

AGREEMENT
BETWEEN THE
COHASSET SCHOOL COMMITTEE
AND THE
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO, STATE COUNCIL 93, LOCAL 1395
July 1, 2018 to June 30, 2021

This agreement entered into by the Cohasset School Committee (hereinafter referred to as the “Committee”) and Local 1395, State Council 93, American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the “Union”) has as its purpose the promotion of harmonious relations between the Committee and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work and other conditions of employment.

TABLE OF CONTENTS

ARTICLE I – RECOGNITION	2
ARTICLE II – EMPLOYMENT CATEGORIES	2
ARTICLE III – WORK SCHEDULE	2
ARTICLE IV – SALARY RATES	4
ARTICLE V – HOLIDAYS	4
ARTICLE VI – VACATIONS	5
ARTICLE VII – EXCUSED ABSENCES	6
ARTICLE VIII- GRIEVANCE PROCEDURE	7
ARTICLE IX-SENIORITY	8
ARTICLE X- PAYROLL DEDUCTIONS	8
ARTICLE XI- NO STRIKE PROVISION	9
ARTICLE XII-AGENCY FEE	9
ARTICLE XIII-GENERAL	9
ARTICLE XIV-COMMITTEE RIGHTS	12
ARTICLE XV-DURATION	12
APPENDIX A- SALARY RATES	14

ARTICLE I – RECOGNITION

1. The Committee recognizes the Union pursuant to the provisions of the Massachusetts General Laws as the exclusive representative for purposes of collective bargaining for all employees within the bargaining unit. The unit shall consist of the following positions: Head Custodian and Full-time Custodians..
2. The Committee will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Union or changing any conditions contained in the Agreement.

ARTICLE II - EMPLOYMENT CATEGORIES

1. A full-time employee is one employed in a permanent year-round (fifty two [52] weeks per year) position who is normally scheduled to work forty (40) hours per week if assigned to a day shift or thirty-seven and one half (37 ½) hours per week if assigned to a night shift.
2. Each new employee as determined by the School Committee shall be considered a probationary employee and shall have no seniority status until he/she has completed a probationary period of ninety (90) work days of continuous employment, during which time he/she may be discharged without cause and without recourse under this agreement. Days lost from work because of sickness or accident during the probationary period shall not be considered in computing the said ninety (90) work days. During the probationary period, an employee shall be considered a temporary employee.
3. A part-time employee shall not be a member of the bargaining unit. A part-time employee is one who works twenty-five (25) hours or less per week.
4. A study by an impartial representative or organization for both the custodial staff and School Committee will conduct a survey of the staff and hours by shift for the district. At the conclusion of the study, the parties agree to meet to bargain over the recommendations. The parties agree to meet to discuss and commence project in Fall 2018.

Items to discuss include but are not limited to, employment categories, work schedule, job descriptions, minimum staffing requirements and job responsibilities.

ARTICLE III - WORK SCHEDULE

1. The regular work week shall consist of five (5) consecutive days within a calendar week. The regular work day shall consist of eight (8) hours for employees assigned to the day shift and seven and one half (7½) hours for employees assigned to the night shift. In addition, in both cases there will be an unpaid lunch period of one half (1/2) hour not to be taken at the beginning or end of a shift.
2. Employees who begin a shift at or after 3:00 p.m. and before 5:00 a.m. shall receive a shift differential (\$2.00 effective November 1, 2009) for each hour actually worked during this period.

3. Any employee who is required to work in excess of his/her assigned shift shall be paid for all such work at one and one-half (1½) times his/her regular straight-time hourly rate. Employees may not work overtime without pre-approval by the Administration.
4. Nothing in this Article shall be construed as a guarantee of work or as an abridgement of the Committee's rights to define the hours of work, to determine the time when employees shall be required to work and to establish such shifts and work schedules and starting and quitting times as it deems appropriate.

