

Collective Bargaining Agreement

between

Cape Cod Regional Technical High
School District Committee

and

Cape Tech Association

UNIT F

September 2016 – August 2019

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Article I. Recognition

A. Recognition of Association

The Committee recognizes the Association as exclusive bargaining representative for the employees in Bargaining Unit F, including the positions of:

- Full-time Cafeteria Workers
- Part-time Cafeteria Workers
- Head Cook

B. Exclusion of Positions

All others positions of the Cape Cod Regional Technical High School District, including all supervisory positions, are excluded.

C. Recognition Not Waiver of Rights

The recognition of positions by the Committee in Section A of this article is not to be construed as a waiver of whatever rights the Committee has under applicable law and under the terms of this agreement to modify, revise, combine, or eliminate any of those positions.

Article II. Committee Rights

A. Responsibilities

The Committee, on its own behalf of the Cape Cod Regional Technical High School District, retains and reserves to itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the Commonwealth of Massachusetts and the United States.

B. Authority

The Association recognizes that the Committee is legally responsible for the operation of the entire school system and that the Committee has the necessary authority to discharge all its responsibilities, subject to the laws mentioned above and to the provisions of this agreement.

C. Administrative Staff

The Association recognizes the prerogative of the Committee to operate and manage school affairs in all respects in accordance with its legal rights and duties. In meeting those responsibilities, the Committee acts through its administrative staff. Those responsibilities include, without being limited to, the establishment of education policies; the construction, acquisition, and maintenance of school buildings and equipment; the hiring, transfer,