

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION
BETWEEN
PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
(CUSTODIAL UNIT)
AND THE
PITTSFIELD SCHOOL COMMITTEE

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Pittsfield Federation of School Employees, Local 1315, American Federation of Teachers (AFT), AFT Massachusetts, AFL-CIO, Custodial Unit, (hereinafter, the “Federation”) and the Pittsfield School Committee (herein after the “District”).

WHEREAS, the Federation and the District entered into a collective bargaining agreement for the period July 1, 2021 through and including June 30, 2022; and

WHEREAS, the duly-authorized representatives of the Federation and the duly authorized representatives of the District have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Federation and the District have, subject to ratification by the membership of the Federation and the District, agreed to a successor agreement for the period of July 1, 2022, through and including June 30, 2025;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. ARTICLE XXVII – DURATION OF CONTRACT IS AMENDED TO READ AS FOLLOWS:¹

ARTICLE XXX
Duration of Contract

This Agreement shall be effective from July 1, ~~2021~~ **2022** to the period ending June 30, ~~2022~~ **2025**. Negotiations for a successor agreement will begin no later than February 14, ~~2022~~ **2025**.

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2. WAGES

A. APPENDIX A – SALARY SCHEDULE

EFFECTIVE AND RETROACTIVE TO JULY 1, 2022 DELETE THE CURRENT APPENDIX A AND REPLACE IT WITH THE FOLLOWING:¹

	2022-2023 (2%)				
	7/1/2022				
SENIOR BUILDING CUSTODIAN	1	2	3	4	5
PITTSFIELD and TACONIC HIGH SCHOOLS	\$23.49	\$23.99	\$24.49	\$24.99	\$25.49
HERBERG and REID MIDDLE SCHOOLS	\$22.83	\$23.33	\$23.83	\$24.33	\$24.83
CROSBY ELEMENTARY	\$22.63	\$23.13	\$23.63	\$24.13	\$24.63
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$22.11	\$22.61	\$23.11	\$23.61	\$24.11
EGREMONT ELEMENTARY	\$22.11	\$22.61	\$23.11	\$23.61	\$24.11
ALLENDAL - STEARNS - WILLIAMS ELEMENTARY	\$21.93	\$22.43	\$22.93	\$23.43	\$23.93
CAPELESS ELEMENTARY	\$21.59	\$22.09	\$22.59	\$23.09	\$23.59
HIBBARD and MERCER ADMIN BUILDING	\$21.07	\$21.57	\$22.07	\$22.57	\$23.07
NIGHT SENIOR BUILDING CUSTODIAN					
PITTSFIELD and TACONIC HIGH SCHOOLS	\$22.07	\$22.57	\$23.07	\$23.57	\$24.07
HERBERG and REID MIDDLE SCHOOLS	\$21.30	\$21.80	\$22.30	\$22.80	\$23.30
CROSBY ELEMENTARY	\$21.30	\$21.80	\$22.30	\$22.80	\$23.30
SENIOR STOREKEEPER					
	\$23.20	\$23.70	\$24.20	\$24.70	\$25.20
WORKING FOREMAN - GROUNDS					
	\$22.35	\$22.85	\$23.35	\$23.85	\$24.35
ASSISTANT GROUNDS AND MINOR MAINTENANCE					
STOCKROOM - UTILITY	\$19.74	\$20.24	\$20.74	\$21.24	\$21.74
TRUCK DRIVER					
	\$21.58	\$22.08	\$22.58	\$23.08	\$23.58
JUNIOR BUILDING CUSTODIAN					
	\$18.78	\$19.28	\$19.78	\$20.28	\$20.78
MAIL COURIER					
	\$17.73	\$18.23	\$18.73	\$19.23	\$19.73

Effective July 1, 2022, a new five (5) Step Salary Schedule shall be in effect and the hourly rates listed in Appendix A - Salary Schedule shall increase by two percent (2.00%) across all classifications, as shown above. These hourly rates are effective and retroactive to July 1, 2022, and for all hours worked or any portion thereof. Retroactive pay shall be paid to all employees as soon as possible upon ratification of the 2022-2025 collective bargaining agreement. The hourly rates for Night Senior Building Custodians include the shift differential of ten percent (10%) as shown above.