All full-time and part-time custodians shall return for snow removal when necessary for the preparation of opening school with the exception of employees who have previously scheduled approved time off.

5. Pay for the head custodian shall be at an hourly rate \$2.00 greater than that of custodian at step 4.

The Superintendent shall appoint the head custodian in her discretion without regard to Article IX (Seniority). Such appointment shall not be subject to the grievance and arbitration procedure.

The 10% night shift differential shall apply to the head custodian for working a shift that begins between 3:00 p.m. and 5:00 a.m. In accordance with the law, the night shift differential shall be added to other wages for hours worked in the work week to determine an employee's regular rate of pay for overtime purposes.

Assignment to work on "school functions" shall be by rotation within the school where the function takes place. If there is an insufficient number of custodians available within the school for such assignment, assignment shall be by rotation among all custodians in the bargaining unit. If there is an insufficient number of custodians in the bargaining unit available for assignment to school functions, substitute custodians or maintenance employees may be assigned.

Assignment to work on 'outside functions' shall be by rotation among all custodians in the bargaining unit without regard to school assignment. If there is an insufficient number of custodians available for assignment to outside functions, substitute custodians or maintenance employees may be assigned.

The head custodian shall be placed on the regular rotation with custodians for assignment to work at both school functions and outside functions, except the head custodian shall be solely responsible for weekend inspections/building checks and responding to alarms. The head custodian will be compensated for two hours work at time and one-half for weekend inspections/building checks and responding to alarms.

The head custodian shall maintain a written record of overtime assignments. This written record shall be available to the Union upon request.

ARTICLE IV - SALARY RATES

The salaries of the employees are set forth in Appendix A which is attached to and made a part of the Agreement

Upon funding of this agreement: effective July 1, 2018 the salary rate of employees shall be increased by one percent (1%); effective July 1, 2019 the salary rate of employees shall be increased by one and one half percent (1.5%); effective July 1, 2020 the salary rate of employees shall be increased by one and one half percent (1.5%).

Any bargaining unit member, who has five or more years of service, with the Cohasset Public School System, will be placed on Step 5 of the new pay scale as of July 1, 2018. Any bargaining unit member with less than five years of service will not obtain the Step 5 category until they have reached five full years of service with the Cohasset Public School System.

ARTICLE V - HOLIDAYS

1. Any regular full-time employee shall be entitled to holiday pay for each of the following holidays, provided the employee is on pay status on his/her last scheduled day prior to the holiday and the first scheduled day after the holiday or the employee has a leave status which has been approved by the Superintendent of Schools.

New Year's Day
Martin Luther King Day
Presidents' Day
Patriots' Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
The next work day after Christmas
Good Friday***

** The holiday for Good Friday shall only be a paid holiday when school is not in session for students.

Whenever any holiday falls on a Sunday, such holiday shall be deemed to fall on the day following. Whenever any holiday falls on a Saturday, such holiday shall be deemed to fall on the day preceding.

On both Christmas Eve and New Year's Eve, night shift employees shall work during the day shift because they fall during a school vacation period when night shift employees work 40 hours during the day shift.

2. All holidays referred to in this Article shall be observed hereunder on the day established for its observance under Massachusetts Law.
3. If an employee is required to work on a holiday he/she shall be paid for such work at one and one-half (1½) times his/her regular pay rate. If a holiday occurs on an employee's vacation day that day shall not be counted as a vacation day.

