

ENCLOSURE **VII B**

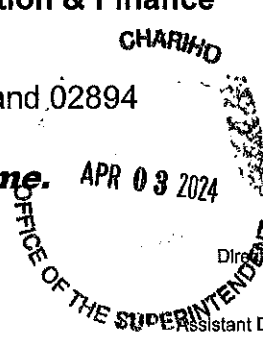
Chariho Regional School District
Office of the Director of Administration & Finance

455A Switch Road
Wood River Junction, Rhode Island 02894



All Kids. All of the Time.

APR 03 2024



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: April 3, 2024
Subject: Custodial Services – school opening

We have been closely monitoring the custodial vacancies and impact to our summer cleaning program. At present there are over (7) vacant custodial positions. While the NEA-ESP contract was successful in addressing some of the market challenges we face, custodial positions in particular remain a local and national challenge to hire and retain qualified candidates.

In preparation for our summer cleaning schedule please find attached a memorandum of agreement (MOA) with NEA-ESP. This MOA runs through August and provides adequate time and flexibility to be ready for the 2025 school year.

Thank you.

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CHARIHO REGIONAL SCHOOL DISTRICT**

-A-N-D-

CHARIHO EDUCATION SUPPORT PROFESSIONALS

This Agreement is made and entered into this 10th day of April 2024 through the 31st day of August 2024 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 four (4) 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 duration of this MOU. 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.

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:**

A handwritten signature in cursive script, appearing to read "Stacey King".

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