

Memorandum of Agreement
Canton School Committee/Canton Schools Administrative Assistants
Union, AFSCME, Council 93, Local 362, Canton Chapter

The parties hereby enter this agreement to extend the Collective Bargaining Agreement (ending June 30, 2021) through June 30, 2024, with the amendments set forth below. All amendments will become effective as of the date of ratification unless otherwise specified herein.

ARTICLE 2, TERM: Three (3) year Agreement effective July 1, 2021 through June 30, 2024.

ARTICLE 4, WAGE SCHEDULES: Restructure schedule by adding steps and apply across the board increases, each as follows:

Effective		7/1/2020	7/1/2021	7/1/2022	7/1/2023
		FY21	FY22	FY23	FY24
			2%	2.5%	3%
Step 1	\$22.94	\$22.94	\$23.40	\$23.98	\$24.70
Step 2	\$24.30	\$24.30	\$24.79	\$25.41	\$26.17
Step 3	\$25.77	\$25.77	\$26.29	\$26.94	\$27.75
Step 4	\$27.28	\$27.28	\$27.83	\$28.52	\$29.38
Step 5	\$28.94	\$28.94	\$29.52	\$30.26	\$31.16
Step 6	\$30.65	\$30.65	\$31.26	\$32.04	\$33.01
Step 7	\$31.88	\$31.88	\$32.52	\$33.33	\$34.33
7 yr 2				\$33.33	\$34.33
Step 8	\$32.52			\$34.66	\$35.70
8 yr 2				\$34.66	\$35.70
Step 9	\$33.17			\$36.05	\$37.13
9 yr 2				\$36.05	\$37.13
Step 10	\$33.83			\$37.49	\$38.62
10 yr 2				\$37.49	\$38.62
Step 11	\$34.51			\$38.99	\$40.16

- *Four additional steps have been added for 2022-2023 school year
- *Employees may advance steps once per year for steps one through seven
- *Employees may advance steps seven through eleven once every two years
- *For 2022-2023 existing employees at step seven for 2 or more years may advance to step eight
- *For 2022-2023 employees may not advance beyond step eight and will remain at step eight for two years

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ARTICLE 9, LONGEVITY: The following amounts will become effective July 1, 2021:

		LONGEVITY	
		SCHOOL-YEAR EMPLOYEES	FULL-YEAR EMPLOYEES
5 YEARS	\$	835	\$ 925
10 YEARS	\$	935	\$ 1,050
15 YEARS	\$	1,055	\$ 1,200
20 YEARS	\$	1,155	\$ 1,325
25 YEARS	\$	1,205	\$ 1,375
30 YEARS	\$	1,255	\$ 1,425

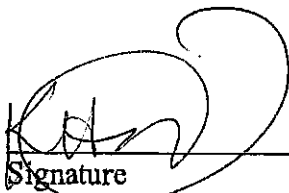
ARTICLE 11, HOLIDAYS

Section 1. (full year employees) Add Juneteenth to the list of paid holidays.

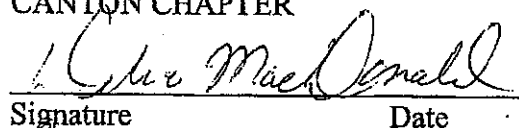
Section 3. (school year employees) Add Juneteenth to the list of paid holidays, so long as it falls within the work year.

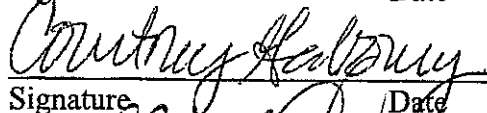
This Memorandum of Agreement, having been ratified by the parties, is hereby signed and sealed by their duly authorized representatives. The parties recognize and agree that all proposals/counterproposals regarding changes to the Collective Bargaining Agreement not embodied in this Memorandum have been withdrawn.

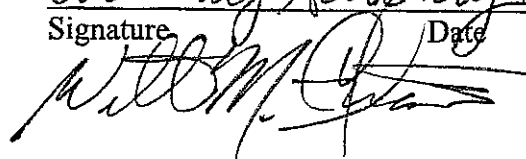
CANTON SCHOOL COMMITTEE


 Signature _____ Date 6/9/22

CANTON SCHOOLS
 ADMINISTRATIVE ASSISTANTS
 UNION, AFSCME
 COUNCIL 93, LOCAL 362,
 CANTON CHAPTER


 Signature _____ Date 6/11/22


 Signature _____ Date 6/7/22


 Signature _____ Date 6-7-22