

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is hereby entered into by and between the Belmont School Committee ("Belmont") and Local 408, Belmont School Employees, AFSCME, Council 93 ("AFSCME") (collectively, the "Parties").

Whereas, Belmont and AFSCME are parties to a collective bargaining agreement for the period July 1, 2017 through June 30, 2020; and

Whereas, Belmont and AFSCME have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms of a successor agreement.

Now, therefore, in consideration of mutual covenants, the Parties agree as follows:

The terms and conditions set forth in the Collective Bargaining Agreement for the period July 1, 2017 through June 30, 2020 shall remain in full force and effect for the period July 1, 2020 through June 30, 2021 except as amended herein.

1. APPENDIX A: Hourly Rate Wage Increase (effective for bargaining unit employees as of the date of ratification):

July 1, 2020: 1.0% (retroactive to 7/1/20)

2. One-Time Payment of \$800 (not added to base salary) to each bargaining unit employee as of the date of ratification.

3. **COVID-19 Sick Leave Bank**

The parties agree that the AFSCME, Local 408 bargaining unit may accept donated COVID-19 Sick Bank days from BEA bargaining units by any Local 408 bargaining unit employee who takes a COVID-related day during the 2020-2021 school year. For the purposes of this MOA, a "COVID-related day" means a COVID-related day as used by the Belmont Public Schools with BEA bargaining unit employees in 2020-2021 and are subject to approval by the Director of Human Capital. Any individual sick or vacation days for COVID-related reasons already taken by a bargaining unit employee will be restored to that employee's individual accrued paid leave days.

This provision is limited to the 2020-2021 school year only and does not create any practice or precedent by the parties.

This Memorandum of Agreement is subject to ratification by the Local 408, Belmont School Employees bargaining unit and approval by the Belmont School Committee.

BELMONT SCHOOL EMPLOYEES:

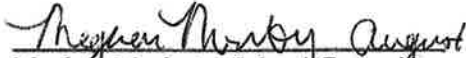
Tim Daye, Local 408 representative



Dan Skinner, AFSCME, Council 93

August ~~11~~⁴, 2021

BELMONT SCHOOL COMMITTEE:



Meghan Moriarty, School Committee



Michael McAllister
Director of Human Capital

August ~~11~~⁴, 2021