

**MARLBOROUGH SCHOOL COMMITTEE
AND
MARLBOROUGH SCHOOL CAFETERIA WORKERS UNION, SEIU, LOCAL 888**

MEMORANDUM OF AGREEMENT

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

WHEREAS, the Committee and the Union are parties to a Collective Bargaining Agreement for the period of September 1, 2018 through and including June 30, 2020 (hereinafter “CBA”); and

WHEREAS, based upon District needs, the Committee has decided to create nine (9) additional Cafeteria Helper positions and has identified certain duties and responsibilities the District requires to be performed; and,

WHEREAS, the duly authorized representatives of the Committee and the Union have met pursuant to M.G.L. c. 150E to negotiate over the impact of its decision on wages, hours and terms and conditions of employment for bargaining unit members; and,

NOW, THEREFORE, in consideration of the mutual promises and covenants set forth herein, the Parties agree as follows:

1. Effective immediately nine (9) additional Cafeteria Helper positions are created at the elementary school level.
2. These positions will be posted and filled in accordance with the applicable provisions of the CBA.
3. The job description for the Cafeteria Helper position is modified as follows:
 - a. To add a new bullet under “Statement of Duties”:
 - To assist and monitor students in the cafeteria.
 - b. To modify the final bullet under “Statement of Duties” to read as follows (new language in ***bold, italics***):
 - Responsible for other general duties ***as assigned by the School Cafeteria Manager and Food Service Director***, as indicated by the Principal, directives of the Superintendent of Schools or his/her designee and policies of the Marlborough School Committee.

This change in the job description shall be applicable to all Cafeteria Helpers, including the new positions.

4. All Cafeteria Helpers, both existing staff and those hired to fill the newly created positions, may be assigned to the duties outlined in the job description at the discretion of the Cafeteria Manager and/or Food Service Director.
5. No Cafeteria Helper hired prior to November 1, 2019 will be permanently assigned to assist and monitor students.

WHEREFORE, the Committee and the Union have caused this **MEMORANDUM OF AGREEMENT** to be executed by their duly-authorized representatives this 10th day of November, 2019. *December*

MARLBOROUGH SCHOOL COMMITTEE

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



Michael Bergeron, Superintendent



Julie Whapham, President