


**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE GIBRALTAR SCHOOL DISTRICT
AND
THE GIBRALTAR CUSTODIAL/MAINTENANCE ASSOCIATION MEA/NEA**

Changes to Current Contract

The following language concessions and other language changes are being agreed to by the Association in order to assist the District with an anticipated loss of revenue due to a significant reduction in state funding for public school districts over the past several years.

The above named parties agree to the following changes:

1. Article 10 - Seniority – District-wide seniority shall continue for all classifications except for the two (2) mechanic positions. These two (2) positions shall have a separate seniority list.
2. Article 19 – Vacations – The District agrees to reinstate vacation time for the following members. It is understood by the parties that these days may only be used on non-school days.
 - For bargaining unit members with a seniority date prior to September 1, 1989 – 2 vacation days
 - For bargaining unit members with a seniority date between September 1, 1989 and February 1, 2002 – 1 vacation days
3. Article 31 – Work Week – The High School Cleaner positions shall be changed to two (2) cleaners for each shift – days, afternoons, and midnights.


For the Gibraltar Custodial/Maintenance
Association MEA/NEA

July 9, 2014
Date


For the Gibraltar School District

6/30/14
Date