

**Westfield Public Schools  
and  
The Westfield Public Schools Custodian Association  
Successor Agreement, 2016-2019**

1. Parties agree to reopen the negotiations to finalize updates and amendments to the employee performance evaluation document during the life of the agreement.
2. Parties agree to amend Article 34 by eliminating the existing first paragraph and replacing it with the following:

“Effective July 1, 2016, the Building Principal, pursuant to his/her authority under G. L. Chapter 71, will evaluate each employee within his/her building at least once annually prior to May 1. The Supervisor of Maintenance will provide consultation to the Building Principal based on his/her observations of the employees' performance. Additionally, in any building where a senior custodian is assigned, that senior custodian will also provide consultation to the Building Principal for all other custodians within that building. Custodians not assigned to a school building shall be evaluated annually by the Supervisor of Maintenance.”


The remainder of Article 34 will remain as currently written.

3. Parties agree Article 9, Regulation Concerning Public Use of School Buildings, shall be amended at Section C by agreement to refer all disputes to the American Arbitration Association for processing the selection of arbitrators.
4. Parties agree to include a new “Paternity Leave” paragraph under the “Maternity Leave” paragraph of Article 22 stating the parties agree to comply with the minimum requirements of MGL c 149 s 105D (MA paternity leave).
5. Parties agree to create a new second sentence to Article 32: EMERGENCY CLOSINGS, (C), as follows: Unit members will be provided badges designating them as essential school employees who are still expected to report to work in the event of inclement weather/declaration of state of emergency.

6. Parties agree to include a new last sentence to Article 35, as follows:  
“During any period of negotiation for a successor agreement, this AGREEMENT shall remain in force and effect until a successor agreement becomes effective.”
7. Parties agree to amend Article 37 by creating a new paragraph 9 as follows: all requests for use of facilities forms shall be e-mailed to the Union president immediately upon their approval by the business manager.
8. Parties agree amend Article 37, paragraph 6, as follows: temporary promotion pay shall be reduced from fifteen (15) days to ten (10) days, but any time absent due to use of vacation time by the senior custodian will not authorize temporary promotion. Duration of next higher grade vacancy promotion must be due to some reason other than vacation.
9. Parties agree Article 40, Auto Vandalism, shall be renamed “Automobile Reimbursements” and amended by adding the following new paragraph at the end of the existing text to read as follows: Custodians who use their personal automobiles for school related purposes during the workday with advance approval shall be reimbursed for such use at the rate established but the City of Westfield policy applicable to all City and School employees.
10. Parties agree to create a new Article, entitled Work Jurisdiction, which shall contain the following paragraph: “All work presently performed by bargaining unit members will continue to be performed exclusively by bargaining unit members in all building used by the School Department.”
11. Parties agree on the right of either party to reopen negotiations during the life of the contract on the following issues upon request to the other party, with the understanding that there will be no changes to any of the issues absent the written mutual agreement between the parties:
  - a. Appendix A
  - b. Longevity/Sick Leave Buyback
  - c. Clothing/Boots
12. Parties agree to a three year contract, from July 1, 2016 through June 30, 2019, with the following base wage increases:
  - a. 1% effective 7/1/16
  - b. 2.5% effective 7/1/17
  - c. 2.5% effective 7/1/18

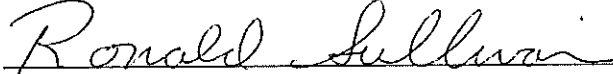
13. The Parties acknowledge and agree all other collective bargaining proposals presented in negotiations have been withdrawn.

FOR THE WESTFIELD SCHOOL COMMITTEE:

  
\_\_\_\_\_  
CHAIRMAN

DATE: 11-21-16

FOR THE WESTFIELD PUBLIC SCHOOL CUSTODIAN ASSOCIATION:

  
\_\_\_\_\_  
PRESIDENT

DATE: 11/8/2016