ARTICLE VI - VACATIONS

1. Any full-time employee who has been in the continuous, full-time employment of the Committee for one year shall be entitled to ten (10) working days of vacation time with pay. Any full-time employee who has been in the continuous full-time employment of the Committee for less than one year shall be entitled to one (1) working day of vacation with pay for each calendar month worked, but not to exceed ten (10) days for the first year. During the first year of employment, accrued vacation time may only be used after six (6) months of continuous full-time employment and at the discretion of the Superintendent of Schools. Any full-time employee who has been in the employment of the Committee for five (5) years of continuous full-time employment shall be entitled to fifteen (15) working days of vacation with pay. Any full-time employee of the Committee who has been working in the employment of the Committee for ten (10) consecutive years of full-time employment shall be entitled to twenty (20) working days of vacation with pay. All vacation time will be accrued monthly. Employees employed more than one (1) year shall have vacation days accrued at the monthly increment of allowed days. Should, upon either employer or voluntary employment termination occur, allowed annual vacation days used before the accrued days earned, the employee will refund the district the cost of time not accrued. In the event of an overpayment of vacation days, the employer will offset the employee's pay in the subsequent or final pay period, as the case may be, accordingly.
2. Any full-time employee whose employment is terminated without having taken the vacation to which he/she is entitled, he, or in the case of death, his/her estate, shall be paid in lieu of such vacation an amount equal to one day's pay at his/her regular rate for each day of unused vacation. Any employee who resigns shall give the Committee at least two weeks' notice. Any employee must work six (6) months in any one (1) contract year to be eligible for the provisions of this section.
3. All vacations shall be granted at such times as best serve the interest of the Cohasset Public Schools and must be approved by the Superintendent of Schools. These days will be scheduled from July 1 to June 30. In buildings with three (3) or less custodians, vacations may not be scheduled so that all custodians in a building are on vacation at the same time. Vacation requests must be submitted at least ten (10) calendar days in advance, unless unforeseeable circumstances are present.
4. Except in extraordinary circumstances, authorization of approval for vacation leave days will not be rescinded.

5. An employee covered by this agreement may, with supervisory approval, carry forward no more than five (5) vacation days into the following year. There shall be no payment made for unused vacation time except as provided under Section 2.

ARTICLE VII - EXCUSED ABSENCES

1. Regular full-time employees will accrue sick leave at the rate of one and one-quarter (1 1/4) days per month to a total of fifteen (15) days per year, cumulative to one hundred sixty five (165) days. The Committee reserves the right to retain a physician at its own expense who may determine the illness of the employee. To be eligible for sick leave benefits an employee must report his/her illness or disability to his building principal on the first day of his/her illness or disability as soon as possible prior to his/her scheduled reporting time on the first day of absence. In the case of absence due to an industrial accident, the Committee agrees to pay the difference between the employee's regular wages and the amount received from Workers' Compensation. In addition, the Committee agrees to send notice of accumulated sick leave to each employee with his/her contract.
2. The Committee agrees to allow one-half of all sick days not utilized in a given year to be allocated to a sick day bank to be utilized in the event of a catastrophic illness by members of the bargaining unit. Specific utilization shall be determined by a majority vote of the bargaining unit with concurrence of the School Committee.
3. Bereavement leave without loss of pay for death in the family, upon request, shall be granted in the amount of three (3) days and may be extended with no loss of pay at the discretion of the Superintendent of Schools. "Family" shall be determined to consist of mother, father, sister, brother, grandmother, grandfather, spouse, children or other relatives who reside in the employee's home.
4. The Committee agrees to pay the difference in an employee's regular wages and the amount of compensation paid for jury duty.
5. A maximum of three days absence per year with pay may be granted by the Superintendent of Schools for the transaction of necessary business which cannot be conducted before or after work hours or on non-work days. In no case may an employee use the benefits of this Article to extend a holiday or vacation period. Except in cases of emergency, application for personal leave must be made to the Superintendent of Schools sufficiently in advance of the day on which such leave is desired to allow consideration of the request.
6. The Committee will comply with all state and federal laws with respect to mandatory military leaves of absence and reinstatement from such leaves of absence. Upon return from such leave, an employee will be placed on the salary schedule at the level which he/she would have achieved had he remained in the Committee's active employment during the period of absence, up to a maximum of four years. All military leaves shall be without pay.

