

AGREEMENT

between

**TANTASQUA
REGIONAL SCHOOL DISTRICT**

and



**UNIT A: CUSTODIANS CHAPTER
AND
UNIT B: FOOD SERVICE CHAPTER**

July 1, 2007 - June 30, 2010

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This agreement entered into by the Tantasqua Regional School District hereinafter referred to as the Employer and SEIU Local 888 (Custodians - Unit A and Food Service - Unit B) hereinafter referred to as the Union, has as its purpose promotion of harmonious relations between Employer and the Union, establishment of an equitable and peaceful procedure for resolution of differences; and establishment of rates of pay, hours of work, and other conditions of employment.

WORKMEN'S COMPENSATION

Any employee when disabled by an accident or injury arising out of his or her employment is entitled to file for benefits under Workmen's Compensation.

Any injury must be reported forthwith to the supervisor.

The report of injury shall be completed in triplicate and one (1) copy shall be retained in the employee's workers compensation file and one (1) copy forwarded to the workmen's compensation agent for the Tantasqua Regional School District as soon as practicable.

WORKLOADS

Unit A - Custodians

Where two (2) or more employees hold the same job title, the employees shall divide the work load as equally as possible. An employee who assumes the duties of a higher grade position for more than ten (10) consecutive days shall assume the rate of pay for that position retroactive back to the first day of the assignment.

Unit B - Food Service

An employee who assumes the duties of a higher grade position for more than ten (10) consecutive days shall assume the rate of pay for that position retroactive back to the first day of the assignment.

HOURS OF WORK

Unit A - Custodians

The regular hours of work each day shall be consecutive, except for interruptions for lunch periods.

The regular work week for employees in the bargaining unit shall be forty (40) hours. The regular work day of employees whose work week is forty (40) hours shall be eight (8) hours.

Each employee shall be scheduled to work a shift with regular starting and quitting times.

The Employer shall endeavor to establish a work week consisting of Monday through Friday.

The Employee shall be given a minimum of thirty (30) days notice prior to any permanent shift change.

Unit B – Cafeteria

Employees working a minimum of six (6) hours per day, five (5) days per week are considered full-time employees.

Employees working a minimum of four (4) hours per day, five (5) days per week are considered part-time employees.

Employees working less than twenty (20) hours per week or less than five (5) days per week are considered permanent part-time employees.

The employee shall be given a minimum of thirty (30) days notice prior to any permanent shift change.

MEAL PERIODS

Unit A - Custodians

Each employee shall receive a one-half (1/2) hour lunch period.

Whenever possible, the meal period shall be scheduled at the middle of the employee's shift.

OVERTIME

Employees covered by this Agreement shall be paid overtime at the rate of one and one-half (1 1/2) times his/her regular rate of pay in excess of forty (40) hours in one week.

Any employee who is asked to work outside his/her regularly scheduled shift for a time not directly adjacent to his/her regularly scheduled shift will be guaranteed a minimum of two (2) hours overtime pay in accordance with above paragraph. Any employee who works hours either directly before or directly after his/her regularly schedule shift will be paid the overtime rate for the number of hours worked.

Any employee who is called in for the specific purpose of shoveling will be guaranteed a minimum of three (3) hours. At least two (2) employees will be called in for the purpose of shoveling snow.

The Employer shall endeavor to distribute overtime as equitably and impartially as practicable among personnel in each area who ordinarily perform the same work in the normal course of their work week.

The Employer shall keep records of the overtime worked. In case of a grievance involving such recordings, they shall be subject to examination by the Union representative with the supervisor involved.

In the event an employee refuses overtime due to personal emergencies, there shall be no discrimination against such employee by the Employer for refusing overtime.

Prescheduled overtime will be posted in advance whenever possible.

TRAINING

Unit A Custodians

Employer will provide HVAC training at no cost to employees as demanded by job requirements. If employer terminated employment before the end of the contract period it is the responsibility of the employee to reimburse the employer the cost of the HVAC training.

RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining agent for the purposes of establishing salaries, wages, hours and other conditions of employment for all regular full time and part-time custodial and food service employees of Tantasqua Regional School District as listed on Appendix A of the Agreement, excluding substitutes and all others.

LABOR REPRESENTATIVE

A written list of the Union officers and changes thereof shall be furnished to the Employer immediately after their designation.

The Employer shall notify each employee of his/her immediate supervisor.

One (1) officer or steward of the Union shall be granted reasonable time off during working hours, without loss of pay, to investigate and settle grievances.

DISCRIMINATION AND COERCION

There shall be no discrimination for foreman, superintendent or other agents of the Employer against an employee because of his/her activity or membership in the Union.

CLASSIFICATION PLAN AND PAY RATES

In this Agreement and made part of it as Appendix A shall be established a Classification and Pay Plan. It shall list positions covered by this Agreement by title along with the wages for each position.

LICENSES

No employee shall be required to perform any major electrical or plumbing duties without being properly licensed.

LONGEVITY

In addition to the basic compensation as provided herein, all full time employees covered under the terms of this Agreement shall receive additional compensation as hereinafter provided.

<u>For Unit A – Custodians</u>	<u>July 1, 2007</u>
Upon completion of 7 years	\$ 500.00
Upon completion of 10 years	\$ 900.00
Upon completion of 15 years	\$1200.00
Upon completion of 20 years	\$1500.00

<u>For Unit B - Food Service</u>	<u>July 1, 2007</u>
Upon completion of 7 years	\$ 300.00
Upon completion of 10 year	\$ 500.00
Upon completion of 15 years	\$ 650.00
Upon completion of 20 years	\$ 800.00

Employees shall have the option of receiving the longevity payment as a lump sum or on a prorated basis over the payroll year.

RETIREMENT

Unit A Custodians

If an employee at fifty-five (55) years old with a minimum of ten (10) years of service announces his/her retirement, said employee will have seven hundred fifty dollars (\$750) per year added to the last three (3) years of their service up to a maximum of two thousand two hundred fifty dollars (\$2,250.00).

Unit B Food Service

If an employee at fifty-five (55) years old with a minimum of ten (10) years of service announces his/her retirement, said employee will have seven hundred fifty dollars (\$750) per year added to the last three (3) years of their service up to a maximum of two thousand two hundred fifty dollars (\$2,250.00).

VACATIONS

The vacation year shall be the period January 1 to December 31 inclusive. Each employee in the bargaining unit shall be credited as of December 31 with vacation leave with pay as follows:

A twenty-four hour notice must be given prior to taking a vacation.

Unit A – Custodians:

- A. For less than one year's service (after six (6) months), an employee will be entitled to five (5) days vacation.

- B. After one (1) year of employment, an employee will be entitled to a total of one (1) additional week of vacation. Thereafter, an employee will be entitled to two (2) weeks annual vacation on his employment date.

- C. After five (5) years of employment, an employee will be entitled to three (3) weeks of vacation.
- D. After ten (10) years of employment, an employee will be entitled to four (4) weeks vacation.

Subject to approval of the Superintendent of Schools, an employee may be allowed to take his/her vacation during the regular school year.

An employee may carryover up to Ten (10) vacation days into the next annual vacation cycle.

Upon termination of employment, the employee shall receive payment equal to the amount of vacation pay he/she would have received had the termination not occurred. If termination is caused by death, such payment shall be made to the employee's spouse or beneficiary.

JOB POSTING AND BIDDING

When a position covered by this Agreement becomes vacant, such vacancy shall be posted in a conspicuous place. This notice of vacancy shall remain posted for seven (7) days. Employees interested shall apply in writing within the seven (7) day period. Within five (5) days of expiration of the posting period, the Employer will award the position to the most senior applicant qualified.

The successful applicant shall be given a ninety (90) calendar day trial period in the new position at the applicable rate of pay. If at the end of the trial period it is determined that the employee is not sufficiently qualified to perform the work, he/she shall be returned to his/her old position and rate.

