

Memorandum of Agreement
Between the
New Bedford School Committee and
AFSCME Council 93, Local 641

The New Bedford School Committee ("Committee") and AFSCME Council 93, Local 641 ("Union"), collectively referred to as the "Parties" agree to amend their 2017-2020 collective bargaining agreement as follows:

1. Article XXVI: Term and Effect of Agreement (p. 37)
 - A. Amend the first paragraph of Article XXVI by replacing "2020" with "2023" and by replacing "2017" with "2020".
 - B. Update the dates and years in the third paragraph. (housekeeping)
2. Hourly Wages
 - A. The hourly wages for Fiscal Years 2021, 2022, and 2023 are appended to this Memorandum of Agreement as Attachments 1, 2, and 3, respectively.
 - B. Employees moving from numbered columns in FY 2020 to lettered columns in FY 2021 will move to the letter column that has an hourly rate that is closest to but not less than the hourly rate that the employee had in the numbered column in FY 2020.
3. Article VII Hours of Work and Work Year (p. 6)
 - B. Replace the first sentence in Section B.2. with the following (new language underlined):

Cafeteria personnel on an academic year shall be established at a minimum of one hundred and eighty-one (181) work days, except for cashiers in the cafeteria's whose work year shall be established as a minimum of one hundred seventy-nine (179) work days. The Committee may add one (1), two (2) or three (3) additional workdays to the work year(s). When the Committee decides to add one, two or three work days to a work year, it shall provide the Union with notice on or before May 15th prior to the academic year in which the additional day(s) will be worked.
4. Article VIII Recall (p. 9)
 - B. Minimum Hours
Add: Employees recalled on Thanksgiving, Christmas or New Year's Day will be guaranteed a minimum of four (4) hours.

5. Article IX Compensation, Section C. (pp. 129-13)

A. Effective July 1, 2020, amend Article IX, Section A by deleting the first two paragraph (p. 9), the table (top of p. 10), and the two paragraphs following the table at top of page 10 and by inserting the following before the following paragraph (as revised):
“All current employees have an anniversary date for step column advancement of July 1 of each year” :

Each employee who has completed fifty-two (52) weeks of service in the prior salary column shall advance to the next column on July 1st in the employee’s job classification until the maximum column is reached. New employees may be hired at any column except the highest column. However, notwithstanding the prior sentence, an employee who transfers from the City of New Bedford a municipal department in the same job title without a break in service shall be placed in the column with wages that are closest to but not less than the wages such employee earned from the City of New Bedford a municipal department in the title from which he transferred. Service shall mean the period of time an employee is on the payroll either in active service or on a paid leave. Any period in which an employee is on an approved leave of absence without pay for less than six (6) consecutive months shall not be deemed a break in service.

B. Delete the following on page 12:

(i) second and third sentences in the first paragraph on p. 12.

(ii) delete the fifth and sixth paragraphs on p. 12

(iii) Replace the sixth paragraph with the following: “The Department will provide outerwear for employees who work in colder weather or who work in the freezer.”

C. Replace the Dress-Code- Cafeteria list (p. 13) with the following:

Dress Code - Cafeteria

All Nutrition Department employees, excluding drivers, laborers, and MEOs, will be provided with five (5) uniform pants and five (5) uniform shirts and shall wear such uniform items while at work. Principals/Supervisors may permit employees to wear non uniform color or patterned scrub tops during holidays and special occasions. Aprons are provided by the Committee and wearing aprons is optional. The employee provides his/her own footwear which must be: (i) closed toe, (ii) with a back (clogs are permitted only if they have a strap behind the heel), and (iii) non-slip rubber soles.

Drivers and laborers in the Nutrition Department are to wear an upper button golf (polo) shirt provided by the Committee.

