

Agreement

between

THE SCITUATE SCHOOL COMMITTEE

and

American Federation of State, County and Municipal Employees
AFL, CIO State Council 93, Local 1700

SCITUATE BUS AND VAN DRIVERS

July 1, 2022 – June 30, 2025

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ARTICLE 1

RIGHTS OF THE COMMITTEE

It is recognized that, in addition to other functions and responsibilities, the Committee has and will retain the sole right and responsibility to direct the operations of the employees and the schedule of shifts and hours of work; and to select, hire, and demote members including the right to make and apply rules and regulations of discipline, efficiency, and safety.

The Committee shall also have the right and responsibility to discharge or otherwise discipline any employees for just cause, to promote and transfer, and to lay off because of lack of work or other cause unless otherwise hereinafter provided.

ARTICLE 2

RECOGNITION

The Committee recognizes the American Federation of State, County, and Municipal Employees, AFL-CIO, State Council 93, Local 1700 as the exclusive collective bargaining agent for all permanent school bus and van drivers employed by the Committee. All regular part-time employees will be entitled to all benefits provided for in this Agreement on a pro-rated basis except for the insurance and pension programs unless they otherwise satisfy the requirements established by law and the insurance contract involved.

ARTICLE 3

EMPLOYEE RIGHTS AND OBLIGATIONS

Employees covered by this Agreement shall have and shall be protected in the exercise of the right, freely and without fear of penalty or reprisal, to form, join and assist employee organizations, or to refrain from such activity to hold office in and participate in the management of the Union, to act in the capacity of Union representative; and to engage in other lawful Union and concerted activities for the purpose of collective bargaining or other mutual aid or protection, except that no official of the Town of Scituate shall participate in the management of the Union or act as its representative if such activity would be incompatible with his official duties.

It is understood and agreed that the first ninety days of employment shall constitute a probationary period during which period the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.

There shall be no solicitation of employees for Union membership or dues conducted upon the premises of the Committee during working hours by the Union.

Neither the Committee nor the Union will discriminate against any employee covered by this Agreement or applicant for employment because of race, color, creed or national origin.

ARTICLE 4

DUTIES

The School Bus and Van Drivers are responsible for driving, supervising passengers, performing regular inspections, refueling of vehicles, and the maintenance of the interior of the bus or van.

ARTICLE 5

WAGES

The salary schedules set forth in Appendix A shall apply to all bus and van drivers covered by this Agreement. Employees will be paid in twenty-one (21) installments commencing with the start of the work year and in accordance with Scituate Public Schools payroll procedures. Paychecks shall be direct deposited into an account specified by the employee. The town reserves the right to require all employees receive paperless pay.

All drivers holding a valid license to drive a school bus in Massachusetts will be paid at the Bus Driver rate provided they will, at management's discretion, drive a school bus when so assigned.

Effective July 1, 2022, the salaries for drivers shall increase by 2.5%.

Effective July 1, 2023, the salaries for drivers shall increase by 3.0%.

Effective July 1, 2024, the salaries for drivers shall increase by 2.0%.

A stipend of twenty-five (\$25.00) dollars will be paid for athletic runs and field trips which have a destination in the cities of Boston and Cambridge and for those trips (other than Boston and Cambridge) which require travel in one direction equal to or greater than fifty (50) miles.

ARTICLE 6

LONGEVITY

The longevity allowance will be paid with the first payroll in July to all employees who have met the required years of service. Employees who's ten, fifteen or 20 year anniversary date occurs after September 1 will receive a pro-rated longevity payment on the anniversary date.

Drivers shall receive an annual (non-cumulative) longevity allowance having completed the following consecutive years as set forth below:

Years of Service Completed

10	\$ 925
15	\$1,175
20	\$1,300

ARTICLE 7

CONTINUOUS EMPLOYMENT STIPEND

Beginning September 1, 2018, full-time drivers in the continuous employment of the district for the previous school year, shall be paid a continuous employment stipend of \$1,000, one-half (\$500) payable the first pay period in September, and one-half (\$500) payable in the last pay period of December.

ARTICLE 8

INCIDENT FREE HONORARIUM

A stipend of \$350.00 annually will be paid in July to any bus or van driver who is incident free, defined as not having incurred any damage to a Scituate Public Schools vehicle. It is mandatory for all drivers to complete circle checks before and after their runs and report any damage to the bus mechanic or lead bus driver. Buses will be inspected daily.