If it is mutually agreed between the parties that no applicant is qualified, the Employer may fill the position from outside the bargaining unit.

Notices of vacancy shall contain the following information:

Date: _____

Job Title: _____

Salary Range: _____

Location: _____

Assigned Tour of Duty: _____

Qualifications: _____

Closing Date of Applications: _____

Person to Whom Application Should be Made: _____

Signature Line

A vacancy notice shall be posted only when a bona fide position exists and a prior decision to fill it has been made by the School Committee.

HOLIDAYS

Unit A - Custodians

The following shall be considered to be paid holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Veteran's Day
Washington's Birthday	1/2 day before Thanksgiving
Good Friday	Thanksgiving Day
Patriot's Day	Friday after Thanksgiving
Memorial Day	1/2 day before Christmas
Independence Day	Christmas Day
Labor Day	

Employees required to work Thanksgiving will receive overtime pay for all hours worked.

Holiday pay shall be eight (8) hours pay at straight time rate.

If a holiday occurs within an employee's vacation, he/she shall receive an additional day's vacation with pay.

Any employee required to work on a holiday shall receive in addition to the regular holiday pay an amount equal to his/her regular rate of pay for all hours worked.

Unit B - Food Service

Unit B will receive eight (8) paid holidays annually.

JURY DUTY

Whenever an employee is called for jury duty at a time he or she is scheduled for vacation leave, and when requested by such employee, his or her vacation shall be changed. No such change shall affect any previously scheduled vacation of any other employee.

The Employer agrees to make up the difference in an employee's wages between a normal week's wages and compensation received for jury duty. Employees must submit necessary voucher(s) to the Superintendent of Schools.

HEALTH AND WELFARE

All employees in the bargaining unit shall be eligible to participate in the present group insurance in accordance with the provisions of said plan in force and effect during the term of this Agreement.

The Employer shall pay sixty percent (60%) of the group health insurance plan, while the employee shall pay

forty percent (40%) of the group health insurance plan.

The District will pay ninety-nine (99%) percent of the cost of a \$15,000 term life insurance plan.

The Employer shall, in instances where an employee is separated from the payroll because he/she has exhausted his/her sick leave, furnish the employee with the necessary group insurance forms for request for continuation of group insurance on existing coverage basis.

PROTECTIVE CLOTHING

Such items which would normally be considered "shop supplies" shall be available to the employees.

Examples: Foul weather gear

Industrial quality rain gear

Gloves (Groundskeeper)

Rubber Gloves (Custodians)

In addition, any employee who has work boots or other footwear worn or ruined as a result of work related duties, shall be eligible for a reimbursement of up to one hundred dollars (\$100.00) per year for replacement of such footwear upon satisfactory demonstration of such occurrence to his/her direct supervisor. Submission for reimbursement shall be limited to twice per year for each member of the unit. This provision will be reviewed annually in June.

For Unit B - Food Service

Employees shall wear Tantasqua Staff shirts, black or white pants, jeans, Capri or knee length shorts.

Employees shall be provided shirts by the Employer at the rate of one(1) shirt per number of days worked per week.

SICK LEAVE

Unit A- Custodians

Each employee shall be credited with sick leave at the rate of one and one-fourth (1 1/4) days for each month of service. Sick leave credit will begin the first working day of the month in which the employee is employed.

Sick leave shall be accumulated up to 180 days. Any accumulation which present employees have at the effective date of this Agreement shall remain in effect.

An employee on leave because of occupational disability may take such of the sick leave allowance to which he is entitled, as, when added to the amount of any disability (Workmen's Compensation) will result in the payment to him of his full salary for a work week.

Employees absent because of an industrial accident shall be entitled to convert any unused vacation credit in that year to sick leave.

The Superintendent of Schools may require a doctor's certificate for illness, but shall require a doctor's certificate for quarantine.

Employees who do not use a sick day from January 1st to June 30th shall receive an additional day off with pay for this time period.

Employees who do not use a sick day from July 1st to December 31st shall receive an additional day off with pay for this time period.

