



November 19, 2024

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of the Tentative Agreement between the Cambridge School Committee and the American Federation of State, County and Municipal Employees Council 93, Local 1611 for a successor collective bargaining agreement for the period of July 1, 2024 through June 30, 2026

Recommendation: That the School Committee ratify and approve the Tentative Agreement between the Cambridge School Committee and the American Federation of State, County and Municipal Employees Council 93, Local 1611 for a successor collective bargaining agreement for the period of July 1, 2024 through June 30, 2026.

Description: The language of the July 1, 2024 through June 30, 2026 collective bargaining agreement shall continue in the successor collective bargaining agreement with the modifications detailed in the attached document, including:

- Include language in Article 6 clarifying time used to for purpose of calculating seniority, eligibility to bid on temporary senior bids, number of applications interviewed for vacancies and reduction of time before can put out a temporary bid
- Inclusion of paid parental leave language in Article 12
- Delete language in Article 8 limiting failure to respond to an emergency overtime call to removal from one rotation of detail list
- Include a vacation buy back provision in Article 11
- Include language in Article 18 expanded number of courses can take in a year for a facilities management certificate and expanding courses and locations where courses can be taken for tuition reimbursement and increasing the tuition reimbursement pool to \$20,000 at the end of the second year of the collective bargaining agreement
- Add an additional shift option of 6:00 a.m. to 2:30 p.m. for senior custodians in schools with four custodial staff
- Increase T-pass rate
- Include a provision regarding participation in bike share membership
- Increase non-weather-related public health or safety stipend to \$300.00 in the first year of the collective bargaining agreement to and \$400.00 in the second year of the collective bargaining agreement

- Increase the elementary /upper school senior custodian that is the custodian in charge of hybrid elementary/upper school buildings stipend from \$75.00 (seventy-five dollars) to \$100.00 (one hundred dollars per week and increase the stipend for years of service as the CRLS night shift custodian for date of appointment to five year from \$75.00 (seventy-five dollars) to \$100.00 (one hundred dollars), five to eight years from \$100.00 (one hundred dollars) to \$125.00 (one hundred twenty-five dollars) and over eight years from \$125.00 (one hundred twenty-five dollars) to \$150.00 (one hundred fifty dollars).
- Increase the stipend members of the bargaining unit holding Master and Journeyman Electrician and Construction Contractor, HVAC and Pipefitter licenses to \$1,600.00 in the first year of the collective bargaining agreement and increase it to \$2,000.00 in the second year of the collective bargaining agreement
- Include an annual stipend of \$750.00 for increased on call and stand by duties in the first year of the collective bargaining agreement
- Contract Clean-up

The following percentage increases shall be applied to the salary schedules, and not to other economic items, effective on the dates indicated:

July 1, 2024 - 3.0% COLA

July 1, 2025 - 3.5% COLA

Funding for this agreement is to be made from the School Department budget. The financial costs for the settlement are as follows:

FY25 \$218,303

FY26 \$252,418

Total \$470,721

Supporting Data: Copy of the Tentative Agreement between the Cambridge School Committee and the American Federation of State, County and Municipal Employees Council 93, Local 1611.

Respectfully submitted,

David Murphy
Interim Superintendent of Schools

**Memorandum of Agreement between
the Cambridge School Committee and
the American Federation of State, County and Municipal Employees, AFL-CIO,
Council 93, Local 1611**

This memorandum of agreement is entered into between the Cambridge School Committee (hereinafter "Committee") and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611 (hereinafter "AFSCME") (hereinafter collectively referred to as "Parties") as of September 19, 2024 for a collective bargaining agreement to be effective from July 1, 2024 to June 30, 2026, which shall be a successor collective bargaining agreement to the collective bargaining agreement between the Committee and Association for the period of July 1, 2021 to June 30, 2024. This memorandum of agreement is subject to ratification by both the AFSCME and the Committee.

NOW THEREFORE, the Committee and AFSCME agree as follows:

The language of the July 1, 2021 to June 30, 2024 collective bargaining agreement shall continue in the successor agreement except as modified below.¹

I. Language Proposals

Article 6 Transfers to Vacancies (AFSCME 2) Section 4

Delete in its entirety the five paragraphs in the section, which starts, "Effective as of July 1, 2021."

