

SETTLEMENT AGREEMENT BY AND BETWEEN  
THE HALIFAX SCHOOL COMMITTEE AND THE  
A.F.S.C.M.E., A.F.L. – C.I.O., STATE COUNCIL 41  
LOCAL 1700

The Halifax School Committee and A.F.S.C.M.E. hereby agree to the following terms, conditions, and understandings to be contained in a successor labor agreement.

1. Term: July 1, 2017 through June 30, 2020.
2. Wages: Across the wage scale increase of 2% each year of the contract retroactive to July 1, 2017. In the first year of this Agreement and in each subsequent year of the Agreement the Head Custodian wage scale will be increased by \$2,000 after the across the scale increase is given. This new wage scale is only applicable for the current incumbent in the position. New hires will be at the prior rate without the \$2,000 increases.

3. Sick Leave Bank

In order to join and remain a member of the sick leave bank, a bargaining unit member must contribute three (3) sick days, each year to the Sick Leave Bank. This bank will be governed by a joint Labor Committee consisting of a Custodial representative, an Administrative representative and a School Committee representative. Bargaining Unit Members must request in writing, to the Sick Leave Bank Committee and/or Union Representative, and provide proper medical documentation, that will be confidential to the committee, for review. The initial grant of sick leave from the sick leave bank may be up to thirty (30) work days and up to sixty (60) work days for any one person in a fiscal year, and no more than ninety (90) work days over two consecutive fiscal years for any one person. A new physician's certification is required after thirty (30) work days. An employee must use all accumulated paid leave time available to the employee before drawing from the sick leave bank such as vacation, personal day, and sick leave days. Once the accumulated sick days have been exhausted in the sick leave bank the employee's grant of sick leave will end.

4. Personal Leave: Replace the existing language with the following language:

During each contract year (July 1 – June 30) an employee may use two (2) days per year to conduct personal business. An employee may use one (1) day of sick leave for which he/she will be paid at his/her normal rate to conduct personal business. Such personal leave shall not be accumulative.

5. Travel Reimbursement

Head Custodian receives a \$100/year travel reimbursement to be issued at the beginning of the fiscal year for work related travel needed throughout the year.

6. Vacation

If an employee vacated his/her position for any reason, the employee will be paid his/her accumulated and unused vacation time.

7. Shift Differential

All employees working any shift starting on or after 2:30p.m. shall be paid a differential of an additional \$40.00 per week for those week in which the employee works three (3) or more days on this shift. Schedule changes to these employees, such as vacation periods and snow removal will not affect the \$40.00 shift differential pay. Assignment to shift work will be made by the Principal or her/his designee.

8. Vacations

Each year an employee may carry over to the next school year a maximum of (5) days above his/her regular accumulation. This must be presented to the District Superintendent in writing no later than June 1. An employee cannot have a maximum accumulation at any point in time which is more than five (5) days above his/her regular vacation accumulation entitlement.

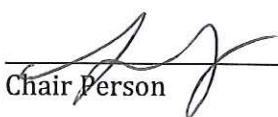
9. Add to "Equal Protection" sexual orientation and gender identity.

10. Summer Hours

Counter-Proposal- At the discretion of the Superintendent on a yearly basis, custodian summer hours from the Monday following the last day of school until the Monday that will be the first full week prior to the start of the new school year, the normal work week shall consist of ten (10) consecutive hours, inclusive of meal periods within the twenty-four (24) hour period. The normal workweek during this time period will consist of four (4) days.

11. The parties agree to work cooperatively to create a performance evaluation tool for bargaining unit members.

For The Halifax  
School Committee

  
Chair Person

Dated: 9/5/17

For The  
AFSCME UNION

  
Staff Representative

Dated: 8.22.17