6. Housekeeping

- A. Article III. G. Agency Fee (p. 3): Delete section G in its entirety.
 - B. Article XVII H (p. 29): Delete Section H
 - C. Article XVII Section M (p. 30): Delete “Effective no earlier than January 1, 2018,”
 - D. Article XVII Section N (p. 30): Delete “effective no earlier than January 1, 2018,”
7. Article IX
Section B: Longevity (p. 11)
- A. Amend Section B.5 by replacing “the second (2nd) pay period in December” with “the last pay period in November”.
 - B. Effective July 1, 2022, increase the longevity amounts by \$25.00.
8. Article XVII Miscellaneous
- A. Section H: Delete Section H, Rest Periods (already exists in Hours of Work) and replace with “This Section H intentionally left blank” – Housekeeping
 - B. Section M: Delete “Effective no earlier than January 1, 2018,” – Housekeeping
 - C. Section N: Delete “Effective no earlier than January 1, 2018,” - Housekeeping
9. Page 47 of the CBA at #13 last line (Housekeeping)
Delete the following line: “March 31, 2017 Side Letter on co-op students (see attached)”
10. Article III, Section A Dues Deduction (p. 1)
Replace Section A with the following:
- A. AUTHORIZATION
During the term of this Agreement, the Employer shall deduct from the employee’s pay on a bi-weekly basis an amount set by the Union for Union dues, agency fee, 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.
11. Article III, Section B and B.1 (p. 2)
- A. Amend Section B by inserting “bi-“ before “weekly earnings”
 - B. Delete Section B.1
 - C. Amend Section C by replacing “weekly” with “bi-weekly”
12. Article XVII, new Section R (p. 30)
- R. Employees who have the following license or certification, which is not required for the employee’s job, and who the employer directs to utilize such license or

certification for the New Bedford Public Schools shall receive a differential of ten cents (\$0.10) per hour for having and utilizing each such license/certification:

- Massachusetts Hoisting License
- Massachusetts Construction Supervisor License
- CPO Certification

13. Senior Custodian Job Description

- A. The Parties agree that the Committee has satisfied its bargaining obligations with respect to the revised job description for the senior custodian position.
- B. Effective July 1, 2020, amend the salary table by moving “Senior Custodian - All Others” to the line with “Senior Custodian- Middle Schools/Walsh Field” and delete the line “Senior Custodian-All Others”.

14. Article VII Hours of Work and Work Year (p. 6)

- A. Add the following new paragraph 7 to Section A of Article VII:

7. For payroll purposes, Each employee shall sign in and out of the building(s) in which the employee is working when the employee arrives to work and any time the employee departs from the building/campus for any non-work purpose. The School Department may implement an electronic method of signing in/out such as a swipe card system for payroll purposes.

15. New Job Title and Positions

- A. Cafeteria Worker

The Committee has satisfied its bargaining obligations with respect to: (i) the creation of the position of cafeteria worker effective September 1, 2020 who may perform all duties (except the exclusive duties of the Cook and Manager) with respect to food preparation, serving, distribution, reconciliation of meals and money, cleaning, and any other duties in the Nutrition Department, and (ii) the establishment 5 column pay grid as follows:

- B. Steamfitter

The Committee has satisfied its bargaining obligations with respect to: (i) the creation of the position of steamfitter who may perform all duties with respect to the steamfitter job description including but not limited to boiler/furnace inspection, maintenance, and repair, and (ii) this role will be added to the pay grid for “HVAC Plumber Electrician”.

16. Article XI Holiday

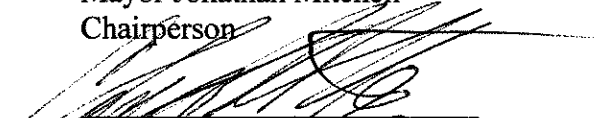
- A. Effective June 19, 2023, add Juneteenth to the list of holidays in Article XI A.(1)
- B. Effective June 19, 2023, add the following to the list of holidays in Article XI A. (2): “Juneteenth (clerks only)”

This Memorandum of Agreement is subject to ratification by the Union membership and approval by the New Bedford School Committee. Agreed to by the Parties on the date(s) indicated below. The Parties' electronic signatures shall be deemed authentic signatures.