In last sentence of the last paragraph of this section, which starts, "Effective as of July 1, 2022" to read as follows (**changes in bold**):

The School Committee and the Union agree that the language of Article 6 of the collective bargaining agreement between the parties does not prohibit the school department from interviewing more than the top five applicants for a position when one or more of the initial top five applicants withdraws the application from consideration either by formal withdrawal of their application, acceptance of another position within the unit, or declining to accept an offer for that ~~particular~~ permanent position. For senior custodian positions preference shall be given to those candidates with senior custodial service. Candidates for senior custodian positions who have a minimum of four consecutive months or **six months of cumulative service** as a temporary or acting senior **status** custodian, or shall have that time count for the purposes of calculating seniority. **The time paid at the senior level shall be used to calculate four to six month eligibility as described.**

¹ Bold text indicates new language being inserted and strikethrough of text indicates language being deleted.

Article 6, Transfers to Vacancies (AFSCME 10)
Section 4, Twelfth paragraph

Revise the paragraph to read as follows (changes in bold):

Candidates for senior custodian positions who have a minimum of four consecutive months or six cumulative months of service as a temporary or acting senior custodian, or who have had three years of service as a junior custodian and hold an FMP certificate shall have that time count for the purposes of calculating seniority. The time paid at the senior level shall be used to calculate four or six month eligibility as described above.

Article 21 General
Section 21

Delete current language of Section 21 of Article 21 in its entirety and insert the following in its place:

The school department shall reimburse each member of the bargaining unit who purchases one, up to 65% of a cost of a "T" pass, up to a maximum of \$265.00 (two hundred sixty-five dollars) per month.

Effective three (3) months after ratification of contract, the school department shall reimburse each member of the bargaining unit who purchases one, up to 75% of the cost of a "T" pass, up to a maximum of \$300 per month.

Effective three (3) months after ratification of contract, in order to access this benefit, members will need to use the payroll deduction process.

Note: This benefit will include members who purchase a Commuter Rail "T" pass and members will be allowed to suspend payroll deduction as needed.

Article 21 General
Add a new Section 23 to Article 21

Add a new Section 23 to Article 21 which states the following:

Effective three months after ratification, the Employer shall offer bike sharing memberships to unit members on the same basis that the Employer and City of Cambridge offer their non-union employees. While retaining the right to change the terms of the program at any time, the Employer/City of Cambridge currently provides the employees with free annual members to Hub Way/Blue Bikes.

Article 12 Leave
Insert a New Section 10 Paid Parental Leave

The School Committee agrees to abide by State Law and Massachusetts Commission Against Discrimination ("MCAD") guidelines with reference to parental leave. All members of the bargaining unit who have worked for at least three (3) consecutive months in a regularly appointed position of twenty (20) hours per week or more will be eligible for up to eight (8) weeks of paid parental leave ("PPL") in connection with the birth of a child or the adoption or foster placement of a child under the age of eighteen (18), or under the age of twenty-three (23) if the child is disabled ("Qualifying Event). The PPL needs to be taken close in time to the birth, adoption or foster placement of the child, and eight (8) weeks of PPL may be taken all at once, or may be spread out over the year but PPL must be used within twelve (12) calendar months following the Qualifying Event. If PPL is used incrementally, it must be used in increments of one (1) work day. No more than eight (8) weeks of PPL will be granted in any twelve (12)

month period, regardless of the number of children born, adopted or placed. The PPL runs concurrently with FMLA leave. All members of the bargaining unit may use their accrued time for parental leave in addition to the eight (8) weeks of PPL but sick leave bank time cannot be allocated for parental leave. Bargaining unit members will return to work for a minimum period equal to twice the length of their leave and remain in service unless there are extenuating circumstances, supported by documentation that is acceptable to the school department, which is provided to the Superintendent and Executive Director of Human Resources.

Article 6 Transfers to Vacancies (AFSCME 3) Section 7

Revise the first paragraph of section 7 of Article 6 to read as follows (**changes in bold**):

When an employee has been absent from their position for medical or other reasons for a period of at least ~~three~~ **two (2)** months, the position they hold may be put out to bid as a “temporary bid,” and individuals in the bargaining unit may apply to transfer to such position, subject to the return to the position of the absent employee. **Employees with Senior Status, Junior Status and Trades are eligible to bid only on temporary senior bids and positions and seniority will be used at date of hire.**

Article 8 Overtime Fifteenth Paragraph

Revise the paragraph to read as follows (**changes in bold**):

If an emergency situation exists, whether man-made, natural or the result of plant or facility malfunctions, all unit members shall, if requested by the Chief Operating Officer, Director of Facilities or designee, be required to work overtime. ~~Failure to respond to an emergency overtime call shall result in an employee being removed from one rotation of the detail list.~~

Article 11 Vacations (AFSCME 4)

Insert a new section 3 which states the following:

Employees may buy back up to eighty (80) hours of vacation time during any given school year at the unit member’s hourly rate. Vacation buy back requests must be submitted to payroll by no later than May 15th.

