



ENCLOSURE

IX H

Chariho Regional School District
Office of the Director of Administration & Finance

455A Switch Road
Wood River Junction, Rhode Island 02894



All Kids. All of the Time.

CATHERINE M. GIUSTI
School Committee Chairperson

GINA M. PICARD
Superintendent of Schools

EDWARD DRAPER
Director of Administration & Finance

LYNN GOUVIN
Assistant Director of Administration & Finance

To: Gina Picard
From: Ned Draper
Date: September 1, 2023
Subject: Custodial Services – Supervisor stipends

We have been closely monitoring the custodial vacancies and working with the NEA ESP Union leadership to develop options to address this challenge.

Attached is a revised Memorandum of Agreement (MOA) and fiscal impact statement to continue the intent of the MOA that was in effect through August 31, 2023.

In addition to supplementing our staffing with contracted labor, we seek to improve the pay for the Custodial Supervisor positions. At present, one of these critical roles remains vacant, and others have been throughout this and the prior year.

While no single item in the MOA will address this significant labor shortage, combined we anticipate we will be able to provide reasonable service to provide clean and safe schools for routine operations. In addition to this action, we have also limited outside organization facilities use to ensure adequate hours of custodial service are available for our core education programming.

Source of funds are the unfilled custodial position(s).

Thank you.

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CHARIHO REGIONAL SCHOOL DISTRICT
AND
CHARIHO EDUCATION SUPPORT PROFESSIONALS**

This Agreement is made and entered into this 12th day of September 2023 through the 31st day of December 2023, except item four which shall run through the end of the 2023-2025 contract, by and between the Chariho Regional School District ("Chariho") and the Chariho Education Support Professionals NEARI ("Union");

1. It is agreed that, notwithstanding Article 19.1 of the Collective Bargaining Agreement ("CBA") between Chariho and the Union, it shall not be a violation for Chariho to utilize three (3) custodians currently employed by a vendor to perform work ordinarily performed by a bargaining unit member until such time as that person is replaced by or becomes a bargaining unit member. In the meantime, Chariho will endeavor to fill all vacant positions. In the event of extenuating circumstances involving other vacant positions, however, Chariho and the Union agree to meet prior to Chariho utilizing a vendor to perform work ordinarily performed by bargaining unit members.
2. Chariho and the Union agree that the district may hire a moving company to assist with the moving of furniture for heavy cleaning for the balance of 2023. This work is ordinarily performed by bargaining unit members.
3. Chariho and the Union agree that the district may hire up to (4) four part-time positions to fill work ordinarily performed by (2) full-time budgeted positions.
4. It is agreed that Appendix A shall be changed to the following for page 27 only as follows, for the balance of the 2023-2025 contract effective upon signing:

Custodial Supervisor Stipend

High School	additional \$3.00/hr pay differential
Middle School	additional \$3.00/hr pay differential
Charlestown	additional \$2.00/hr pay differential
Richmond	additional \$2.50/hr pay differential
Ashaway	additional \$2.00/hr pay differential
Hope Valley	additional \$2.00/hr pay differential

This Agreement is the entire agreement of the parties and is not subject to any terms, conditions, statements, or representations not expressly set forth herein. This Agreement does not constitute practice or precedent between the parties.

**CHARIHO REGIONAL SCHOOL
DISTRICT:**

**CHARIHO EDUCATIONAL
SUPPORT PROFESSIONALS:**

Catherine M. Giusti, Chair

Christopher Caldarone, President

Date:_____

Date:_____

Attest:_____

Attest:_____

Date:_____

Date:_____

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Chariho Regional School District
Fiscal Impact Statement
2023-2025 NEA Chariho ESP Bargaining Agreement
MOA per 9-12-23 School Committee Meeting

Items	Yr1 <u>FY23</u>	Yr2 <u>FY24</u>	Yr3 <u>FY25</u>	Total Cost <u>3yr</u>
Appendix A Custodial Supervisor stipend and benefits	\$ -	\$ 14,689	\$ 17,763	\$ 32,452
Total	\$ -	\$ 14,689	\$ 17,763	\$ 32,452

All figures represent a comparison to the previous year budget.

Notes:

- FY24 and FY25 are only years of impact
- Figures above are as compared to budget in FY24 and anticipated budget in FY25
- At time of vote there are (10) FT custodial vacancies which indicates custodian salary cost in FY24 will be under budget