Each additional day earned must be used within the following six (6) months.

In the event of a layoff an Employee will be reimbursed for accrued sick leave at the rate of ten dollars (\$10.00) per day up to the maximum of one hundred eighty (180) days.

In the event the employee is recalled within one year all of the money must be paid back within 180 days.

For Both Units

Sick time may be utilized in 1/4 day, 1/2 day and whole day increments.

Unit B- Food Service

Full-time employees are eligible for ten (10) sick days annually, accrued to a maximum of fifty (50) days.

Part-time employees are eligible for five (5) sick days annually, accrued to a maximum of fifty (50) days.

In the event of a layoff, an employee will be reimbursed for accrued sick leave days at the rate of ten dollars (\$10.00) per day up to the maximum of fifty (50) days.

In the event the employee is recalled within one year all of the money must be paid back within 180 days.

For Unit A - Custodians

An employee who has completed ten (10) years in the system, upon retirement, shall be eligible to buyback his/her sick leave at the rate of \$25.00 per day up to a maximum of one hundred eighty (180) days. In the event that the employee dies, the stipend shall be paid forthwith to the employee's spouse, children or estate.

For Unit B - Food Service

An employee who has completed ten (10) years in the system, upon retirement, shall be eligible to buyback his/her sick leave at the rate of \$15.00 per day up to a maximum of fifty (50) days.

In the event that the employee dies, the stipend shall be paid forthwith to the employee's spouse, children or estate.

PERSONAL DAYS

For Unit A - Custodians

Each employee, who has completed his/her probationary period, shall be eligible for up to three (3) paid personal days annually. Said days are to be used for unforeseen emergencies or personal business that must be conducted on a work day. Personal days shall not be accumulated nor shall they carry over from year to year.

For Unit B - Food Service

Each employee, who has completed his/her probationary period, shall be eligible for up to **four (4)** paid personal days annually. Said days are to be used for unforeseen emergencies, including snow day cancellations or personal business that must be conducted on a work day. Personal days shall not be accumulated nor shall they carry over from year to year.

For both Unit A and Unit B personal days must have approval twenty-four (24) hours in advance unless an emergency exists and then paperwork should be filled out immediately when employee returns to work.

MATERNITY LEAVE

The parties agree to act consistently with the maternity leave provisions of M.G.L. 149, Section 105D. Whenever the terms of the following section conflict with said statute, it is expressly understood that the statute will control.

A married full time employee expecting to become a mother and wishing to continue in the service, must request a leave to become effective at least three (3) months prior to the birth of the child and to terminate one (1) year after the birth of the child. A doctor's certificate stating that the employee is under his care and indicating the expected date of the child's birth must also be filed.

Personnel qualifying under the above paragraph, upon being granted maternity leave of absence, shall be allowed sick leave with full pay to the extent of sick leave accumulated, but not exceeding twenty (20) days.

No sick leave benefits shall accrue during time of maternity leave as may be appropriate to the extent of sick leave allowed under above paragraph. (Sick leave will accrue to employee on leave for first twenty (20) days of absence.)

Balance of sick leave accumulated beyond that granted shall be held in escrow against a qualifying employee returning to work.

Maternity leave of absence shall not constitute break in employment provided the employee meets the specific terms under which leave is granted.

MILITARY LEAVE

A military leave of absence without compensation shall be granted to any employee called to active duty with the United States Armed Forces.

United States military service incurred by an employee after six (6) months employment shall be credited as time served within the bargaining unit, provided that the applies for reinstatement with the Employer within forty-five (45) calendar days of discharge or release to inactive duty.

An employee who is a member of the Armed Forces Reserve Corps, will be granted under Section 59 of Chapter 33 of the General Laws of Massachusetts, a leave of absence for his annual tour of duty.

If a member of the Army or the Air National Guard of Massachusetts is called to active duty by the Governor for the purpose of repelling an invasion, suppressing an insurrection or civil disorder or maintaining order in the case of public disaster emergency, he will receive a leave of absence for such period.