AND

Article 16 Salaries, Section 2 (AFSCME 6)

Revise the language in fourth paragraph of Section 2 of Article 16 as follows (**changes in bold**):

In addition, all bargaining unit members will receive an annual payment of ~~\$200.00~~ **\$300.00** (~~two~~ **three** hundred dollars) in recognition of the fact that they may be asked to report to work onsite as an Employee during a non-weather-related public health or safety issue on days that other Employees may be asked not to report onsite. ~~The initial payment will be made within a month of ratification of the tentative agreement by both parties for the collective bargaining agreement for the period of July 1, 2021 through June 30, 2024.~~ Thereafter it will be paid out annually in the first payroll period of October.

Effective July 1, 2025, the annual payment that is made in recognition of the fact that the bargaining unit members may be asked to report to work onsite as an Employee during a non-weather-related public health or safety issue on days that other Employees may be asked not to report onsite will increase to four hundred dollars (\$400.00) and will be rolled into the base.

Article 16 Salaries page 40 (AFSCME 8)

Increase the elementary /upper school senior custodian that is the custodian in charge of hybrid elementary/upper school buildings stipend from \$75.00 (seventy-five dollars) to \$100.00 (one hundred dollars per week and increase the stipend for years of service as the CRLS night shift custodian for date of appointment to five year from \$75.00 (seventy-five dollars) to \$100.00 (one hundred dollars), five to eight years from \$100.00 (one hundred dollars) to \$125.00 (one hundred twenty-five dollars) and over eight years from \$125.00 (one hundred twenty-five dollars) to \$150.00 (one hundred fifty dollars).

Article 6 Transfers to Vacancies (AFSCME 1)
Section 4

In second paragraph of this section, which starts, Effective as of July 1, 2022," revise to read as follows (changes in bold):

The elementary principal of a building, or at CRLS, the Principal or Assistant Principal for Administration or at Berkshire Street, the Chief Operating Officer shall have the right to interview **up to the five most senior applicants** for a vacancy in their building.

Article 6 Transfers to Vacancies (AFSCME 3)
Section 7

Revise the language of the first paragraph to read as follows (changes in bold):

When an employee has been absent from their position for medical or other reasons for a period of at least ~~three~~ **two** months, the position they hold may be put out to bid as a "temporary bid", and individuals in the bargaining unit may apply for transfer to such position, subject to the return to the position of the absent employee.

Page 39 Section 3 (AFSCME 13)

Add "or 6:00 a.m. to 2:30 p.m." to senior custodian line.

ARTICLE 18 PERSONNEL DEVELOPMENT (AFSCME 9)

~~Effective July 1, 2015,~~ Unit members will be eligible for tuition reimbursement for courses through the International Facilities Management Association, towards, four (4) on-line courses that lead to a Facilities Management Professional ("FMP") certificate. The maximum amount of reimbursement shall be \$750 (seven hundred fifty dollars) per course per individual for a maximum of ~~two (2)~~ **three (3)** courses per individual per contract year. To be eligible for reimbursement for the course, prior approval by the unit member's supervisor and the Superintendent's designee shall be required, the course must be taken after working hours, and a final course grade of at least "~~B-~~" "**C**" shall be required unless a course is only offered "Pass/Fail" in which case a "passing" grade shall be required. The total tuition reimbursement pool amount shall not exceed \$12,000.00 (twelve thousand dollars). During the term of this collective bargaining agreement, the Union and the District may mutually agree to expanding the scope of courses eligible for tuition reimbursement under this provision to include courses offered by other similar national professional facilities management organizations that lead to facilities management certifications.