ARTICLE 9

INSURANCE

All bargaining unit members who regularly work twenty (20) or more hours a week during a regularly scheduled work week will be entitled to participate in any group health and life insurance programs offered by the Town of Scituate.

ARTICLE 10

SICK LEAVE

A sick day will equal the assigned hours at the beginning of the school year. Regular full-time employees, defined as regularly assigned work of twenty or more hours per week, will accrue sick leave at the rate of fifteen (15) days per year. All regular part-time drivers will be eligible for sick leave on a pro-rated basis according to the percentage of time or hours they actually work. Sick leave not used in the school year in which it was earned may be accumulated for use in subsequent years to a maximum of one hundred and eighty (180) days. After one year of full-time continuous employment, the employee's sick leave for the year will be credited in advance subject to a pro-rata refund if the employee resigns before serving the full year. Sick leave credited for the year will be used first. Thereafter, any employee may draw on accumulated sick leave from prior years (maximum of 180 days).

All members will utilize district time software for all time off requests and notify the lead bus driver prior to absence. Requests for sick leave shall be subject to the approval of the Superintendent or any other individual designated by the Committee providing that the denial of paid sick leave shall be subject to the grievance and arbitration provisions of the Agreement. For periods of sick leave requested in excess of five (5) consecutive working days, the Committee may require evidence of necessity for such absence in the form of a physician's certificate as a condition precedent to approval of such a request.

Upon resignation or retirement an employee will be paid \$60.00 per day for each day of unused accumulated sick leave in excess of eighty (80) days, but less than or equal to one hundred and eighty (180) days, e.g. an employee with one hundred and eighty (180) days or more accumulated sick leave would receive the maximum payment available hereunder of one hundred (100) days at \$60.00 per day. In the event of death, said payment will be made to the employee's estate.

ARTICLE 11

SICK LEAVE BANK

A sick leave bank shall be established for members of the bargaining unit. The bank shall be administered by two members appointed by the School Committee and two members appointed by the Union who shall establish the bank's policies. Membership in the bank shall be voluntary and all days not used shall carry forward to a maximum of 60 days. It shall be assumed that each employee will automatically donate one day per year to the Sick Leave Bank unless the employee notifies the Superintendent to the contrary in writing by October 1st of each school year. Decisions by the Sick Leave Committee shall be final and not subject to the grievance and arbitration procedures.

ARTICLE 12

PERSONAL LEAVE

A maximum of two days absence with pay may be granted by the Administration for the transaction of necessary business which cannot be conducted after school hours or on no-school days. Prior approval of the Administration shall be one of the conditions in granting the request. Personal days shall not be deducted from sick leave.

ARTICLE 13

BEREAVEMENT LEAVE

Employees will be granted up to five (5) days of paid bereavement leave in the event of the death of a spouse/domestic partner, child, step-child, parent, step-parent, brother, step-brother, sister, step-sister, or of a person who is a member of the immediate household. The term "domestic partner" shall be defined as an individual sharing an employee's life as if married but without the benefit of the actual certificate regardless of gender. Employees will be granted up to three (3) days of paid bereavement leave in the event of the death of a grandparent, grandchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law. Employees will be granted one (1) day of paid bereavement leave in the event of the death of a spouse's grandparent or an aunt, uncle, niece or nephew for the purpose of attending the funeral. The length of absence shall be determined by the Administration and may be extended under extraordinary circumstances. Funeral leave will not be deducted from sick leave.

ARTICLE 14

PARENTAL LEAVE

Parenting Leave:

Parenting leave for the purpose of giving birth or for adopting a child to care for a newborn child or a child placed in the member's home through adoption, foster care, or court placement, as described in and as defined by M.G.L. Chapter 149, Section 105D, may be granted to an employee for a period of eight (8) weeks if she/he has been employed for three (3) consecutive months and gives two (2) weeks' notice prior to her/his departure date. Those members who are also eligible for leave under the Family Medical Leave Act may be granted up to a total of twelve (12) weeks leave.

Those who have accrued sick leave benefits may use these benefits under the same terms and conditions which apply to other temporary disabilities for the period of his/her disability as certified by the member's health care provider. The use of accrued sick leave benefits for adoption shall be limited to no more than eight (8) weeks.