The Employer agrees to make up the difference in an employee's wages between a normal week's wages and compensation received for: Annual tour of Duty.

An employee will not lose his/her seniority benefits if he/she is called to active duty.

An employee must submit appropriate voucher(s) to the Superintendent of Schools to receive supplemental compensation for above military duty.

FUNERAL LEAVE

Employees shall be granted four (4) days with pay to attend the funeral of husband, wife, mother, father, daughter, son, sister, brother, grandmother, grandfather of either the employee or his/her spouse at the time of death.

Leave of one (1) day will be granted to attend the funeral of a relative of the employee or his/her spouse not mentioned above.

The Superintendent may grant additional time off with pay for extenuating circumstances.

Funeral leave is to be separate from, and shall not be charged to, sick leave or vacation leave.

SENIORITY

The length of service of the employee in the bargaining unit shall determine the seniority of the employee.

The principle of seniority shall govern and control in all cases of promotion within the bargaining unit, transfer, decrease, or increase of the working force as well as preference in assignment to shift work and choice of vacation period.

In the event that a reduction in the number of employees becomes necessary, such reduction shall be governed by the following:

a. The Committee retains the exclusive right to determine the number of positions which are needed under its jurisdiction and retains the right to determine the number and type of employees to be laid off in their respective unit.

b. In the event of a layoff or layoffs, employees will be laid off in the order of inverse seniority, provided the most senior employees are qualified to perform the duties of the remaining positions in their respective unit.

VACANCIES

A vacancy is an opening caused by promotion, death, retirement, resignation, transfer, discharge or the availability of new positions.

COMMITTEE ON EMPLOYEE RELATIONS

There shall be established a committee to be known as the Management Association Committee on employee relations. Composed of six (6) members, three (3) representing the Employer and three (3) employees representing the Union, the purpose of this committee shall be to discuss matters of mutual concern to the employer and the employee.

It is understood that the above committee shall have no power to negotiate wages, hours, and other conditions of employment or to alter this Agreement in any respect.

A Management Association Committee meeting may be requested by either the Employer or the employee.

EVALUATION

A committee will be formed by April 2008 consisting of two (2) custodians, two (2) cafeteria workers, two (2) building administrators, two (2) central office staff members. The committee will develop a mutually agreed upon evaluation tool by July 2008 for implementation during the 2009 school year.

GRIEVANCE PROCEDURE

Any grievance or dispute which may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1.

The Union Steward and/or representative, with or without the aggrieved employee, shall take up the grievance or dispute in writing with the employee's immediate supervisor outside of the bargaining unit. The supervisor shall answer in writing the grievance within five (5) working days.

Step 2.

If the grievance has not been settled it shall be presented in writing to the Principal of Tantasqua Regional School within five (5) working days after the supervisor's response is due. The Principal shall respond in writing within five (5) working days.

Step 3.

If the grievance has not been settled, it shall be presented in writing to the Superintendent of Schools within five (5) working days after the Principal's response is due. The Superintendent of Schools shall respond in writing within five (5) days.

Step 4.

If the grievance is still unsettled, it shall be presented in writing to the School Committee within five (5) working days of the date of the decision of the Superintendent of Schools was due. The School Committee shall respond in writing within five (5) working days after the grievance has been acted upon by the School Committee at their next available Board meeting subsequent to the referral of said meeting.

Step 5.

Failure to keep within the specified time periods of the grievance procedure shall expire the grievance. A grievance may proceed to the next step of the grievance procedure if the Employer fails to answer the grievance within the specified time period. However, the time limits may be extended by joint agreement between the Employer and the Union.

The Union does not waiver its rights under 150E (Arbitration), Section 7 and 8 of the M.G.L.

DISCIPLINE AND DISCHARGE

An employee who has completed his probationary period shall not be discharged or disciplined except for just cause. The probationary period is defined as the first twelve consecutive calendar months of employment. The employee shall be given a written statement of the specific reason or reasons for such discharge or discipline.

