

MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF IPSWICH, MASSACHUSETTS
AND THE
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
COUNCIL 93, LOCAL 2905
REPRESENTING THE IPSWICH
LIBRARY EMPLOYEES

WHEREAS, the Town of Ipswich, Massachusetts ("Town") and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 2905 ("Union") (collectively, "the Parties") negotiated a collective bargaining agreement covering the period from July 1, 2019 through June 30, 2022 ("CBA"); and

WHEREAS, the Town seeks to modify the job descriptions, and reclassify the labor grades, for several positions at the Ipswich Library; and

WHEREAS, it is to the mutual benefit of the parties to adopt such changes;

NOW THEREFORE, the Parties mutually agree to the following;

1. The Town shall amend the job descriptions for the following positions, as hereto attached:
Children's Librarian
Reference/Adult & Teen Services Librarian
Technical Services Librarian

; and
2. The Town shall change the title of "Senior Library Technician" to "Head of Borrower Services" in accordance with the job Description hereto attached.; and
3. The Town will incorporate a new Labor Grade 24 into the Library CBA, the rate for which will be 3% above Labor Grade 23; and
4. The Town will reclassify the labor grades for the following positions:
Children's Librarian-Labor Grade 24
Head of Borrower Services-Labor Grade 21
Reference/Adult & Teen Services Librarian-Labor Grade 24
Technical Services Librarian-Labor Grade 24

; and

5. The Town shall amend the Wage Scale contained in Appendix A, attached hereto, and reflecting the changes provided for in this agreement; and
6. Affected employees within the classification of Children's Librarian, Reference/Adult & Teen Services Librarian, Head of Borrower Services, and Technical Services Librarian will be placed on the new scale at their current step; and
7. As a result of the reclassifications, all employees shall be ineligible for the education stipend except for Michelle Guvendiren, and Elizabeth Johnson, who will continue to be eligible for the educational stipend provided for in Article 22.8 of the CBA; and
9. Upon the retirement, resignation, or other condition where Michelle Guvendiren and Elizabeth Johnson discontinue their employment with the Ipswich Town Library, the provisions of Article 22.8 shall become null and void, and will be removed from the CBA; and
10. All adjustments, amendments, and other changes contained in this agreement will become effective upon signing by the parties; and
11. The Parties agree that all other provisions of the CBA, prior arbitration decisions, and all other prior agreements remain in full force and effect unless specifically modified by this agreement.

AGREED by the parties this eth day of October

12020 by:



Scott Trask
President
AFSCME local 2905

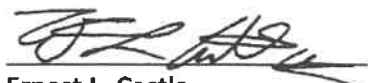


Anthony Marino
Town Manager
Town of Ipswich



Elizabeth Johnson
Chapter Chairman
AFSCME local 2905

For the Town



Ernest L. Castle
Staff Representative
AFSCME Council 93

For the Town

APPENDIX A
WAGE SCALE

FY 2021- 52.1429 weeks= 52 weeks and 1 day of 7 day week										
Effective July 1, 2020 2% wage increase										
52.1427 weeks										
37.5 Hours/Wk										
1955.3513 Hours/Yr										
5 years 10 Years 15 Years 20 Years 25 Years										
Grade	Job Class Description	1	2	3	4	400	600	1000	1200	1500
						5	6	7	8	9
18		\$ 24.35	\$ 24.96	\$ 25.91	\$ 26.82	\$ 27.02	\$ 27.33	\$ 27.84	\$ 28.46	\$ 29.22
19		\$ 24.94	\$ 25.91	\$ 26.82	\$ 27.63	\$ 27.63	\$ 27.64	\$ 27.64	\$ 27.64	\$ 27.65
21	Head of Borrower Services	\$ 26.45	\$ 27.49	\$ 28.44	\$ 29.33	\$ 29.34	\$ 29.36	\$ 29.37	\$ 29.39	\$ 29.40
23		\$ 28.11	\$ 29.17	\$ 30.15	\$ 31.19	\$ 31.20	\$ 31.22	\$ 31.23	\$ 31.25	\$ 31.26
24	Reference/Adult & Teen Services Librarian									
	Children's Ubrarian	\$ 28.95	\$ 30.05	\$ 31.05	\$ 32.13	\$ 32.33	\$ 32.43	\$ 32.64	\$ 32.74	\$ 32.89
	Technical Services Librarian									

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18		\$ 24.84	\$ 25.46	\$ 26.43	\$ 27.36	\$ 27.56	\$ 27.87	\$ 28.38	\$ 28.99	\$ 29.76
19		\$ 25.44	\$ 26.43	\$ 27.36	\$ 28.18	\$ 28.19	\$ 28.19	\$ 28.19	\$ 28.20	\$ 28.20
21	Head of Borrower Services	\$ 26.98	\$ 28.04	\$ 29.01	\$ 29.92	\$ 29.93	\$ 29.94	\$ 29.96	\$ 29.97	\$ 29.99
23		\$ 28.67	\$ 29.75	\$ 30.75	\$ 31.81	\$ 31.83	\$ 31.84	\$ 31.86	\$ 31.87	\$ 31.89
24	Reference/Adult & Teen Services Librarian									
	Children's Ubrarian	\$ 29.53	\$ 30.65	\$ 31.68	\$ 32.77	\$ 32.97	\$ 33.08	\$ 33.28	\$ 33.38	\$ 33.54
	Technical Services Librarian									

4001	6001	10001	12001	1500
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Based on 37.5 hours/week & 52.1429 wks/year				