ARTICLE VIII - GRIEVANCE PROCEDURE

1. The Committee and Union agree that the exclusive method for the adjustment, processing and settlement of a grievance as defined herein, shall be in accordance with the grievance procedure prescribed in this Article.
2. A grievance is defined as a question, complaint or dispute involving the meaning, application or interpretation of or compliance with the terms and provisions of this Agreement. Any matter which is not specifically covered by the provisions of this Agreement or which is reserved to the discretion of the Committee by the terms of this Agreement shall not be the subject of a grievance.
3. Grievances, except as otherwise provided for herein, shall be processed in accordance with the following procedure:
 - a. **Step No. 1.** The aggrieved employee shall first present his or her grievance to his or her building principal. A union representative may be present at the time the grievance is presented. A grievance which is not presented by an employee to his/her principal within ten (10) working days after the occurrence of the alleged cause of the grievance or after the date of first knowledge of its occurrence by any employee affected shall be deemed to have been waived. The principal shall advise the aggrieved party of his/her decision concerning the grievance within five (5) working days after the grievance was presented.
 - b. **Step No. 2.** In the event his or her grievance is not settled as of the time for a response under Step No. 1, the aggrieved employee may, within five (5) working days thereafter, submit his or her grievance in writing to the Superintendent of Schools. The written grievance shall give a summary of the facts involved, the provision or provisions of this Agreement allegedly violated and the relief desired. Upon receipt of the written grievance, the Superintendent or his or her representative will meet within five (5) working days with the aggrieved employee and a Union representative. The Superintendent or his or her designee, as the case may be, shall within five (5) working days after the conclusion of said meeting, advise the aggrieved employee of his or her decision concerning said grievance.
 - c. **Step No. 3.** In the event the grievance is not settled as of the time for a response under Step No. 2, the aggrieved employee may, within five (5) working days thereafter submit his or her grievance to the Committee. Within ten (10) working days, or at the next regularly scheduled School Committee meeting, the Committee shall meet with the aggrieved employee, including a member of the Union. The Committee shall, within ten (10) working days after the conclusion of said meeting, advise the aggrieved employee of its decision concerning said grievance.
 - d. **Step No. 4.** In the event the grievance is not settled as of the time for a response under Step No. 3, the grievance may be submitted by Council 93 for arbitration within thirty (30) calendar days thereafter to the American Arbitration Association for proceedings consistent with AAA rules then in effect. The Arbitrator shall not

have any authority to establish wage rates nor to add to, subtract from, modify or otherwise change any of the terms or provisions of this Agreement. The expenses of said arbitration shall be shared equally by the Committee and the Union. With respect to matters grievable under the contract, the parties agree to utilize the grievance procedure as their sole and exclusive resource. If the employer, the Union or employees represented by the Union initiate a charge or cause of action before a court or any administrative agency, the grievance under the contract shall be deemed to be waived.

4. By mutual agreement in writing between the Committee and the Union, a grievance otherwise subject to the grievance procedure may be submitted directly to arbitration in the manner prescribed above.
5. In the event of the failure by the aggrieved employee, at steps 1 through 3, or the Union, at step 4, to comply with the time limitations provided in this Article, the grievance shall, except where an extension of time has been sought and obtained, be deemed to have been waived or withdrawn, as the case may be.

ARTICLE IX - SENIORITY

1. A system-wide seniority list shall be established. Seniority shall prevail in regard to job openings, shift assignment, transfers and vacation selection within the bargaining unit providing all other qualifications and abilities are equal.
2. The work assignment of maintenance of Alumni Field shall be posted for bid by night shift custodians who currently work a regular schedule of 37.5 hours per week. It is anticipated that there will be approximately two (2) hours of work per week for nine (9) months (excluding the winter months) to perform grooming, sweeping and spraying of the field. Such work will be paid at the custodian's regular hourly rate. During school vacation periods, including the summer recess, when night shift employees work forty (40) hours per week during the day shift, such maintenance work will be performed within the forty (40) hour schedule as part of the custodian's regular duties. This work shall be open to multiple bidders on a monthly rotation to provide for an equitable distribution of earning opportunity and to provide for back-up in the event of absence.