Any employee aggrieved by the above action shall have recourse to the grievance procedure, starting at Step 2.

MISCELLANEOUS PROVISIONS

1. Bulletin Board - Announcements shall be posted in conspicuous places where employees congregate. Parties to this Agreement, both of whom may use the bulletin board for notices of routine nature, agree that it would be improper to post denunciatory or inflammatory written material on such bulletin boards.
2. Should any provision of this Agreement be found to be in violation of any Federal or State law by a court of competent jurisdiction, such law shall prevail.
3. No discrimination - The parties to this Agreement agree that they shall not discriminate against any person because of race, creed, color, sex or age and that such person shall receive the full protection of this Agreement.

4. In accordance with the provisions of General Laws, Chapter 180, Section 17C, as amended, the Employer agrees to deduct union dues bi-weekly if practicable, otherwise monthly from the pay of each employee in the Bargaining Unit who properly authorizes said deduction by signed authorization.

The employer agrees to honor and to transmit to the Union, contribution deductions of the Service Employees International Union, Local 888 COPE (Committee on Political Education) from employees who are union members and who sign deduction authorization cards. The deductions shall be in the amounts and with the frequency specified on the political contribution deduction authorization cards.

The Employer agrees to remit monthly such deductions to the Secretary/Treasurer of the Union.

5. The Employer will provide a thirty (30) day notice prior to layoff.

6. When an employee's vehicle is parked on school grounds and is damaged through acts of vandalism and there is determined to be a casual relationship between the damage and the employee's fulfilling his properly assigned duties, the Committee shall consider claims made by the employee for compensation for such damage.

EFFECTIVE DATE

The signing of this Agreement by the authorized representatives of the Union and the Employer shall confirm the effective date of this Agreement as July 1, 2007.

TERMINATION

This Agreement shall remain in effect for three (3) calendar years expiring June 30, 2010.

CHANGES

Should either party to this Agreement wish to inaugurate collective discussion over changes they may wish to introduce into this Agreement, it is agreed that notice of the substance of the changes and the language with which such desired changes are to be expressed, shall be mailed to the authorized parties signatory to the Agreement prior to the thirty (30) days before termination of the Agreement. The parties receiving such notice of desired changes shall forthwith seek establishment of a meeting for purposes of discussion and amiable accommodation for the desired changes. Nothing in the article shall preclude either party from modifying any previous proposals during the course of negotiations.

APPENDIX A**Classification and Pay Plan****Unit A - Custodians****2007-2008 2.5%**

<u>Grade</u>	<u>Position</u>	<u>Level A</u>	<u>Level B</u>	<u>Level C</u>	<u>Level D</u>	<u>Level E</u>	<u>Level F</u>
1	Matron	\$13.77	\$14.58	\$15.59	\$16.65	\$18.08	\$18.53
2	Custodian	15.23	\$15.90	\$17.00	\$18.07	\$19.53	\$20.01
3	Watchman	15.31	\$16.05	\$17.18	\$18.25	\$19.68	\$20.17
4	Groundskeeper.	15.81	\$16.55	\$17.64	\$18.77	\$20.25	\$20.76
5	Asst. Maint.	16.32	\$17.24	\$18.40	\$19.48	\$20.95	\$21.47
6	Maintenance	16.83	\$17.95	\$19.02	\$20.16	\$21.64	\$22.18

2008-2009 2.50%

<u>Grade</u>	<u>Position</u>	<u>Level A</u>	<u>Level B</u>	<u>Level C</u>	<u>Level D</u>	<u>Level E</u>	<u>Level F</u>
1	Matron	\$14.11	\$14.94	\$15.98	\$17.07	\$18.53	\$18.99
2	Custodian	\$15.61	\$16.30	\$17.43	\$18.52	\$20.02	\$20.51
3	Watchman	\$15.69	\$16.45	\$17.61	\$18.71	\$20.17	\$20.67
4	Groundskeeper.	\$16.21	\$16.96	\$18.08	\$19.24	\$20.76	\$21.28
5	Asst. Maint.	\$16.73	\$17.67	\$18.86	\$19.97	\$21.47	\$22.01
6	Maintenance	\$17.25	\$18.40	\$19.50	\$20.66	\$22.18	\$22.73