For the New Bedford School Committee

For AFSCME Council 93, Local 641

Mayor Jonathan Mitchell
Chairperson



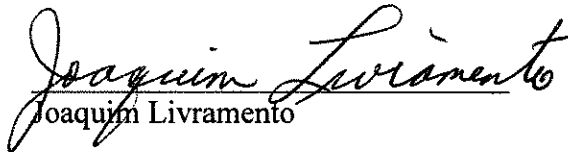
Christopher Cotter
Vice Chairperson



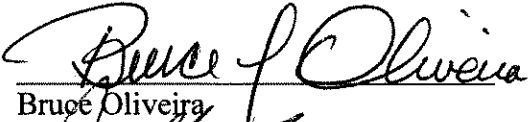
Joshua Amaral



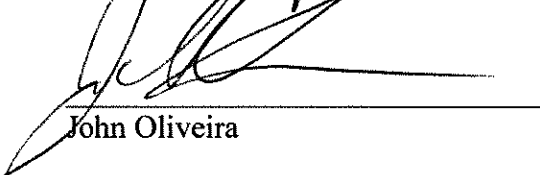
Colleen Dawicki



Joaquim Livramento




Bruce Oliveira

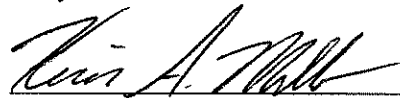


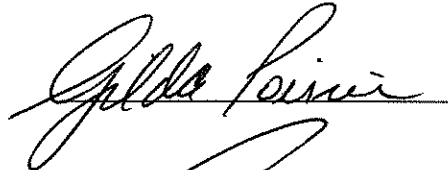
John Oliveira

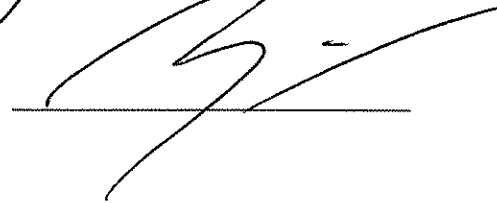
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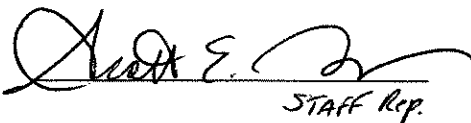












STAFF Rep.

Date: 1/7/2021

FY21 (July 1, 2020-June 30,2021)

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
Junior Clerk- Academic Year Clerk	15.00	15.42	16.68	17.94	18.66	19.39	19.97
Senior Clerk	15.19	16.16	17.43	18.72	19.49	20.70	21.32
Principal Clerk	16.13	17.10	18.39	19.68	21.06	22.65	23.33
Principal Clerk - NBHS	16.55	17.54	18.82	20.11	22.71	24.28	25.01
Junior Custodian	15.00	15.45	16.67	17.87	18.22	18.77	19.34
HVAC Plumber Electrician Steamfitter	25.41	25.91	26.57	27.23	27.91	28.71	29.58
Sr. Plant Engineer	21.49	22.24	23.12	24.18	25.20	26.50	27.29
Plumber				Duplicate removed from Table			
Electrician				Duplicate removed from Table			
Jr. HVAC Jr. Plumber Jr. Electrician Licensed Carpenter (Added)	20.82	21.54	22.29	23.19	24.23	25.40	26.16
Licensed Carpenter				Moved to same Line as Jr Hvac, Jr Plumber and Jr. Electrician			
Jr. Plant Engineer	20.28	20.78	21.41	22.82	23.58	24.48	25.18
Maintenance Craftsman	16.90	17.66	18.54	19.56	20.73	22.09	22.75
Mason	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Welder	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Painter	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Carpenter	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Senior Custodian - High School	15.00	16.12	17.58	19.66	20.07	20.68	21.29
Senior Custodian - Middle Schools / Walsh Field (Title Change)	15.00	16.12	17.58	19.10	19.49	20.07	20.67
Senior Custodians - All Others				Removed from Table			
Building Maintenance	15.25	16.24	17.23	18.31	19.05	19.88	20.48
Storekeeper	15.00	16.04	16.45	17.10			
Cashier Cafeteria Helper Laborer Moved To Separate Line	12.48	13.35	14.52	15.72	16.45	17.10	17.62
Cafeteria Helper Laborer (Added)	15.00	15.72	16.45	17.10	17.62		
Cafeteria Worker (Added)	15.00	16.17	16.82	17.49	18.02		
Asst. Cook	15.00	16.17	16.82	17.49	18.02		
Cook	15.73	16.94	17.61	18.58	19.14		
Cafeteria Manager	16.83	18.08	18.80	19.56	20.15		
Cafeteria Manager NBHS	17.24	18.75	19.50	20.23	20.84		
Lead Technician	21.74	22.18	23.54	25.49	25.94	26.69	27.44
Technology Field Technician Printer	19.71	20.15	21.51	23.46	23.91	24.66	25.41
Asst. Printer				Removed from Table			
MEO	15.30	16.37	17.80	18.70	19.25		

FY22 (July 1, 2021-June 30,2022)