ARTICLE X - PAYROLL DEDUCTIONS

1. The Committee agrees to deduct from the salaries of its employees dues for Union membership, as such Union members individually and voluntarily authorize the Committee to deduct, and to transmit the monies promptly to the Treasurer of the Union after the Union member has signed the proper authorization of dues deduction form.
2. Deductions will be made in equal monthly installments. No later than July 15 of each contract year, the Union will provide the Committee with a list of those employees who have voluntarily authorized such deductions and will notify the Committee of any changes in such list.

3. To the extent feasible, the Committee agrees to process deductions, other than dues, from the salaries of its employees when authorized to do so by said employees.
4. The Union shall indemnify and save the Committee harmless against all claims, demands, suits or other forms of liability which may arise by reason of any action taken in making deductions and remitting same to the Union pursuant to this article.
5. All employees covered by this Agreement may participate in the Town of Cohasset Pre-Tax Insurance and Health Care Premium Payment Plan as permitted by Section 125 of the Internal Revenue Code and Chapter 697 of the Massachusetts Acts and Resolves of 1988.
6. Employee wages will be paid on a bi-weekly basis. All employees shall receive their pay by direct deposit and receive all payroll notifications electronically.

ARTICLE XI - NO STRIKE PROVISION

There will be no reprisals of any kind taken by the Committee or the Union against any employee by reason of his membership or non-membership in the Union or its activities. In addition, the Union agrees that no Union officer, Union representative, Union employee or Union member shall engage in, induce or encourage any strike, walkout, work stoppage, sitdown or any other direct or indirect interference with the operations of the school system. Further, the Committee agrees not to conduct a lockout. The Union and its members, individually and collectively, agree if there is a violation of this paragraph, the Committee or the Union, as the case may be, may, at its option, institute any or all proceedings in a court of law or in equity pursuant to the procedure above.

ARTICLE XII - AGENCY FEE

Consistent with Section 12 of Chapter 150E, an Agency Fee shall be assessed to all eligible employees as a condition of employment. This agency fee shall pertain to the exclusive bargaining unit designated by the unit and it shall be proportionate with the cost of collective bargaining and contract administration.

ARTICLE XIII - GENERAL

1. Investigations and processing of grievances shall be carried out only by representatives of the Union whose names have been furnished to the Superintendent of Schools. All such investigations and processing shall be conducted during non-working hours.
2. Representatives of the Union may enter the premises of the Committee after requesting and receiving permission of the Building Principal. Further, it is agreed that such representatives shall not interfere with the performance of duties assigned to the employees while on the premises.
3. Custodians will have the right, upon written request to the Superintendent, to review the contents of their personnel files, excluding confidential recommendations rendered upon initial employment, such review to be held in the presence of the Superintendent or his designee. If the custodian so requests, he/she may be entitled to have a representative of the Union accompany him/her during such review.