Those members not eligible to use accrued sick time may use up to ten (10) days of accrued sick leave, immediately following the birth or placement of the child in the member's home. The remaining period of leave granted under this section will be unpaid.

Child-Rearing Leave:

An employee on maternity or paternity parenting leave may request to extend such leave which extended leave shall then be referred to as Child-Rearing leave. An employee on Child-Rearing leave shall be permitted to return the 1st or 2nd work year following the birth, or adoption, or placement of the child. Such employee shall notify the Superintendent in writing by February 1 of her/his intent to return the following July. Under normal circumstances, in the event of a birth, or adoption, or placement of a child after February 1, the employee shall notify the Superintendent in writing within eight weeks after the birth, adoption or placement of the child of her/his intent to return the following July. The Child-Rearing leave under this section is without pay.

ARTICLE 15

SENIORITY

A system wide seniority list shall be established for force reduction and the assignment of extra work. If a reduction in force occurs, primary consideration shall be given to qualifications and ability. If the qualifications and ability are equal, seniority shall govern.

Seniority as used herein shall mean an employee's continuous length of service in years, months and days in the employ of the committee as a driver. Employment as a substitute bus or van driver shall not be credited for seniority purposes.

ARTICLE 16

WORK YEAR

Regular full-time bus drivers shall be guaranteed a full day's pay for each day school is in session. Bus drivers shall be guaranteed one hundred and eighty (180) days. A Full day for a regular full-time bus driver shall be defined as 5 hours. Bus drivers who only drive a secondary or elementary route are guaranteed 2.5 hours per day.

Four regular full-time van drivers shall be-guaranteed a full day's pay for each day school is in session. Four Van Drivers shall be guaranteed one hundred and eighty (180) days. A full day for regular full time van drivers shall be defined as 4 hours.

ARTICLE 17

SCHEDULES

Under normal circumstances drivers will be notified of changes in routes at the normal reporting time. Under normal circumstances, drivers will be given at least five (5) calendar days' notice for all mandatory meetings. Routes shall be selected by seniority by the third (3rd) week of August. The district reserves the right to change drivers and routes at any time if issues derogatory to the orderly operation of the transportation arise.

ARTICLE 18

IN-SERVICE AGREEMENT

Employees shall be reimbursed for one in-service day training if conducted by a representative of the Registry of Motor Vehicles and conducted during an in-service day, for the required number of hours. Under normal circumstances, drivers will be given at least five (5) calendar days' notice of any in-service meeting or evacuations.

ARTICLE 19

OVERTIME, EXTRA AND SUMMER WORK

Extra work is defined as work outside the driver's regularly scheduled routes. It includes, but is not limited to athletic runs for away games only, and field trips. Extra work is voluntary, typically assigned with advance notice and guaranteed a minimum of two (2) hours pay. All work in excess of forty (40) hours in a week shall be compensated at the rate of time and one-half of the employee's regular rate of pay found in Appendix A. Runs performed on a holiday will be compensated at the rate of time and one-half. All hours worked prior to 6:00 a.m. or on Sunday shall be compensated at the rate of time and one-half the employees' regular rate of pay. "Call backs" are defined when an employee called back to work on the same day after having completed his/her assigned work and before his/her regular scheduled starting time. Call backs shall be guaranteed a minimum of two (2) hours pay.

Overtime shall be, to the extent possible, equally distributed among members of the unit as outlined below. All qualified drivers will be included in the overtime rotation. A process to distribute and communicate overtime equitably shall be developed by the district with input from the union and managed by lead bus driver with oversight by district.

If there is overtime or extra work for a bus driver it shall be distributed as follows: First, to bus drivers according to the seniority list on a rotation basis; If a bus driver from the list is not available, it will then be offered to van drivers according to the seniority list on a rotation basis provided that the van driver is properly licensed to drive the bus; If no van driver is available to accept the extra work or overtime, a substitute driver may be called to complete the assignment. If no qualified substitute is available, an outside company shall be contracted to complete the assignment.

Summer work is assigned to a list of both bus drivers and van drivers who have made it known that they are willing to work during the summer. This list will be based on seniority and there will be no separation of bus and van drivers. All work will be distributed on a rotation basis.

All Overtime shall be assigned equally insofar as practical and any refused overtime shall be considered as overtime worked for the purposes of assignment of such overtime, for distribution once an individual who has been assigned/refused overtime that individual shall be placed at the bottom of the rotation until the list has completely been exhausted.

