



Memo

Date: December 19, 2022

To: Personnel Committee, Stamford Board of Representatives

From: Christopher Soules, Executive Director of Human Resources (BOE)

Cc: Al Cava, Director of Human Resources, City of Stamford
Ryan Fealey, Director of Finance (BOE)

**Re: Tentative Agreement – Stamford Board of Education Employees Association
(Custodian and Maintenance Workers)**

The Stamford Board of Education is respectfully requesting to add the above tentative agreement to the Personnel Committee agenda on December 21, 2022 under a suspension of the rules. We are hoping to have this agreement considered by the Board of Representatives in the January meeting as the agreement contains new language with potential cost savings related to overtime that will be put into place as soon as the agreement is approved. The proposed agreement includes:

- **Substitutes:** The current agreement provides that substitutes must be members of the bargaining unit. The revised contract language will permit the Board to employ substitutes from outside the bargaining unit to fill vacancies resulting from sick leave in excess of three days, other extended leave, or from employee vacation greater than one day.
- **Call-in Pay:** The current agreement provides that custodians called in to work before the scheduled start to their shift must be paid a minimum of two hours, even if the call-in is immediately before the scheduled start. The new contract provides that there will be no call-in pay if the call-in is contiguous with the start of the custodian's regular shift.
- **Emergency Vacation:** The current contract permits custodians to take up to fifteen "emergency" vacation days, i.e., vacation without prior administrative approval at any time for up to fifteen days per year, and such days can be used in any increment. The new contract limits the number of "emergency" vacation days to ten, and requires that such "emergency" vacation days be taken only in full-day increments.
- **Limitation on Vacation Leave:** Under the new contract, no more than fifty percent of unit members in any school may be on vacation at any time.

The Board looks forward to presenting this agreement to the Committee and the full Board of Representatives. Thank you for your time and attention.