

MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Weymouth School Committee (hereinafter the "Committee") and the SEIU Local 888 Weymouth Public Schools Maintenance Unit (hereinafter the "Association").

WHEREAS, the Committee and the Association entered into a Collective Bargaining Agreement for the period July 1, 2023, through and including June 30, 2026; 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, 2026, through and including June 30, 2029;

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, 2023, through and including June 30, 2026, shall continue in full force and effect for the period July 1, 2026, through and including June 30, 2029, 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 XXII Wages

Effective July 1, 2026: Market Adjustment of sixty cents (\$0.60) /hour added to the base wage of all positions.

Effective July 1, 2026 (FY27): 1.5% COLA increase.

Effective July 1, 2027 (FY28): 2.75% COLA increase.

Effective July 1, 2028 (FY29): 2.75% COLA increase.

4. Article XXII Wages

Employees who have completed ten (10) years of continuous employment in the Weymouth Public Schools shall receive a longevity payment of one thousand two hundred (\$1200) dollars per year. It will be paid in the second pay period of May, following the employee's qualification for such payment. If an employee retires from the Weymouth Public Schools any time prior to the second pay period of May following the employee's qualifying date (employee's initial date of hire), 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 shall receive a longevity payment of one thousand nine hundred (\$1,900) dollars per year. It will be paid in the second pay period of May, following the employee's qualification for such payment. If an employee retires from the Weymouth Public Schools any time prior to the second pay period of May following the employee's qualifying date (employee's initial date of hire), 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 shall receive a longevity payment of two thousand three hundred (\$2300) dollars per year. It will be paid in the second pay period of May following the employee's qualification for such payment. If an employee retires from the Weymouth Public Schools any time prior to the second pay period of May following the employee's qualifying date (employee's initial date of hire), the longevity payment will be included in their final paycheck.

5. ARTICLE VII-PAID HOLIDAYS

Add "Half Day Before Thanksgiving" to the list of paid holidays.

6. ARTICLE XI-PAID LEAVES OF ABSENCE

Section A - Sick Leave

Employees covered under 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 five thousand dollars (\$5000).

7. ARTICLE XI-PAID LEAVES OF ABSENCE Section A

Bargaining unit members who utilize three (3) or fewer sick leave days between September 1 and June 30 of a given school year shall receive a one-time payment of eight hundred dollars (\$800).

The payment shall be made during the second payroll period in July following the close of the school year.

8. ARTICLE XIII-Uniforms

Each Fiscal Year, the Committee will provide foul-weather gear consisting of: 1 Hi-Viz winter duty 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, 2026, the Committee will provide five (5) summer T-shirts each Fiscal Year.

Effective July 1, 2026, the Committee shall provide each member covered by this Collective Bargaining Agreement with two (2) sweatshirts each Fiscal Year.

9. ARTICLE XXVII - General Provisions

Amend Section 3 to increase the "meal allowance" to \$20.00

10. ARTICLE XXVII - General Provisions

"Section" 9:

Tool Allowance: Motor Equipment Repair Persons and Assistant Mechanics employed by the WPS shall receive an annual tool allowance in the amount of four hundred dollars (\$400) to be paid in the second pay period in July.

11. ARTICLE II - Classification

Add "Stores Delivery" driver to the list of classifications (omitted but on the Wage Scale). Adjust the wage schedule for "Stores Delivery (Supplies)" to align with the same hourly and annual wage rates as "Stores Delivery."

(There is an agreement that the current Stores Delivery (Supplies) employee will be moved to Step four (4) of the Stores Delivery grid)

Tele/Pneumatic Mechanics are required to have or receive specific training and appropriate licensing to work in this role. The determination of necessary training will be decided by the Director of Maintenance with input from the applicable maintenance workers.

(There is an agreement that the current Heat/Plumbing employee will be moved to Step four (4) of the Tele/Pneumatic Mechanics grid, upon completion of an agreed-upon training or certification program)

12. ARTICLE XI SECTION B

In the event that school is canceled, due to Weather Related Emergencies, and when the Governor declares a weather-related 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.

13. ARTICLE VII - PAID HOLIDAYS

If Juneteenth falls on a Saturday, it is observed on that Saturday, aligning with Massachusetts State Law.

14. **Housekeeping:** The Parties agree to make all corrections and updates, including but not limited to the incorporation of Memoranda of Agreement entered into prior to the date of ratification of this Agreement, prior to the printing of the final Collective Bargaining Agreement for the period July 1, 2026, through June 30, 2029.

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

IN WITNESS WHEREOF, the School Committee of the Town of Weymouth has caused this **AGREEMENT** to be signed on its behalf by its Chair, and the SEIU Local 888 Weymouth Public Schools Maintenance Unit has caused this **AGREEMENT** to be signed in its name and on its behalf by its President, this 28th day of May, 2026.

School Committee of the Town of Weymouth

Tracey C Nardone
Tracey Nardone, Chair

SEIU Local 888 Weymouth Public Schools Maintenance Unit

[Signature]
Jason O'Han
Kim Mcyle
Kim A. Nelson
Rachel Dabryz
K.K. [Signature]

SEIU 888