ARTICLE 20

BUS DRIVER'S LICENSE

The School Committee will reimburse bus drivers 'for the annual Commercial Drivers' License fees. In addition, the School Committee will reimburse all drivers the difference in cost between a Class II and Class III license. In addition all van drivers will be reimbursed for the annual 7D license renewals, Drivers must provide copies of their renewed licenses to the Administration before their expiration dates. Any driver who cannot work due to an expired license may not use sick time for any days missed unless otherwise provides medical documentation that states the employee was unable to perform his/her duties due to the illness or injury (diagnosis not required) on days in question.

The Committee will designate a physician to provide physicals at no expense to drivers. If a driver chooses to use other than the school appointed physician, the Committee will reimburse drivers up to \$100 not covered by the employee's health insurance for the cost of the physical exam plus EKG and drug testing if not included in the cost of the physical exam. In the event that no physician is appointed to conduct driver physicals, then the reimbursement will be based on the actual balance remaining after all claims have been submitted to the employee's health insurer.

ARTICLE 21

MISCELLANEOUS PROVISIONS

The Committee shall regularly update its electronic system for tracking attendance.

Employees shall have access to their personnel files. As each new entry is made, the employee will be furnished a copy of this entry.

Employees will be provided with copies of evaluation forms and the identity of evaluators at the beginning of the school year if there are any changes from the previous year.

The Committee shall post the contract on the district's website no later than thirty (30) days following ratification.

ARTICLE 22

UNION RIGHTS

The district acknowledges and will comply with Massachusetts General Laws, Chapter 150E and Section 12.

On September 1 of each year the Employer will electronically forward a data file to the Union for all employees whose job title is represented by the Union. The file shall include the employee's legal name, home address, phone number, personal email if available, employee ID number, date of hire, annual salary, bargaining unit, department, job title, work site, work email and work phone number if applicable.

The Employer will send a revised data file whenever a termination or new hire takes place. At the end of each month, the Employer via the Town Treasurer will electronically forward a data file to the Union for all employees for whom dues or agency fees have been deducted.

ARTICLE 23

WAIVER

The Union and the Committee agree that each has had a right to bargain for any provision that they wished in this contract and each expressly waives the right to reopen the contract for any further demands or proposals that could have been made prior to the effective date of this contract and that the present contract constitutes a complete agreement on all matters and that if other proposals have been made, they have been withdrawn in consideration of this Agreement.

ARTICLE 24

LABOR/MANAGEMENT COMMITTEE

Upon receipt of a request from the Union, a designated representative of management will meet two times per year with a committee consisting of members designated by the Union to discuss work-related issues and concerns.

ARTICLE 25

RESOLUTION OF DIFFERENCES BY PEACEFUL MEANS

The Union and the Committee agree that differences between the parties shall be settled by peaceful means as provided within this Agreement. The Union, in consideration of the value of this Agreement, and its terms and conditions and the legislation which engendered it, will not engage in, instigate or condone any strike, work stoppage, or any concerted refusal to perform normal work duties on the part of any employee covered by this Agreement.

ARTICLE 26

PEOPLE DEDUCTION

The Employer agrees to deduct from the wages of any Employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the Employee and may be revoked by the Employee at any time by giving written notice to both the Employer and Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each Employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

ARTICLE 27

UNION REPRESENTATIVE

The name of the Union steward shall be furnished to the employer immediately after his designation and the Union shall notify the employer of any changes. He/she shall also be granted reasonable time during working hours to investigate and settle grievances. He shall also be granted reasonable time to attend meetings of state and national bodies without loss of pay, at the discretion of the Superintendent. Sufficient notice (one-week) shall be forwarded to the employer signifying the intention to attend the above meetings.

ARTICLE 28

SAVINGS CLAUSE

If any provision of this Agreement is or shall, at any time, be contrary to law, then such provision shall not be applicable or performed, endorsed, except to the extent permitted by law and substitute action shall be subject to appropriate consultation and negotiation with the Union.

In the event that any provision of this Agreement is, or shall be at any time, contrary to law, all other provisions of this Agreement shall continue in effect.

