

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE ARLINGTON SCHOOL COMMITTEE  
AND THE  
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES  
COUNCIL 93, LOCAL 680 AFL-CIO  
SCHOOL CAFETERIA WORKERS**

**September 2022**

**WHEREAS**, the Arlington School Committee (“School Committee”) and the American Federation of State, County and Municipal Employees, Council 93, Local 680 (“School Cafeteria Workers”) have been negotiating for a successor to their July 1, 2018 through June 30, 2021 collective bargaining agreement, amended by the July 1, 2021-June 30, 2022 MOA;

**WHEREAS**, the School Committee and the School Cafeteria Workers have come to terms relative to a successor agreement, subject to ratification by the School Cafeteria Workers and approval by the School Committee; and

**WHEREAS**, the parties have agreed to execute this Memorandum of Agreement pending drafting of a fully integrated and updated successor collective bargaining agreement; and

**WHEREAS**, the parties have agreed that their collective bargaining agreement in effect from July 1, 2018 through June 30, 2021, as amended by the July 1, 2021-June 30, 2022 MOA shall remain in full force and effect except as modified by this Memorandum of Agreement;

**NOW THEREFORE**, The School Committee and the School Cafeteria Workers agree as follows:

1. **Duration:** Amend Article XXIV (*Termination*) and Article XXV (*Renewal*) to reflect that the parties’ collective bargaining agreement shall be in effect as of July 1, 2022 and shall continue in full force and effect through June 30, 2025.

2. Wages Article XXI CLASSIFICATION PLAN AND PAY RATES and Appendix A

Amend as follows:

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

The salary schedule (Schedule B) shall be increased as follows:

Effective July 1, 2022 – Adjusted salary scale. See grid below.

Effective July 1, 2023 – 2% increase to all steps. Add a Step 5.

Effective July 1, 2024 - 2% increase to all steps. Add a Step 6.

The Elementary Food Service Production Manager will receive a \$3000 stipend to be paid on the same schedule as the uniform allowance.

The Food Service Director has the discretion to hire new employees at Step 1 or Step 2.

With sixty days' notice to the Union, the School Committee has the right to implement bi-weekly payroll. Upon implementation, bargaining unit members shall receive a payment of two hundred dollars (\$200).

New salary scale

Manager/Cook/Baker			
Step	FY 23 July 1, 2022-June 30, 2023	FY 24 July 1, 2023-June 30, 2024	FY 25 July 1, 2024-June 30, 2025
1	20.56	20.97	21.39
2	21.50	21.93	22.37
3	22.59	23.04	23.50
4	23.15	23.62	24.09
5		24.15	24.63
6			25.15

Cafeteria Helper			
Step	FY 23 July 1, 2022-June 30, 2023	FY 24 July 1, 2023-June 30, 2024	FY 25 July 1, 2024-June 30, 2025
1	16.06	16.38	16.71
2	17.25	17.60	17.95
3	18.37	18.74	19.12
4	19.00	19.38	19.77
5		20.00	20.40
6			21.00

Increase the Elementary Food Production Manager Stipend from \$1500 to \$3000.

3. Add the following language to Article XVII, Personal Leave:

*Personal days may not be taken to extend a long weekend, vacation or holiday.*

*No more than one (1) employee per location or three (3) employees per food service department shall be granted personal leave per day. Personal time in this situation will be granted on a first come first serve, on a rotating basis.*

4. Add the following to Article XXIII:

*All staff members must meet their required hours for professional development (PD) as set forth by the USDA Food for all programs which participate in the National School Lunch Program.*

*PD requirements are as follows:*

*Employees who work 20 hours or more per week – 6 hours required per school year.  
Employees who work less than 20 hours per week – 4 hours required per school year.*

*The department will offer at least 6 hours of training in the district for employees to meet their requirements. If for any reason the employee is unable to attend any or all of the training offered in the district, the employee is responsible for completing their required PD hours on their own. Employees must complete all required training by the end of each school year.*

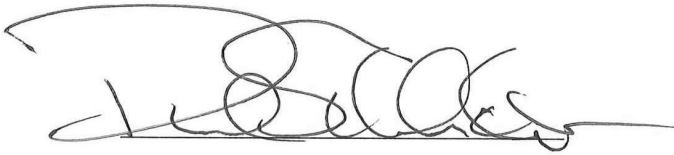
5. Agree that employee shifts will be a minimum of 3.5 hours per day.

6. **Ratification and Approval:** This Memorandum of Agreement is subject to ratification by the membership of the School Cafeteria Workers and Approval by School Committee.

Agreed to on this 21<sup>st</sup> day of September 2022 by the negotiating teams for:

Arlington School Committee

AFSCME, Local 680, School Cafeteria  
Workers



William Hrynor

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Janet Carlin