For an individual that successfully completes all four on-line courses and obtains an FMP Certificate from the International Facilities Management Association, and is certified as an FMP, the individual shall

receive a differential of \$500.00 ~~en-rolled into~~ their base salary based upon submission of documentation to the Human Resources Department evidencing that the member has successfully completed all four on-line course offered by International Facilities Management Association leading toward the FMP certificate, that the individual has been certified as an FMP and that such courses were taken after working hours.

Effective June 30, 2018, an FMP certificate will be required for appointment to senior building custodian positions.

Additionally, ~~effective July 1, 2015~~, Unit members will be eligible for tuition reimbursement for job related educational courses taken on or after July 1, 2015 at an accredited two year or ~~accredited~~ four year **community college**, college or university which is leading to a degree, diploma or certification in facilities management or at an accredited professional building trade school, which is leading to a diploma or certification that requires the equivalent of two years of courses. In the case of an accredited professional building trade school, the District shall keep on file a list of accredited professional building trade schools in the District's Facilities Management Office and this list may be updated annually by the Superintendent or designee. The decision of whether a certification or diploma is the equivalent of two years of courses shall be in the sole discretion of the Superintendent or designee. Such decision shall be grievable but shall not be arbitrable. The maximum amount of the tuition reimbursement shall be \$750 (seven hundred fifty dollars) per course per individual per contract year. To be eligible for reimbursement for the course, prior approval by the unit member's supervisor and the Superintendent's designee shall be required, the course must be taken after working hours, and a final course grade of at least ~~"B"~~ "C" shall be required unless a course is only offered "Pass/Fail" in which case a "passing" grade shall be required.

At the discretion of the District, an individual, on a first come, first serve basis, may be eligible for reimbursement of ~~one (1)~~ additional courses per contract year if the total tuition reimbursement pool for courses through the International Facilities Management Association towards and FMP certification and for job related educational courses pool has not been exhausted and the course for which reimbursement is being sought has been completed by no later than ~~April 30th~~ May 31st of the contract year in which reimbursement is sought.

The total tuition reimbursement pool amount for courses through the International Facilities Management Association towards an FMP certification and for job related educational courses shall not exceed \$17,000.00 (seventeen thousand dollars). **Effective June 30, 2026, the total tuition reimbursement pool amount for courses through the International Facilities Management Association towards an FMP certification and for job related educational courses shall not exceed \$20,000.00 (twenty thousand dollars).** For an individual that successfully completes and obtains an Associate's Degree from an accredited college or university in Facilities Management or a diploma or certification from an accredited professional building trade school that is on the approved list of accredited professional building trade schools maintained in the District's Facilities Management Office, the individual shall receive a differential of \$600.00 (~~six hundred dollars~~) ~~en-rolled into~~ their base salary based upon submission of documentation to the Human Resources Department evidencing that the member has successfully completed and obtained an Associate's Degree in Facilities Management or has successfully completed and obtained a diploma or certification from an accredited professional building trade school that is on the approved list of accredited professional building trade schools maintained in the District's Facilities Management Office and that such courses were taken after working hours.

For an individual that successfully completes and obtains a Bachelor's Degree from an accredited **community college**, college or university in Facilities Management, the individual shall receive a differential of \$900.00 (**nine hundred dollars**) ~~en-rolled into~~ their base salary based upon submission of

documentation to the Human Resources Department evidencing that the member has successfully completed and obtained a Bachelor's Degree in Facilities Management and that such courses were taken after working hours.

II. Economic Proposals

Article 16 Salaries

Section a

Create new Salary Schedules to reflect salary increase of as of July 1, 2024, and another salary increase as of July 1, 2025:

Year One July 1, 2024 – 3%
Year Two July 1, 2025 – 3.5%

Should during the life of this contract any City or school department unit reach voluntary agreement with the City for a general across the board base wage increase greater in percentage than that provided to this Union, then the City/School Department and the Union agree to reopen the contract for the limited purpose of discussing base wages.

Article 20 Licenses and License Stipend (AFSCME 10)

Add the following language to Article 20:

Effective July 1, 2024, the School Committee shall pay an annual \$1,600.00 (one thousand six hundred dollars) stipend that is added to the base salary in December to members of the bargaining unit holding Master and Journeyman Electrician and Construction Contractor, HVAC and Pipefitter licenses, as required by the employer. Effective July 1, 2025, the School Committee shall pay an annual \$2,000.00 (two thousand dollars) stipend that is added to the base salary in December to members of the bargaining unit holding Master and Journeyman Electrician and Construction Contractor, HVAC and Pipefitter licenses, as required by the employer.

