

**MARLBOROUGH SCHOOL COMMITTEE
AND
CAFETERIA EMPLOYEES, SEIU, LOCAL 888**

MEMORANDUM OF UNDERSTANDING

This **MEMORANDUM OF UNDERSTANDING** is entered into by and between the Marlborough School Committee (hereinafter, the “Committee”) and the Marlborough Cafeteria Employees, SEIU, Local 888 (hereinafter, the “Union”).

WHEREAS, the Committee and the Union entered into a collective bargaining agreement for the period July 1, 2018 through and including June 30, 2020; and

WHEREAS, the duly-authorized representatives of the Committee and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the Union have, subject to ratification by the membership of the Committee and the Union, agreed to a successor agreement for the period of July 1, 2020 through and including June 30, 2022;

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

1. Prior Agreement and Duration

The Collective Bargaining Agreement in effect for the period July 1, 2018 through and including June 30, 2020, shall be in full force and effect for the period July 1, 2020 through and including June 30, 2022, except as modified by this **MEMORANDUM OF UNDERSTANDING**.

2. Duration

Two Years: Effective July 1, 2020 through June 30, 2022.

3. Wages

A. Effective July 1, 2020, increase the July 1, 2019 salary schedule by 2%.

B. Effective July 1, 2021:

1. Increase the July 1, 2020 salary schedule by 2%; and,

2. Rename the “Elementary/Whitcomb Manager” classification as “Elementary Manager”.

3. Create a new classification of “Middle School Manager” at 2% higher than the Elementary Manager rate of pay.

The increases and adjustments referenced above are incorporated in the following pay schedules:

| | July 1st, 2020 | July 1st, 2021 |
|---------------------------------|----------------|----------------|
| Helper | \$18.21 | \$18.57 |
| Cook/Baker | \$22.21 | \$22.65 |
| Driver | \$22.21 | \$22.65 |
| Elementary Manager | \$24.94 | \$25.44 |
| Whitcomb Manager | \$24.94 | \$25.95 |
| Marlborough High Manager | \$26.32 | \$26.84 |

4. **Article 5 – Job Posting and Bidding**

Amend to read as follows:

5. *a. For the period of July 1, 2020 to March 30, 2021:*

If an employee classified as a cafeteria helper is selected by the Supervisor of Cafeterias to perform the duties of a Cook/Baker, on an occasion of a temporary absence of fifteen (15) consecutive work days or more, said employee shall be paid the Cook/Baker hourly rate retroactive to the first working day. If a Cook/Baker is assigned to perform the task of Manager, on an occasion of a temporary absence of fifteen (15) consecutive work days or more, she/he will be paid the Manager hourly rate retroactive to the first day of assignment.

- b. Effective April 1, 2021:*

If an employee classified as a cafeteria helper is selected by the Supervisor of Cafeterias to perform the duties of a Cook/Baker, on an occasion of a temporary absence, the employee will be compensated at the rate of the Cook/Baker scale immediately. If a Cook/Baker is assigned to perform the task of Manager, on an occasion of a temporary absence, the employee will be compensated at the rate of the Manager scale immediately.

This **MEMORANDUM OF UNDERSTANDING** is subject to ratification by the **COMMITTEE** and the **UNION**. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

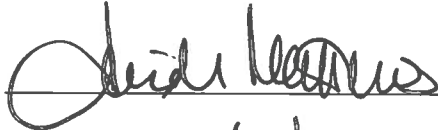
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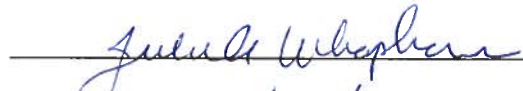
This **MEMORANDUM** may be signed in counterparts, which together shall constitute an original. The Parties agree that electronic signatures or signatures by fax and/or scanned and sent via email are acceptable as originals.

Signed by the duly authorized bargaining representatives on the dates set forth below:

MARLBOROUGH SCHOOL COMMITTEE

**MARLBOROUGH CAFETERIA
WORKERS, SEIU, LOCAL 888**

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Date: 2/23/2021

Date: 2/14/2021