

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOSTON SCHOOL COMMITTEE
TO
*BOSTON PUBLIC SCHOOL LUNCH MONITORS,
AFSCME COUNCIL 93***

Effective September 1, 2020 to August 31, 2023

Like all proposals conveyed by BPS to AFSCME, the provisions contained herein are contingent upon agreement on each individual provision, agreement on other matters with financial implications, and the completion of a final contract. The financial viability of this proposal is dependent upon the interconnection of each of those discrete components of the collective bargaining agreement. BPS expressly reserves its rights to add to, modify, amend, delete, revise, and withdraw any of these proposals. Any agreement is tentative and subject to the ratification by the School Committee and the members of Union.

Except as expressly modified by the Agreement, the terms and provisions of the parties' collective bargaining agreement in effect from September 1, 2017 through August 31, 2020 shall continue in full force and effect from September 1, 2020 through August 31, 2023. The Union shall recommend and pursue ratification and approval of the Agreement by its members:

A. Duration: *Effective September 1, 2020 to August 31, 2023*

B. Wages

Bargaining unit members employed on the date this Memorandum of Agreement is:

Effective December 1, 2020, for (SY20-21) (FY21), salary rates shall be increased by 2.0%
Effective September 1, 2021, (SY21-22) (FY22) salary rates shall be increased by 2.5%
plus one-time lump sum payment described below (retroactive)
Effective September 1, 2022, (SY22-23) (FY23) salary rates shall be increased by 2.5%

- One-time Covid-19 related lump sum payment of \$1,000 for all members hired prior to September 1, 2021 and who remained employed through SY21-22.

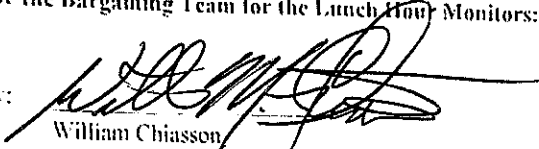


Retroactive pay shall be limited to employees of BPS on the date that the Union ratifies this Agreement and to employees who separated from BPS voluntarily through resignation or retirement. Employees that were dismissed or absent without leave prior to the ratification of this agreement shall not be eligible for the retroactive payment.

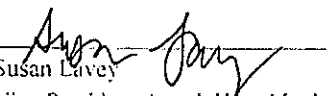
For the Bargaining Team for the Boston School Committee:

By: _____ Date: _____
Mary Skipper
Superintendent, Boston Public Schools

For the Bargaining Team for the Lunch Hour Monitors:

By:  Date: 2-22-2023
William Chiasson
AFSCME 93

 Date: 2/23/23
Bonnie MacMaster
President, Lunch Hour Monitors

 Date: 2/22/23
Susan Lavey
Vice President, Lunch Hour Monitors