4. The private and personal life of an employee is not an appropriate concern of the Committee, except as it may interfere with said employee's responsibilities to the Committee.
5. If any provision of the Agreement or any application to the Agreement to any employee or group of employees shall be found to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions and applications shall continue in full force and effect.
6. The Committee and the Union agree to the policy of not discriminating against any person on the basis of race, creed, color, national origin, age, sex or marital status.
7. The Committee agrees to allow use of Committee facilities by the Union during non-school hours when such use is requested in writing sufficiently in advance and such use is approved by the Superintendent of Schools.
8. Uniforms:
 - a. The Committee agrees to put in place a voucher system for the purchase of work uniforms.
 - b. All employees covered by this Agreement will be given up to a \$550.00 voucher each fiscal year to cover the cost of the agreed upon uniform.
 - c. The Committee agrees that it will assume the responsibility of placing the employee's first name and the Cohasset School Department logo on clothing purchased through the clothing voucher.
 - d. All employees shall be responsible for cleaning and maintaining purchased clothing.
 - e. The uniform shall consist of a blue shirt with employee's name and School logo, dark blue trousers (dungaree material acceptable) and dark blue jacket or hooded sweatshirt (name & logo).
9. Any custodian called back to work on the same day or before his/her next regularly scheduled work day, after having completed his/her assigned work and left his/her place of employment shall be paid at the rate of time and one-half for all hours worked on such recall. He/she will be guaranteed a minimum of three (3) hours work and/or pay at time and one-half provided that the reason for the recall was not the custodian's own negligence. Custodians performing building checks will be compensated for two (2) hours work at time and one-half
10. Custodians will be assigned a locker room in each school at the discretion of the principal if such space is not needed for instructional purposes.
11. Each custodian is to be issued a complete and up-to-date contract.

12. Longevity. Each employee shall receive an annual longevity payment upon the following basis:

Length of Service	Amount Paid
10 years	\$ 825.00
15 years	\$1,300.00
20 years	\$1,500.00

Prior to the Christmas holiday, those employees who complete ten (10), fifteen (15) or twenty (20) years of service in a given calendar year will be eligible for the respective amount in the calendar year they complete said number of years of service.

13. Committee agrees to compensate custodial employees who, with the prior approval of the Superintendent, successfully complete a course and/or training program related to their employment and who agree to use the skills obtained from such course or training program in their employment in the Cohasset Public Schools.
14. The Committee agrees to reimburse (not to exceed \$50.00) any custodian, once during the duration of the contract, for a back support belt. Reimbursement by the Committee does not acknowledge that such a support is required to perform his/her job duties.

15. Enrollment of the Children of School Department Personnel

In addition to those children, who as a matter of law, are entitled to enroll in the Cohasset Public Schools, a dependent of a professional staff member may enroll in the Cohasset Public Schools provided the student does not require an out of district placement. Students must be in good standing and make application to the Superintendent prior to July 1 of the year for which attendance is requested. A non-resident staff member who enrolls his/her child in the Cohasset Public Schools pre-Kindergarten or Full-Day Kindergarten programs shall be required to pay any regular tuition or fees that may be charged to Cohasset residents' children. Dependents of professional staff members are not automatically eligible to participate in the lottery system for admissions into full day kindergarten. They may participate in the lottery system for full day kindergarten on a first-come, first-serve basis provided that there is no lottery waiting list of Cohasset residents. Dependents of professional staff members are also not automatically eligible to participate in the lottery system for the integrated pre-school program. They may participate in the program if there is no lottery for the program and no waiting list of Cohasset residents. All acceptances require the approval of the Director of Student Services.

The benefit is available only so long as the student's parent or legal guardian is permanently employed in the Cohasset Public Schools.

Students who are enrolled pursuant to this policy are subject to all rules and regulations that apply to other students in the Cohasset Public Schools.

16. All custodians will be evaluated on a yearly basis by their immediate supervisor. The evaluation instrument will be developed jointly by the Committee and the Union

17. It is understood that disciplinary actions against and excessive monitoring of employees is neither a primary purpose nor an intended result of the video surveillance cameras. To that end, any disciplinary action which is based in any part upon a surveillance finding must also comport with the "just cause" standard in the collective bargaining agreement.

The parties agree that this technology may not be used for the purpose of timing employees work tasks, or evaluating an employee's work performance.

The Committee will comply with all federal and state laws regarding the use of video surveillance cameras. Accordingly, under no circumstances shall surveillance cameras used by the Committee include recording of sound.

