratification by the Association and approval by the Committee.
3. **Article 5, Section A(3) – Hourly Rates**

Effective July 1, 2025, all wage rates shall increase by One Dollar and Fifty Cents (\$1.50) per hour.

Effective July 1, 2026, all wage rates shall increase by an additional One Dollar and Fifty Cents (\$1.50) per hour.

Effective July 1, 2027, all wage rates shall increase by an additional One Dollar and Fifty Cents (\$1.50) per hour.

All compensation adjustments shall be retroactive to July 1, 2025.

4. **Article 5, Section A(5) – Longevity**

Increase longevity by revising the chart:

After 25 consecutive years, \$400.00  
After 20 consecutive years, \$350.00  
After 15 consecutive years, \$300.00  
After 10 consecutive years, \$250.00

**5. Article 5, Section B (a) – Inclement Weather and Delays**

In the event of a delayed opening or early dismissal due to inclement weather, employees whose regular work schedule is altered shall receive one (1) additional hour of pay at their regular rate for each such occurrence.

This additional compensation shall be limited to a maximum of four (4) days per contract year, regardless of the number of schedule changes experienced.

**6. Article 7, Section (b) – Sick Leave Entitlement**

Entitlement: An employee who is a member of the bargaining unit shall be entitled to one and one-fifth (1.20) sick leave days per month for each of the ten (10) months worked per year, to a total of twelve (12) sick leave days per year, and to accumulate such days with unlimited accrual.

**7. Article 8 – Bereavement Leave**

An employee who is a member of the bargaining unit shall be entitled to bereavement leave of up to five (5) days, without loss of pay, to attend the funeral of a parent, spouse, child, sibling, or parent-in-law.

In cases where funeral arrangements are delayed or require out-of-state travel, the employee may request additional bereavement leave. The Department Head may, at their discretion, approve up to three (3) additional days, which may be charged to the employee's available leave accruals.

**8. Article 10 – Equipment**

Add a "Long Raincoat" to the list of equipment provided by the employer.

**9. New Article – Work Shoe/Boot Allowance**

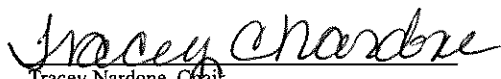
Each employee of the bargaining unit shall be eligible for reimbursement of up to three hundred fifty dollars (\$350.00) for the purchase of work-appropriate footwear, including cold-weather or warm-weather, slip-resistant, and/or ANSI-approved shoes or boots. Reimbursement shall be made upon submission of valid documentation in line with the Town of Weymouth reimbursement procedures. The total reimbursement shall not exceed \$350.00 per employee over the duration of the collective bargaining agreement, and this amount shall constitute the full and complete footwear benefit for the term of the agreement.

## 10. Appendix A

1. All Traffic Supervisors reporting for duty shall report in person to the Department Head/School Principal or designee prior to going to their crosswalk. A school-issued walkie for safety and communication shall be picked up at the school you report to for your crossing shift and returned at the end of each crossing shift.
  2. If a School Traffic Supervisor is unable to report to his/her post for duty because of illness, he/she must notify the Department head or Principal at the assigned location no later than 6:00 a.m. by calling 781-340-2545. Call-outs for the afternoon shift should be submitted no later than noon for regular day dismissal. Upon returning to work from the illness, you shall call the School Principal no later than 2:00 p.m. on the day before you're expected to return to duty. If you expect to return to duty on the following Monday, you will notify the School Principal as soon as possible on Friday. If you are going to be out for an extended period of time, you shall notify the school location /Principal.
11. **Housekeeping:** Upon reaching a complete and final Tentative Agreement, the parties agree to make mutually agreed-upon housekeeping revisions, including updates to names, titles, addresses, formatting, cross-references, and clerical errors, provided such changes do not alter the substantive terms of the Agreement. The parties further agree to incorporate any previously executed Memorandums of Understanding, where mutually agreed, into the successor collective bargaining agreement.

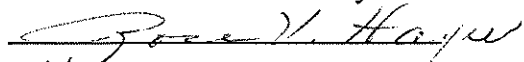
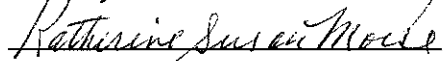
**IN WITNESS WHEREOF**, the School Committee of the Town of Weymouth has caused this **MEMORANDUM OF AGREEMENT** to be signed on its behalf by its Chair, and the AFSCME Local 1395 Weymouth Public Schools Traffic Supervisors has caused this **MEMORANDUM OF AGREEMENT** to be signed in its name and on its behalf by its President, this \_\_\_\_\_ day of May, 2026.

School Committee of the Town of Weymouth

  
Tracey Nardone, Chair

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

AFSCME Local 1395 Weymouth Public Schools Traffic Supervisors

 6-8-2026  
 6-8-2026