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	2023-2024 (2%)				
	7/1/2023				
SENIOR BUILDING CUSTODIAN	1	2	3	4	5
PITTSFIELD and TACONIC HIGH SCHOOLS	\$23.96	\$24.47	\$24.98	\$25.49	\$26.00
HERBERG and REID MIDDLE SCHOOLS	\$23.28	\$23.79	\$24.30	\$24.81	\$25.32
CROSBY ELEMENTARY	\$23.08	\$23.59	\$24.10	\$24.61	\$25.12
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$22.55	\$23.06	\$23.57	\$24.08	\$24.59
EGREMONT ELEMENTARY	\$22.55	\$23.06	\$23.57	\$24.08	\$24.59
ALLENDAL - STEARNS - WILLIAMS ELEMENTARY	\$22.37	\$22.88	\$23.39	\$23.90	\$24.41
CAPELESS ELEMENTARY	\$22.02	\$22.53	\$23.04	\$23.55	\$24.06
HIBBARD and MERCER ADMIN BUILDING	\$21.49	\$22.00	\$22.51	\$23.02	\$23.53
NIGHT SENIOR BUILDING CUSTODIAN					
PITTSFIELD and TACONIC HIGH SCHOOLS	\$22.51	\$23.02	\$23.53	\$24.04	\$24.55
HERBERG and REID MIDDLE SCHOOLS	\$21.73	\$22.24	\$22.75	\$23.26	\$23.77
CROSBY ELEMENTARY	\$21.73	\$22.24	\$22.75	\$23.26	\$23.77
SENIOR STOREKEEPER	\$23.66	\$24.17	\$24.68	\$25.19	\$25.70
WORKING FOREMAN - GROUNDS	\$22.79	\$23.30	\$23.81	\$24.32	\$24.83
ASSISTANT GROUNDS AND MINOR MAINTENANCE	\$20.13	\$20.64	\$21.15	\$21.66	\$22.17
STOCKROOM - UTILITY					
TRUCK DRIVER	\$22.01	\$22.52	\$23.03	\$23.54	\$24.05
JUNIOR BUILDING CUSTODIAN	\$19.16	\$19.67	\$20.18	\$20.69	\$21.20
MAIL COURIER	\$18.09	\$18.60	\$19.11	\$19.62	\$20.13

Effective July 1, 2023, the hourly rates listed in Appendix A – Salary Schedule shall increase by two percent (2.00%) across all classifications as shown above. The hourly rates for Night Senior Building Custodians include the shift differential of ten percent (10%) as shown above.

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	2024-2025 (2%)				
	7/1/2024				
SENIOR BUILDING CUSTODIAN	1	2	3	4	5
PITTSFIELD and TACONIC HIGH SCHOOLS	\$24.44	\$24.96	\$25.48	\$26.00	\$26.52
HERBERG and REID MIDDLE SCHOOLS	\$23.75	\$24.27	\$24.79	\$25.31	\$25.83
CROSBY ELEMENTARY	\$23.54	\$24.06	\$24.58	\$25.10	\$25.62
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$23.00	\$23.52	\$24.05	\$24.57	\$25.09
EGREMONT ELEMENTARY	\$23.00	\$23.52	\$24.05	\$24.57	\$25.09
ALLENDAL - STEARNS - WILLIAMS ELEMENTARY	\$22.81	\$23.33	\$23.85	\$24.37	\$24.89
CAPELESS ELEMENTARY	\$22.46	\$22.98	\$23.50	\$24.02	\$24.54
HIBBARD and MERCER ADMIN BUILDING	\$21.92	\$22.44	\$22.96	\$23.48	\$24.00
NIGHT SENIOR BUILDING CUSTODIAN					
PITTSFIELD and TACONIC HIGH SCHOOLS	\$22.96	\$23.48	\$24.00	\$24.52	\$25.04
HERBERG and REID MIDDLE SCHOOLS	\$22.16	\$22.68	\$23.20	\$23.72	\$24.24
CROSBY ELEMENTARY	\$22.16	\$22.68	\$23.20	\$23.72	\$24.24
SENIOR STOREKEEPER	\$24.13	\$24.65	\$25.17	\$25.69	\$26.21
WORKING FOREMAN - GROUNDS	\$23.25	\$23.77	\$24.29	\$24.81	\$25.33
ASSISTANT GROUNDS AND MINOR MAINTENANCE	\$20.53	\$21.05	\$21.57	\$22.09	\$22.61
STOCKROOM - UTILITY					
TRUCK DRIVER	\$22.45	\$22.97	\$23.49	\$24.01	\$24.53
JUNIOR BUILDING CUSTODIAN	\$19.54	\$20.06	\$20.58	\$21.10	\$21.62
MAIL COURIER	\$18.45	\$18.97	\$19.49	\$20.01	\$20.53

Effective July 1, 2024, the hourly rates listed in Appendix A – Salary Schedule shall increase by two percent (2.00%) across all classifications as shown above. The hourly rates for Night Senior Building Custodians include the shift differential of ten percent (10%) as shown above.