ARTICLE 29

GRIEVANCE PROCEDURE

It is the declared objective of the parties to encourage prompt resolution of grievances. The parties recognize the importance of prompt and equitable disposition of any grievances at the lowest organizational level possible under procedures of maximum informality and flexibility. An employee shall have the right to present a grievance and have it promptly considered on its merits.

DEFINITION

A Grievance shall mean a complaint that there has been, as to a custodian, a violation, misinterpretation or inequitable application of any of the provisions of this Agreement including, but not limited to, layoff, discharge, suspension, promotion or demotion.

ADJUSTMENT OF GRIEVANCES

STEP 1:

The Union representative shall present a grievance, in writing, to the immediate supervisor within five (5) school days after the act or condition which is the basis of the complaint has occurred. The Union representative and the supervisor shall confer on the grievance with a view to arriving at a mutually satisfactory resolution of the complaint. At the conference, a custodian may present a grievance personally, or he/she may be represented by a Union representative, but where the custodian is represented he/she may be present. The supervisor shall communicate his/her decision to the aggrieved custodian within ten (10) school days after receiving the complaint.

STEP 2:

If the grievance is not resolved by Step 1, the aggrieved custodian or the Union may appeal by forwarding the grievance, in writing, to the Superintendent within five (5) school days after he/she has received the Step 1 decision.

The appeal shall include:

- name and position of grievant;
- a statement of grievance and the facts involved
- the corrective action requested
- name of Union representative at Step 1
- signature(s) of grievant(s) or Union representative.

The Superintendent will arrange for a meeting with the aggrieved custodian and his/her Union representative, if any. The aggrieved custodian shall be present at the conference, except that he/she need not attend where it is mutually agreed that no facts are in dispute and that the sole question before the Superintendent is one of interpretation of a provision of this Agreement or of what is established policy or practice. The Superintendent, or his/her designated representative, shall issue his/her decision on the grievance as soon as possible, but not later than seven (7) days after the receipt of the appeal.

STEP 3:

The decision of the previous step may be appealed in writing by the custodian or the Union to the Committee for review within thirty (30) days after the decision of the Superintendent has been received. The Committee shall meet with the aggrieved custodian and the Union and/or the Union representative. The aggrieved custodian and the Union representative will receive notice of the meeting and an opportunity to be heard. The Committee shall issue its decision on the grievance(s) as soon as possible, but not later than fifteen (15) days after the presentation. However, if no meeting is scheduled within the above time period, the matter will be heard at the next scheduled meeting and the Committee shall issue a decision within five (5) days after the presentation.

ARTICLE 30

ARBITRATION

A grievance which was not resolved at Step 3 under the grievance procedure may be submitted to arbitration. The notice shall be filed within thirty (30) days after denial of the grievance at Step 3 under the grievance procedure. It is understood and agreed that no matters relating to the power and authority exclusively vested within the Committee by statute shall be submitted to arbitration under the provisions of this Agreement. It is further understood and agreed that no grievance, dispute, misunderstanding, or difference between the parties having arisen out of events which occurred prior to the execution of this Agreement shall be submitted to arbitration under the provision of this Agreement.

The decision of the arbitrator shall be supported by substantial evidence on the record as a whole and shall be final and conclusive and binding upon all employees, the Committee, and the Union. The arbitrator shall have no power to add to or subtract from or modify in any way any of the terms of this Agreement; nor shall the arbitrator have jurisdiction in any case submitted or arbitration to affect in any way, directly or indirectly, by any decision or in any other manner, the right and responsibility of the Committee to direct its employees; the assignment of work to employees; the shift schedules and

hours of work or the rules and regulations to be made or applied for discipline, and the maintenance of the school building.

The party referring a grievance to arbitration shall have the obligation of going forward with its case before the other party shall be required to present his/her case or adduce any testimony.

It is agreed that during the term of this agreement, the arbitrator to whom the grievance shall be referred to for a decision shall be selected by the Committee and the Union. If the parties fail to select an arbitrator, the grievance shall be presented to the Labor Relations Connection (LRC) for a trial period from July 1, 2015 through June 30, 2018, and that during the successor negotiations the Parties will negotiate whether to remain with LRC or revert back to AAA on a rotating basis. Absent agreement, language will revert back to the contract effective July 1, 2015 through June 30, 2015. Labor Relations Connection shall apply to the proceeding.

The arbitrator shall issue his/her written decision not later than thirty (30) days from the date of the close of the hearings or, if oral hearings are waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision of the arbitrator will be accepted as final by the parties to the disputes, and both will abide by it.