Article 16 Salaries

Add a new Section 3

Add a new Section 3 to Article 16 which states the following:

Effective July 1, 2024, the School Committee shall pay an annual stipend of \$750.00 (seven hundred fifty dollars) for increased on call and stand by duties. Effective July 1, 2025, the annual stipend of \$750.00 (seven hundred fifty dollars) for increased on call and stand by duties shall be rolled into the base.

III. Contract Clean Up

Adjust dates in successor collective bargaining agreement to reflect term of new CBA

Article 6 Transfers to Vacancies

Section 3

Revise the language of Section 3 to read as follows (changes in bold):

When a vacancy occurs in any classification covered by this Agreement, due notice shall be posted on ~~the Cambridge Public Schools website and~~ emailed to all members of the unit not less than ten (10) days after such vacancy occurs ~~and a hard copy of the notice shall also be mailed to the present of the union.~~

Article 6 Transfers to Vacancies
Section 4

Revise the first sentence of Section 4 of Article 6 to read as follows (changes in bold):

All Employees regular in the employ of the School Committee who by reasons of such employment are eligible for the vacancies for which notice has been mailed, ma make application in writing to the ~~Principal of a building~~ **Director of Facilities** for the vacated position or positions.

Article 7 Hours of Work
Section A

Delete the following text:

~~Effective upon ratification of the agreement, in December, 2000, Senior Custodians in 4 person buildings shall be assigned to work a 9:00 a.m. to 5:30 p.m. shift, and shall not receive a shift differential.~~

Article 7 Hours of Work
Section C

Revise the section to read as follows (changes in bold):

All regularly appointed full time storekeepers, bus drivers, carpenters, electricians, electrician's helpers, HVAC technicians, HVAC helpers and pipefitters shall work the same number of hours (8) and have the same number of breaks (2) as custodians, as per Article 9.

Article 8 Overtime

In accordance with Settlement Agreement dated 9/13/19 delete the first five paragraphs of Article 8 which states:

~~Employees covered by this Agreement shall be paid overtime at the rate of one and one-half (1 1/2) times their regular rate of pay for work in excess of eight (8) hours in one (1) day and forty (40) hours 10 in one (1) week. All work not regularly scheduled performed on Sunday shall be paid at the rate of two (2) times their regular rate of pay.~~

~~Any Employee called back to work on the same day after having completed their assigned work and left their place of employment and before their next regular scheduled starting time shall be paid at the rate of time and one-half (1 1/2) for all hours worked on recall. Effective July 1, 2008, he will be guaranteed a minimum of three (3) hours pay at time and one-half (1½) rate for regular overtime and double time for Sundays and holidays, except in the case of an outside user paid detail, in which case he shall be guaranteed a minimum of two (2) hours pay at the standard rate of \$30 per hour for regular overtime and \$40 per hour for Sunday and holiday overtime.~~

~~Members of the bargaining unit agree to take and successfully complete twenty (20) hours of professional development courses in the areas of cleaning techniques and safety annually. Such courses will be selected by the Director of Facilities and at least ten (10) hours of such courses will~~

~~be in the area of safety. The safety courses will be selected by the Director of Facilities after consultation with the Safety Committee. The time and location of all professional development courses shall be determined by the Director of Facilities.~~

~~In the second year of the collective bargaining agreement for the period of July 1, 2006 through June 30, 2009 and thereafter, in order to maintain the \$1.00 increase per hour in the detail pay rates, all members of the bargaining unit will need to take and complete ten (10) hours of professional development in the areas of cleaning techniques and safety annually and all individuals hired as members of the bargaining unit will have to take and complete twenty (20) hours of professional development in the areas of cleaning techniques and safety in their first year of employment of which ten (10) hours shall be in the area of safety and ten (10) hours of professional development in the areas of cleaning and safety in subsequent years. All such courses shall be selected by the Director of Facilities and the safety courses shall be selected by the Director of Facilities after consultation with the Safety Committee. The time and location of all professional development courses shall be determined by the Director of Facilities.~~

~~———— Effective January 1, 2016 increase the detail rate by \$1.00 (one dollar).~~

~~———— Effective July 1, 2016 increase the detail rate by \$2.00 (two dollars).~~

~~———— Effective July 1, 2017 increase the detail rate by \$1.00 (one dollar).~~

~~All members of the bargaining unit will be compensated for attending professional development courses either as part of their regular pay for professional development courses held during their regular shift and if the professional development course is held outside of their regular shift the bargaining unit member will be paid at their time and a half overtime rate.~~

and insert the following in its place:

Employees covered by this Agreement shall be paid overtime at the rate of one and one-half (1½) times their regular rate of pay for work in excess of eight (8) hours in one (1) day and forty (40) hours in one (1) week.