ARTICLE XIV - COMMITTEE RIGHTS

1. The Committee is a public body established under and with the powers provided by the statutes of the Commonwealth of Massachusetts and nothing in this Agreement shall be deemed to derogate from or impair the powers and responsibilities of the Committee under the statutes of the Commonwealth or the rules and regulations of any agency of the Commonwealth. As to every matter not expressly covered in this Agreement, the Committee retains all the powers, rights and duties that it has by law and may exercise the same without any such exercise being made the subject of a grievance proceeding hereunder.
2. It is agreed that, in addition to other functions and responsibility, the Committee has and will retain the sole right and responsibility to schedule shifts and hours of work, to select, hire and demote employees, including the right to make and apply rules and regulations of discipline, efficiency and safety. The Committee shall also have the right and responsibility to discharge or otherwise discipline any employees for just cause, to promote and transfer, and to lay off employees.
3. The Committee shall give the Union sixty (60) days written notice of its intent to contract out or subcontract out work presently performed by members of the bargaining unit.

ARTICLE XV - DURATION

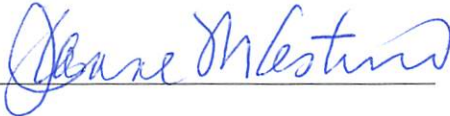
1. The effective date of this Agreement shall be July 1, 2018 and shall continue in effect to and including midnight of June 30, 2021.
2. Either party may give to the other party written notice of its intention to terminate or modify any part or all of this Agreement between October 15, 2020 and November 15, 2020. Such negotiations shall start as soon as possible after receipt of the proposed changes from the party serving notice, but in any event not later than December 1, ~~2021~~. None of the provisions contained in this Article shall prevent the parties, by written agreement, from modifying and/or extending any portion of this Agreement at any time after signing of the Agreement.

Dec 1, 2020
J.D.


3. Renewal: Should neither party to this Agreement send a notice to terminate or modify as described in Section 2, the Agreement will be considered to have been automatically renewed for another twelve (12) months.

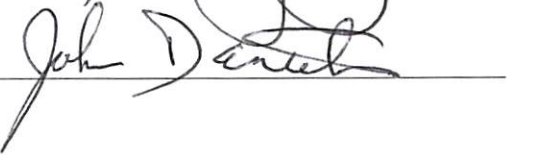
IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on the 6 day of June, 2018.

For the Cohasset School Committee:



For AFSCME, AFL-CIO





**APPENDIX A
SALARY RATES**

APPENDIX A			
SALARY RATES			
Step	FY16	FY17	FY18
1	19.96	20.26	20.61
2	20.73	21.04	21.41
3	21.48	21.8	22.18
4	22.26	22.59	22.99
APPENDIX A			
SALARY RATES			
Step	FY19	FY20	FY21
1	20.81	21.12	21.43
2	21.62	21.94	22.27
3	22.40	22.73	23.07
4	23.22	23.57	23.92
5	24.00	24.36	24.73

The Head Custodian pay scale will be \$2.00 greater than that of a custodian at Step 4.

- A. Employees, when required to drive a school bus during their regular forty (40) hour week, shall receive a fifty-cent (.50) per hour differential for the period of time that they are performing that function. The differential shall be computed to the nearest half-hour.
- B. During the school year, a custodian regularly assigned to the night shift shall work on the day shift at any time when school is not in session unless otherwise directed by the Superintendent of Schools or his/her designee, and the custodian shall be paid at the day shift rate when he or she works such shift. If a custodian is forced to switch to a day shift for the summer months, he or she shall maintain his or her night differential for such day shift hours worked during the summer months.

Retirement – Custodians with twenty (20) consecutive years of service in the Cohasset School system, will be entitled to payment of \$2,000 over and above the applicable step in the then existing salary schedule in their final year before retirement. In order to receive this adjustment, the custodian must notify the School Committee in writing one (1) year prior to the actual date of retirement. Satisfactory evidence that notice of retirement has been given to the governing retirement board will be required prior to payment.