

**MEMORANDUM OF AGREEMENT BETWEEN
THE WAYLAND SCHOOL COMMITTEE AND
THE PUBLIC EMPLOYEES' LOCAL UNION 1116 - CUSTODIANS AND MAINTENANCE**

This Memorandum of Agreement is entered into this 27th day of March by and between the bargaining representatives of the Wayland School Committee (“the Committee”) and the bargaining representatives of the Public Employees’ Local Union 1116, Wayland School Custodians and Maintenance (“the Union”), each acting subject to the ratification of the full membership of the Committee and the Union. The bargaining representatives of the Committee and the Union hereby mutually agree to the following terms and conditions of settlement for a successor collective bargaining agreement that will be in effect from July 1, 2023 to June 30, 2026.

1. Except to the extent modified by this Memorandum of Agreement, all terms and provisions of the predecessor collective bargaining agreement which was effective from July 1, 2020 to June 30, 2023 shall be carried over intact into the successor collective bargaining agreement. All references to dates in the successor collective bargaining agreement shall be changed to reflect the term of the successor agreement, unless otherwise provided for in this document.

2. **ARTICLE IV – HOLIDAYS**

Add Juneteenth to the list of paid holidays in Section 1.

3. **ARTICLE VIII - ECONOMIC BENEFITS**

Modify the first paragraph of Section 8 as follows:

Uniforms: The Wayland School Department requires that all employees covered by this Agreement wear a uniform to work. Members of the bargaining unit will have the choice to wear polo, short/long sleeve button down or tee shirts during working hours for their own personal comfort. Shirts are to be navy blue with the Town of Wayland logo. Shorts may also be worn for personal comfort as long as they look as described below. The annual uniform allowance shall be ~~four hundred twenty five dollars (\$425)~~ six hundred dollars (\$600.00). ~~Those employed as of July 1, 2016, will receive a one time allotment of five (5) additional uniform shirts.~~ Upon termination of employment with the Town, an employee shall return such clothing with the Town of Wayland logo.

4. **ARTICLE X – LONGEVITY**

Modify this Article as follows:

After five years of continuous employment from the date of hiring by the Employer, an employee shall receive ~~three hundred dollars (\$300)~~ four hundred dollars (\$400) additional compensation. After ten years of continuous employment from the date of hire, employees shall receive 3.5% of his/her base annual salary in lieu of the aforementioned ~~\$300~~ \$400. Longevity is only applied to the hourly rate, not to the stipend for any licenses or anything else.

5. **SCHEDULE A - WAGES**

- a. July 1, 2023 - June 30, 2024

COLA:

Effective July 1, 2023: 2.5% increase for all hourly rates.

Effective at the midpoint of the 2023-2024 work year: 1.5% increase for all hourly rates.

STEPS:

Eliminate "Probation" hourly wage step, and move any employees on said step to Step

The salary increases set forth above for Fiscal Year 2024 will not be implemented until after Wayland Town Meeting approves a transfer of funds from the Salary Reserve Account to the School Department budget to fund the increases. After approval of said transfer, the salary increases will be implemented retroactively, however in no event will the increases be implemented prior to the Spring 2024 Annual Town Meeting.

b. July 1, 2024 - June 30, 2025

COLA:

3.0% increase for all hourly rates, effective July 1, 2024.

STEPS:

Addition of Step 5 to Salary Schedule. The rate for the new Step 5 shall be 1% above the rate for MAX Step, which will be renamed Step 4 on the Salary Schedule.

c. July 1, 2025 - June 30, 2026

COLA:

2.75% increase for all hourly rates, effective July 1, 2025.

STEPS:

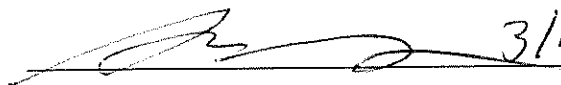
Addition of Step 6 to Salary Schedule. The rate for the new Step 6 shall be 1% above the rate for Step 5.

WHEREFORE, intending to be bound, the parties have executed this agreement this 27th day of March, 2024.

For the Wayland School Committee:



For Public Employees' Local 1116:

 3/14/24