Any employee called back to work on the same day after having completed their assigned work and left their place of employment and before their next regular scheduled starting time shall be paid at the rate of time and one-half (1½) for all hours worked on recall. The Employee will be guaranteed a minimum of three (3) hours pay at time and one-half (1½) rate for the regular overtime and double time for Sunday and holidays, except in the case of an outside user paid detail.

In the case of outside user paid detail, the Employee shall be guaranteed a minimum of two (2) hours pay. Effective January 1, 2017 through July 8, 2019, outside user details will be paid at the rate of time and one-half (1½). Effective July 9, 2019, outside user details will be paid at the rate of time and one-half (1½) and the rate of double time for holidays.

Members of the bargaining unit agree to take and successfully complete twenty (20) hours of professional development courses in the areas of cleaning techniques and safety annually. Such courses will be selected by the Director of Facilities and at least ten (10) hours of such courses will be in the area of safety. The safety courses will be selected by the Director of Facilities after consultation with the Safety Committee. The time and location of all professional development courses shall be determined by the Director of Facilities.

All members of the bargaining unit will need to take and complete ten (10) hours of professional development in the area of cleaning techniques and safety annually and all individuals hired as members of the bargaining unit will have to take and complete twenty (20) hours of professional development courses. If courses are held outside of their regular shift the bargaining unit member will be paid as their time and a half overtime rate.

Article 10 Holidays Sixth Paragraph

Revise the sixth paragraph to read as follows (changes in bold):

Any Employee required to work on a holiday shall receive double the regular rate of pay for all hours worked, but in no case shall this be less than an amount equal to ~~two (2)~~ **three (3)** hours at the above rate, ~~except for outside paid user details which are a minimum of two (2) hours.~~ If an Employee is required to work in excess of eight (8) hours on a holiday, triple time their regular rate of pay will be paid for all hours over eight (8).

Article 12 Leave

Section 1 Personal Illness

Delete the sixth paragraph of Section 1 of Article 12 which states:

~~The above rates shall be in effect through June 30, 2012 and shall then revert back to the rates in effect as of June 30, 1997, unless both parties agree to continue the new rates after June 30, 2012~~

Delete the last sentence in the last paragraph of Section 1 of Article 12 which states:

~~Members will have the option to exclude up to \$5,000.00 (five thousand dollars) of sick leave buyback monies from the one-time transfer of sick leave buyback monies to a 403B plan at the time of retirement in accordance with the provisions of the 403B plan and IRS regulations.~~

Article 12 Leave

Section 7 Attendance/Incentive Plan

Revise the second paragraph of Section 7 of Article 12 to read as follows (changes in bold):

~~The plan contained herein will be subject to approval by both parties to extend it beyond June 30, 2015.~~ Those members with one (1) or fewer days absences in the prior six (6) months chargeable to sick leave shall receive the amount listed below payable within thirty (30) days after the end of each six month period. The time periods are January 1 to June 30, July 1 to December 31.

Article 12 Leave

Section 9

Delete the second paragraph of Section 9 of Article 12 in its entirety which states:

~~Additionally, there shall be a one-time payment to union members for all compensatory time earned through June 30, 2021 at the rate of \$25.00 (twenty-five dollars) per hour at the union member's hourly rate, whichever is less.~~

Article 13 Uniforms

Section 1

Revise section 1 of Article 13 to read as follows (changes in bold):

The Employees are required to wear a matched set of clothing as a uniform along with a ~~name tag or picture identification in those schools that require picture identification~~. The Employee shall bear the cost of maintaining the uniform in neat and appropriate condition, including tailoring, dry cleaning or laundering as required. New Employees shall purchase their own uniform within six months of hire. The Employee may select their uniform from either of two matched sets chosen by the Union and approved by the School Committee.