2009-2010 2.50%

<u>Grade</u>	<u>Position</u>	<u>Level A</u>	<u>Level B</u>	<u>Level C</u>	<u>Level D</u>	<u>Level E</u>	<u>Level F</u>
1	Matron	\$14.47	\$15.32	\$16.38	\$17.49	\$19.00	\$19.47
2	Custodian	\$16.00	\$16.70	\$17.86	\$18.98	\$20.52	\$21.02
3	Watchman	\$16.09	\$16.86	\$18.05	\$19.17	\$20.68	\$21.19
4	Groundskeeper.	\$16.61	\$17.39	\$18.53	\$19.72	\$21.28	\$21.81
5	Asst. Maint.	\$17.15	\$18.11	\$19.33	\$20.47	\$22.01	\$22.56
6	Maintenance	\$17.68	\$18.86	\$19.98	\$21.18	\$22.74	\$23.30

Shift differential of \$.50 (fifty cents) per hour will be added to the hourly rate of any employee whose standard shift commences from 1:30 p.m. or later.

FOOD SERVICE – UNIT B

2007-2008

2.5%

<u>Grade</u>	<u>Position</u>	<u>Level A</u>	<u>Level B</u>	<u>Level C</u>	<u>Level D</u>	<u>Level E</u>	<u>Level F</u>
1	Café. Wrkr	\$10.00	\$10.36	\$10.70	\$11.42	\$12.15	\$12.45
2	Generalist	\$10.36	\$10.72	\$11.07	\$11.79	\$13.59	\$13.92
3	Specialist 2	\$10.70	\$11.79	\$12.51	\$13.22	\$15.00	\$15.38
4	Specialist 1	\$12.15	\$12.51	\$13.22	\$13.93	\$15.70	\$16.10

2008-2009

2.5%

<u>Grade</u>	<u>Position</u>						
1	Café. Wrkr	\$10.25	\$10.62	\$10.97	\$11.71	\$12.45	\$12.76
2	Generalist	\$10.62	\$10.99	\$11.35	\$12.08	\$13.93	\$14.27
3	Specialist 2	\$10.97	\$12.08	\$12.82	\$13.55	\$15.38	\$15.76
4	Specialist 1	\$12.45	\$12.82	\$13.55	\$14.28	\$16.09	\$16.50

2009-2010

2.5%

<u>Grade</u>	<u>Position</u>						
1	Café. Wrkr	\$10.51	\$10.88	\$11.24	\$12.00	\$12.77	\$13.08
2	Generalist	\$10.89	\$11.26	\$11.63	\$12.39	\$14.28	\$14.62
3	Specialist 2	\$11.24	\$12.39	\$13.14	\$13.89	\$15.76	\$16.16
4	Specialist 1	\$12.76	\$13.14	\$13.89	\$14.64	\$16.49	\$16.92

Non Union subs minimum wage.

Jr. and Sr. High Lead – An additional \$1.00 per hour for all hours worked shall be paid if an employee is assigned the lead responsibilities.

For the purpose of placement on the wage schedule, an employee who changes classification shall be placed on the same level that applied to his/her previous classification.

An evaluation shall be made on July 1st of each year of each custodial/food service employee of Tantasqua Regional School District. Upon recommendation, employees not already at their top level shall be raised one level effective July 1 until reaching the top level.

This Agreement entered into this 20 day of November 2007.

For Tantasqua Regional
School Committee

Kathy Neal
Kathy Neal, Chairman

Date 11-20-07

For Local 888 Service Employees
International Union AFL-CIO
Custodians (Unit A), Food Service (Unit B)

Ronald E. Rogers
Unit A (Custodians)

Date 11-19-07

Renee M. Pecore
Unit B (Food Service)

Date 11-19-07