

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE MILTON SCHOOL COMMITTEE  
AND  
AFSCME COUNCIL 93, LOCAL 1395**

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Milton School Committee (hereinafter “the Committee”) and the American Federation of State, County and Municipal Employees, Local 1395 (hereinafter “the Union”).

**WHEREAS**, the Committee and the Union have entered into a collective bargaining agreement for the period July 1, 2022 through and including June 30, 2025; and,

**WHEREAS**, the Committee and the Union have, pursuant to Massachusetts General Laws, Chapter 150E negotiated the terms and conditions of a successor agreement for the period July 1, 2025 through June 30, 2026;

**NOW, THEREFORE**, in consideration of mutual covenants and promises, the parties agree as follows:

1. The terms and conditions set forth in the Collective Bargaining Agreement for the period July 1, 2022 through and including June 30, 2025, shall continue in full force and effect for the period July 1, 2025 through June 30, 2026 except as modified by this **MEMORANDUM OF AGREEMENT**.
2. **Article XII, Work Time:** Amend Section B to provide that the Manager at the Pirce Middle School will be paid at the same rate of pay as the Manager at Milton High School.
3. **Article XIII, Classification & Wage Rates:** Amend as follows:

**Food Service Employees:** Effective July 1, 2025, replace the current salary scale with the attached which reflects a two percent (2%) differential between steps and a two percent (2%) increase.

**Custodians:** Effective July 1, 2025, increase the salary schedules in effect on June 30, 2022 by two and one-half percent (2.5%), modify existing scale to show wages at an hourly rate
4. **Article XV, Working Out of Classification/Promotion:** Amend by adding the following language regarding Food Service Employees working out of classification:

Whenever a Food Service Employee substitutes for a Manager, the Food Service Employees shall be compensated for such time at the first step of the Manager's pay scale. In the event that that the Food Service Employee substitutes for the Manager for more than five (5) consecutive work days, they will be paid at the Manager's pay scale at the Food Service Employee's step.

**5. Article XVIII, Sick Leave:** Amend Section B, Cafeteria Workers, as follows:

**Cafeteria Workers** during the ~~term of this Agreement~~ first year of employment, Food Service Employees shall earn twelve (12) sick days on a prorated basis. After their first year of employment, Food Service employees will earn twelve (12) sick days ~~per year the following:~~

~~Those employees with service of:~~ shall earn

Six (6) months to one (1) year	4 days
One (1) year to five (5) years	8 days
Five (5) years	12 days

With unlimited accumulation. All Cafeteria Workers will receive written notification of the number of sick days and personal days available to them two (2) times per year.

**6. Article XXX, Longevity:** Amend as follows:

**Cafeteria Employees:** who satisfy the service requirements set forth above shall be entitled to said longevity payments ~~on a prorated basis. A separate schedule for cafeteria employees shall be provided.~~

~~Group B. Longevity is pro-rated by both the length of the day and the length of the work year. The proration for the length of the year is calculated by taking the sum of 180 days plus 10 Holidays plus the number of Vacation days (if any) earned per Article XVII and dividing that sum by 260. The proration for the length of the day is determined by dividing the hours the length of the employee's work day per Article XII by 8 hours.~~

**WHEREFORE**, the Committee and the Association have caused this  
**MEMORANDUM OF AGREEMENT** to be executed by their duly-authorized  
representatives this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Milton School Committee

\_\_\_\_\_  
AFSCME Council 93, Local 1395