Article 14 Health and Welfare Section 5

Delete Section 5 of Article 14 in its entirety which states:

~~The Union and the School Committee agree to form a joint labor/management committee that will meet over the life of the collective bargaining agreement (July 1, 2009 to June 30, 2012) to discuss concerns and possible solutions related to workers' compensation issues within the unit. The joint labor/management committee will consist of two members selected by the union and the Director of Facilities and the Chief Operating Officer for the Cambridge Public Schools. The recommendations of the joint/labor management committee will be advisory to the Superintendent of Schools. This provision regarding the joint labor/management committee will expire on its own terms as of June 30, 2009.~~

Article 16 Salaries p. 29

Delete the following text as it is duplicated on page 29 and then also it appears on the top of page 30:

~~Effective July 1, 1999, an additional stipend of \$20.25 per week (\$0.51/hour) shall be paid to an elementary school senior custodian who meets either of the following criteria:~~

~~a. The elementary school senior custodian in a non-hybrid building supervises four (4) or more other junior custodians.~~

~~b. The elementary school senior custodian is the custodian in charge of a school whose enrollment is 600 students or more, as of the official October 1 enrollment annually reported to the state, provided that if the official October 1 enrollment in any subsequent year shall decrease below 550 students, the stipend shall not be paid. The stipend shall be reinstated if the official October 1 enrollment increases to 600 or more students in any specific subsequent year.~~

~~(Note: this additional stipend shall not be paid to any elementary senior custodian already receiving a stipend, not specified in this collective bargaining agreement, greater than that provided for above.)~~

~~Effective July 1, 1999, an additional stipend of \$20.25 per week (\$0.51/hour) shall be paid to an elementary school senior custodian who meets either of the following criteria:~~

~~a. The elementary school senior custodian in a non-hybrid building supervises four (4) or more other junior custodians.~~

~~b. The elementary school senior custodian is the custodian in charge of a school whose enrollment is 600 students or more, as of the official October 1 enrollment annually reported to the state, provided that if the official October 1 enrollment in any subsequent year shall decrease below 550~~

~~students, the stipend shall not be paid. The stipend shall be reinstated if the official October 1 enrollment increases to 600 or more students in any specific subsequent year.~~

~~(Note: this additional stipend shall not be paid to any elementary senior custodian already receiving a stipend, not specified in this collective bargaining agreement, greater than that provided for above.)~~

~~Effective July 1, 2015 the elementary/upper school senior custodian is the custodian in charge of a hybrid elementary/upper school building shall receive a stipend of \$75.00 (seventy-five dollars) per week.~~

~~Effective July 1, 2015, the CRLS night shift custodian supervisor shall receive an additional stipend per week as follows:~~

~~Years of Service as CRLS Night Shift Custodian~~

~~Amount Date of Appointment to Five (5) Years ————— \$75.00~~

~~Five (5) to Eight (8) Years ————— \$100.00~~

~~Over Eight (8) Years ————— \$125.00~~

Article 21 General Provisions, Section 9

Insert the following text at the end of the section (changes in bold):

A person on detail shall perform regular work duties when reasonable to do so. The Senior shall lay out a work schedule in advance for any person who is to be on a detail. **This means that a custodian is expected to perform any and all work regular work duties that the custodian is expected to perform and that such work is not limited to any specific location within a building and need not be assigned in the same area as where a detail is occurring.**

Article 1 Recognition Clause (AFSCME p.2 of 6/21/24 proposal)

In the third full paragraph delete the phrase "~~and bus drivers~~"


AND

Delete all references to "bus drivers" wherever the term appears in the collective bargaining agreement


Article 21 General Provisions (AFSCME p.2 of 6/21/24 proposal)

Delete Sections, 14, 15, 16 and 17 in their entirety and re-number the remaining provisions of the Article.

AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO,
COUNCIL 93, LOCAL 1611


Richard Tribuna
President

CAMBRIDGE SCHOOL COMMITTEE


Katherine Christo
Executive Secretary

Date _____

Date _____

Order Number _____

CITY OF CAMBRIDGE

Yi-An Huang
City Manager

Approved as to Form:

Megan B. Bayer, Esq.
City Solicitor

AFSCME 93 Rep
Robert DeBelo
Rt DeBelo 10/20/21

Schedule A: Hourly Salary Schedule Effective July 1, 2024 (in \$s)

The following schedule reflects a 3.0% per annum increase.

