

Memorandum of Agreement
Canton School Committee/Canton Schools Custodian/Maintenance
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: Increase as follows:

July 1, 2021	2%
July 1, 2022	2.5%
July 1, 2023	3.0%

ARTICLE 9, LONGEVITY: Increase each step by \$100, effective July 1, 2021.

ARTICLE 11, OVERTIME: Revise Section b as follows:

Call Back: Any employee called back to work on the same day after having completed his assigned shift and after having left his place of employment and before the start of his next regularly assigned shift shall be paid at the rate of time and a half (1 and 1/2) times his regular hourly rate for all hours worked on call back, subject to a minimum of ~~two (2)~~ **three (3) hours** at time and a half pay.

Add the following new section to this Article:

Snow storms: All employees are required to participate in snow removal upon request, provided that the Director of Finance and Operations has the discretion to excuse participation in extenuating circumstances. While working overtime as part of a snow storm, an employee who works (16) continuous hours shall remain on their premium rate of pay. At the start of a regular shift after an employee has worked sixteen (16) continuous hours, an employee, at his/her discretion but with permission from the Director of Finance and Operations may elect to stay at work on premium rate or go home and be paid straight time for the day.

ARTICLE 16, SHOE/CLOTHING ALLOWANCE: Revise seventh sentence to read as follows:
[No change to remainder of Paragraph.]

In addition, employees may purchase one (1) heavy-duty winter jacket for use during inclement weather, the cost of which will be reimbursed by the Committee, provided that the cost of said winter jacket shall not exceed one hundred fifty dollars (\$150) and no employee shall be entitled to reimbursement for more than one (1) winter jacket during any ~~two (2)~~ **three (3)** consecutive academic years.

ARTICLE 22, PAID HOLIDAYS: Amend to add Juneteenth.

ARTICLE 24, SICK LEAVE BUY-BACK: Amend first sentence as follows:

If an employee covered by this Contract has completed ten (10) years of service in Canton, retires from the Canton Public Schools, and is accepted into the Norfolk County Retirement Plan, he shall receive ~~\$50~~\$60 per day for all unused sick leave in excess of ~~70~~60 days, up to a maximum of ~~\$5,500~~\$ 6,500.

ARTICLE 27, VACATION: Extend additional carryover through end of contract, so the following paragraph reads as set forth below. *[no change to remainder of article]*


Notwithstanding the provisions of this paragraph, the Superintendent may, in his/her sole discretion, permit a short-term carryover of an additional five days of vacation, so long as the vacation days are used by August 15 of the new fiscal year. In order to access this short-term carryover, the employee must submit a written request to the Superintendent by June 1 of the fiscal year in which the vacation is earned. ~~This short-term carryover is to be implemented on a trial basis for the period of July 1, 2018 to June 30, 2021 only.~~ This provision for short-term carryover shall cease effective June 30, 2021 2024 unless the parties reach a new agreement on the matter.

ARTICLE 37, PERFORMANCE EVALUATION: Revise second sentence of Section a to read as follows. In addition, form study committee for potential revision of evaluation instrument

- a. Employees will be supervised on an ongoing basis. ~~Once per year,~~ Each year each employee will receive a minimum of one and no more than two a formal, written evaluations. Responsibility for formal evaluation will generally be as follows:

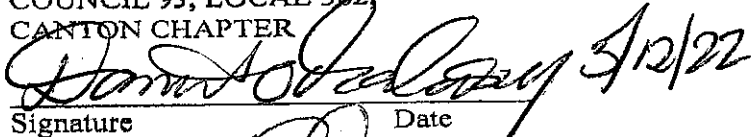
This Memorandum of Agreement, having been ratified by the parties, is hereby signed and sealed by their duly authorized representatives. The parties recognize and agree that all proposals/counterproposals regarding changes to the Collective Bargaining Agreement not embodied in this Memorandum have been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

CANTON SCHOOL COMMITTEE

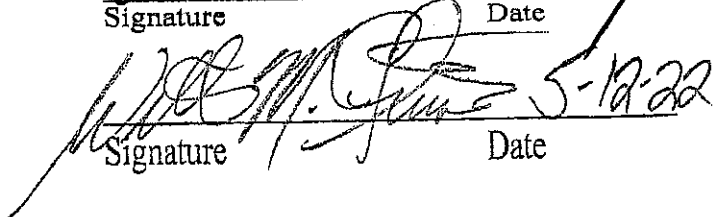

Signature

6/9/22
Date

CANTON SCHOOLS
CUSTODIAN/MAINTENANCE
UNION, AFSCME
COUNCIL 93, LOCAL 362
CANTON CHAPTER


Signature

5/12/22
Date


Signature

5-12-22
Date