The Committee agrees that it will apply to all substantially similar situations the decision of the arbitrator and the Union agrees that it will not bring or continue, and that it will not represent any employee in any grievance which is substantially similar to a grievance denied by the decision of an arbitrator. The arbitrator's fee will be shared equally by the parties to the disputes, and both will abide by it.

ARTICLE 31

DURATION OF AGREEMENT

The provisions of this Agreement shall be in full force and effect as of September 1, 2022 and continue in full force and effect until August 31, 2025.

On or after December 1, 2025, the Committee and the Union, or either of them, may by giving written notice to the other, institute negotiations for a renewal of this Agreement or for a successor Agreement. Such notice shall specify those matters as to which negotiations are desired.

The receipt of any such written notice shall be acknowledged in writing by the party to this Agreement receiving such notice within ten (10) school days of its receipt. Negotiations concerning the subject matter referred to in any such notice shall commence at a mutually agreed upon date. The Parties will commence negotiations not later than thirty (30) calendar days from the date of the acknowledgment in writing of such notice.

APPENDIX A

Bus/Van Salary Schedule

Bus Drivers (5 hours per day, 180 days per year)

	2022 - 2023		2023 - 2024		2024 - 2025	
	Hourly	Annual	Hourly	Annual	Hourly	Annual
Step I	\$ 22.81	\$ 20,531.29	\$ 23.50	\$ 21,147.23	\$ 23.97	\$ 21,570.17
Step II	\$ 24.51	\$ 22,063.34	\$ 25.25	\$ 22,725.24	\$ 25.76	\$ 23,179.74
Step III	\$ 26.23	\$ 23,604.84	\$ 27.01	\$ 24,312.98	\$ 27.55	\$ 24,799.24
Step IV	\$ 27.94	\$ 25,146.34	\$ 28.78	\$ 25,900.73	\$ 29.35	\$ 26,418.74
Step V	\$ 30.56	\$ 27,501.15	\$ 31.47	\$ 28,326.18	\$ 32.10	\$ 28,892.71

Lead Bus Driver (8 hours per day, 204 days per year)

Step I	\$ 30.56	\$ 49,873.92	\$ 31.47	\$ 51,359.04	\$ 32.10	\$ 52,387.20
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Van Drivers (4 hours per day, 180 days per year)

	2022 - 2023		2023 - 2024		2024 - 2025	
	Hourly	Annual	Hourly	Annual	Hourly	Annual
Step I	\$ 16.44	\$ 11,840.25	\$ 16.94	\$ 12,195.45	\$ 17.28	\$ 12,439.36
Step II	\$ 18.08	\$ 13,020.49	\$ 18.63	\$ 13,411.10	\$ 19.00	\$ 13,679.33
Step III	\$ 19.73	\$ 14,208.30	\$ 20.33	\$ 14,634.55	\$ 20.73	\$ 14,927.24
Step IV	\$ 21.37	\$ 15,388.54	\$ 22.01	\$ 15,850.19	\$ 22.45	\$ 16,167.20
Step V	\$ 23.01	\$ 16,568.78	\$ 23.70	\$ 17,065.84	\$ 24.18	\$ 17,407.16
Step VI*	\$ 30.25	\$ 21,781.52	\$ 31.16	\$ 22,434.96	\$ 31.78	\$ 22,883.66

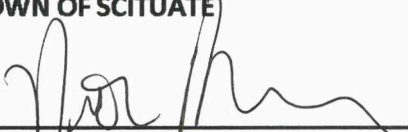
* Only Van Drivers employed as of September 1, 2015 are eligible for Step 6.

Lead Bus Driver – 40 hours per week, 204 days per year.


This document constitutes the entire Agreement between the parties for the term hereof as to all matters subject to collective bargaining under the laws of the Commonwealth of Massachusetts.


SIGNED this 20 day of October 2022

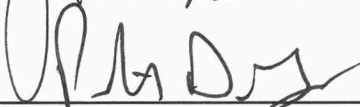
SCHOOL COMMITTEE
TOWN OF SCITUATE



Its Chairperson, Scituate School Committee







Michael Fay

AMERICAN FEDERATION OF
STATE COUNTY MUNICIPAL
EMPLOYEES LOCAL 1700



Its Representative, AFSCME Local 1700