			Facilities Management Professional Certificate,	Facilities Management Associate's Degree,	Facilities Management Bachelor's Degree,
	Step	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
Custodian	1	21.08	21.33	21.38	21.52
Storekeeper	2	22.29	22.54	22.59	22.73
Bus Driver	3	23.89	24.14	24.19	24.34
Elec. Helper	4	25.46	25.71	25.75	25.90
HVAC Helper	5	26.39	26.63	26.68	26.83
Junior I	6	27.39	27.64	27.69	27.84
	7	28.47	28.72	28.77	28.92
	8	29.67	29.92	29.97	30.12
	9	32.06	32.31	32.36	32.51
	10	33.96	34.21	34.26	34.41
Custodian Junior III	1	25.43	25.68	25.73	25.88
	2	27.16	27.41	27.46	27.61
	3	27.85	28.10	28.15	28.30
	4	29.31	29.56	29.61	29.76
	5	30.47	30.72	30.77	30.92
	6	31.62	31.87	31.92	32.06
	7	32.83	33.08	33.12	33.27
	8	34.07	34.32	34.37	34.52
	9	35.73	35.98	36.03	36.18
Custodian Storekeeper Carpenter Electrician Pipefitter HVAC Tech Senior IV	1	27.90	28.14	28.19	28.34
	2	30.56	30.80	30.85	31.00
	3	32.23	32.48	32.53	32.68
	4	33.26	33.51	33.56	33.70
	5	34.25	34.49	34.54	34.69
	6	35.45	35.69	35.74	35.89
	7	36.69	36.94	36.99	37.14
	8	38.49	38.73	38.78	38.93
	9	41.35	41.60	41.65	41.80
CRLS Senior V Head Carpenter Head Electrician Lead Pipefitter Lead HVAC Tech Fire Alarm Elec	1	40.72	40.97	41.02	41.17
	2	42.17	42.42	42.47	42.62
	3	43.63	43.88	43.93	44.08
	4	45.11	45.36	45.41	45.56
	5	46.61	46.86	46.91	47.06
	6	47.75	47.99	48.04	48.19

Schedule A: Hourly Salary Schedule Effective July 1, 2025 (in \$s)

The following schedule reflects a 3.5% per annum increase, \$400 for reporting during non-weather-related public health/safety closures; \$750 for on-call/stand-by

			Facilities Management Professional Certificate,	Facilities Management Associate's Degree,	Facilities Management Bachelor's Degree,
	Step	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
Custodian	1	22.39	22.65	22.70	22.85
Storekeeper	2	23.64	23.90	23.95	24.10
Bus Driver	3	25.30	25.56	25.61	25.76
Elec. Helper	4	26.92	27.18	27.23	27.38
HVAC Helper	5	27.88	28.14	28.19	28.34
Junior I	6	28.92	29.18	29.23	29.38
	7	30.04	30.30	30.35	30.50
	8	31.28	31.54	31.59	31.74
	9	33.76	34.01	34.07	34.22
	10	35.72	35.98	36.03	36.18
Custodian Junior III	1	26.89	27.15	27.20	27.36
	2	28.69	28.94	28.99	29.15
	3	29.40	29.65	29.71	29.86
	4	30.91	31.17	31.22	31.37
	5	32.11	32.37	32.42	32.57
	6	33.30	33.55	33.60	33.76
	7	34.55	34.80	34.86	35.01
	8	35.84	36.10	36.15	36.30
	9	37.55	37.81	37.86	38.01
Custodian	1	29.44	29.70	29.75	29.91
Storekeeper	2	32.20	32.46	32.51	32.66
Carpenter	3	33.93	34.19	34.24	34.39
Electrician	4	35.00	35.25	35.30	35.46
Pipefitter	5	36.02	36.27	36.32	36.48
HVAC Tech	6	37.26	37.52	37.57	37.72
Senior IV	7	38.55	38.80	38.85	39.01
	8	40.41	40.66	40.71	40.87
	9	43.37	43.63	43.68	43.83
CRLS Senior V	1	42.72	42.97	43.02	43.18
Head Carpenter	2	44.22	44.47	44.53	44.68
Head Electrician	3	45.73	45.99	46.04	46.19
Lead Pipefitter	4	47.26	47.52	47.57	47.72
Lead HVAC Tech	5	48.82	49.07	49.12	49.28
Fire Alarm Elec	6	49.99	50.25	50.30	50.45