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
Junior Clerk- Academic Year Clerk	15.23	15.65	16.93	18.21	18.94	19.68	20.32
Senior Clerk	15.42	16.40	17.69	19.00	19.78	21.01	21.69
Principal Clerk	16.37	17.36	18.67	19.98	21.38	22.99	23.74
Principal Clerk - NBHS	16.80	17.80	19.10	20.41	23.05	24.64	25.45
Junior Custodian	15.23	15.68	16.92	18.14	18.49	19.05	19.68
HVAC Plumber Electrician Steamfitter	25.79	26.30	26.97	27.64	28.33	29.14	30.10
Sr. Plant Engineer	21.81	22.57	23.47	24.54	25.58	26.90	27.77
Jr. HVAC Jr. Plumber Jr. Electrician Licensed Carpenter	21.13	21.86	22.62	23.54	24.59	25.78	26.62
Jr. Plant Engineer	20.58	21.09	21.73	23.16	23.93	24.85	25.62
Maintenance Craftsman	17.15	17.92	18.82	19.85	21.04	22.42	23.15
Mason	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Welder	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Painter	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Carpenter	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Senior Custodian - High School	15.23	16.36	17.84	19.95	20.37	20.99	21.66
Senior Custodian	15.23	16.36	17.84	19.39	19.78	20.37	21.03
Building Maintenance	15.48	16.48	17.49	18.58	19.34	20.18	20.84
Storekeeper	15.23	16.28	16.70	17.40			
Cashier	12.67	13.55	14.74	15.96	16.70	17.36	17.93
Cafeteria Helper Laborer	15.23	15.96	16.70	17.36	17.93		
Cafeteria Worker	15.23	16.41	17.07	17.75	18.34		
Asst. Cook	15.23	16.41	17.07	17.75	18.34		
Cook	15.97	17.19	17.87	18.86	19.47		
Cafeteria Manager	17.08	18.35	19.08	19.85	20.50		
Cafeteria Manager NBHS	17.50	19.03	19.79	20.53	21.20		
Lead Technician	22.07	22.51	23.89	25.87	26.33	27.09	27.92
Technology Field Technician Printer	20.01	20.45	21.83	23.81	24.27	25.03	25.85
MEO	15.53	16.62	18.07	18.98	19.59		

FY23 (July 1, 2022-June 30,2023)

	Column A	Column B	Column C	Column D	Column E	Column F	Column G	Column H
Junior Clerk- Academic Year Clerk	15.50	15.92	17.23	18.53	19.27	20.02	20.68	21.04
Senior Clerk	15.69	16.69	18.00	19.33	20.13	21.38	22.07	22.46
Principal Clerk	16.66	17.66	19.00	20.33	21.75	23.39	24.16	24.58
Principal Clerk - NBHS	17.09	18.11	19.43	20.77	23.45	25.07	25.90	26.35
Junior Custodian	15.50	15.95	17.22	18.46	18.81	19.38	20.02	20.37
HVAC Plumber Electrician Steamfitter	26.24	26.76	27.44	28.12	28.83	29.65	30.63	31.17
Sr. Plant Engineer	22.19	22.96	23.88	24.97	26.03	27.37	28.26	28.75
Jr. HVAC Jr. Plumber Jr. Electrician Licensed Carpenter	21.50	22.24	23.02	23.95	25.02	26.23	27.09	27.56
Jr. Plant Engineer	20.94	21.46	22.11	23.57	24.35	25.28	26.07	26.53
Maintenance Craftsman	17.45	18.23	19.15	20.20	21.41	22.81	23.56	23.97
Mason	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Welder	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Painter	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Carpenter	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Senior Custodian - High School	15.50	16.65	18.15	20.30	20.73	21.36	22.04	22.43
Senior Custodian	15.50	16.65	18.15	19.73	20.13	20.73	21.40	21.77
Building Maintenance	15.75	16.77	17.80	18.91	19.68	20.53	21.20	21.57
Storekeeper	15.50	16.56	16.99	17.70	18.01	17.66	18.24	18.56
Cashier	12.89	13.79	15.00	16.24	16.99	18.24	18.56	18.99
Cafeteria Helper Laborer	15.50	16.24	16.99	17.66	18.24	18.66	18.99	18.99
Cafeteria Worker	15.50	16.70	17.37	18.06	18.66	18.99	18.99	18.99
Asst. Cook	15.50	16.70	17.37	18.06	18.66	18.99	18.99	18.99
Cook	16.25	17.49	18.18	19.19	19.81	20.16	20.16	20.16
Cafeteria Manager	17.38	18.67	19.41	20.20	20.86	21.23	21.23	21.23
Cafeteria Manager NBHS	17.81	19.36	20.14	20.89	21.57	21.95	21.95	21.95
Lead Technician	22.46	22.90	24.31	26.32	26.79	27.56	28.41	28.91
Technology Field Technician Printer	20.36	20.81	22.21	24.23	24.69	25.47	26.30	26.76
MEO	15.80	16.91	18.39	19.31	19.93	20.28	20.28	20.28