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MIGRATION SCHEDULE				FY2022 - 7/1/2021		FY2023 - 7/1/2022	
LASTNAME	FIRSTNAME	POSITION	DOH	STEP	HOURLY RATE	STEP	HOURLY RATE
Carmel	Brian	Senior Storekeeper	12/13/1999	10	22.74	2	23.70
DelSonno	Louis	Senior Custodian	2/7/1994	10	20.89	2	21.80
Drury	Timothy	Senior Custodian	12/5/1994	10	23.03	2	23.99
Mayotte	Kevin	Senior Custodian	12/13/1999	10	21.50	2	22.43
Steinman	Deane	Senior Custodian	11/27/2002	10	21.17	2	22.09
Armstrong	Joseph	Senior Custodian	4/1/2004	10	21.68	2	22.61
Ochs	Eric	Senior Custodian	4/1/2004	10	22.18	2	23.13
Kennedy	Anthony	Senior Custodian	8/18/2008	10	21.68	2	22.61
Gephart	Roger	Senior Custodian	3/17/2009	10	23.03	2	23.99
Bentz, Sr.	Eric	Senior Custodian	8/30/2010	10	22.38	2	23.33
Williams	Keith	Senior Custodian	6/1/2011	10	21.50	2	22.43
Kelly	Joseph	Senior Custodian	11/21/2011	10	20.66	2	21.57
Barzottini	Robert	Senior Custodian	3/10/2014	START	21.07	1	22.11
Phelps	Shaun	Senior Custodian	2/22/2016	START	20.27	1	21.30
Weatherwax	Kent	Senior Custodian	3/6/2017	START	20.90	1	21.93
Pratt	Coty	Senior Custodian	10/10/2018	START	21.75	1	22.83
Calderon-Bermeo	Luis	Senior Custodian	2/11/2019	START	21.00	1	22.07
Pierce	Clinton	Senior Custodian	12/14/2020	START	21.00	1	22.07
Stannard	Kevin	Custodian	8/12/1986	10	18.42	2	19.28
Simpson	Henry	Custodian	2/21/2000	10	18.42	2	19.28
Killbary	Mark	Custodian	10/10/2000	10	18.42	2	19.28
Alfonso	Carl	Custodian	8/21/2006	10	18.42	2	19.28
Durant	Marcus	Custodian	9/7/2010	10	18.42	2	19.28
Sagendorph	Gary	Custodian	9/27/2010	10	18.42	2	19.28
Davis	Walter	Custodian	8/29/2011	10	18.42	2	19.28
Wallace	Jane	Custodian	7/28/2014	6-MONTH	17.87	2	19.28
Black	D'Juan	Custodian	10/13/2015	6-MONTH	17.87	2	19.28
Smith	Charles	Custodian	1/9/2017	6-MONTH	17.87	2	19.28
Smachetti	Bruce	Custodian	3/13/2017	6-MONTH	17.87	2	19.28
Andino, Jr.	Candido	Custodian	4/9/2018	6-MONTH	17.87	1	18.78
Bennett	Christopher	Custodian	10/1/2018	6-MONTH	17.87	1	18.78
Belland	David	Custodian	10/1/2018	6-MONTH	17.87	1	18.78
Desautels	Brian	Custodian	3/4/2019	6-MONTH	17.87	1	18.78
Perry	Tyler	Custodian	12/2/2019	6-MONTH	17.87	1	18.78
Ramasco, Jr.	Richard	Custodian	9/28/2020	6-MONTH	17.87	1	18.78
Pemble	Jason	Custodian	2/1/2021	6-MONTH	17.87	1	18.78
Topolski	Paul	Custodian	12/20/2021	6-MONTH	17.87	1	18.78
Pierce	Jake	Custodian	1/18/2022	6-MONTH	17.87	1	18.78
Marsala	Randy	Custodian	1/18/2022	6-MONTH	17.87	1	18.78
Wood	Daniel	Custodian	4/25/2022	START	16.95	1	18.78
Walker	Mark	Custodian	4/25/2022	START	16.95	1	18.78
Zambrano-Fajardo	Manuel	Custodian	7/18/2022	START	16.95	1	18.78
Rogers	William	Truck Driver	4/22/2014	START	20.53	1	21.58
Fitzgerald	Susan	Mail Courier	8/25/2022	START	16.88	1	17.73
Card	Dayton	Custodian	10/3/2022	START	16.95	1	18.78

Upon ratification of the 2022-2025 collective bargaining agreement all current members of the bargaining unit shall migrate to the FY2023 Salary Schedule effective and retroactive to 7/1/2022 according to the Migration Schedule as shown above.

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NOTES:

1. All members of the bargaining unit hired after the ratification of the 2022-2025 collective bargaining agreement shall initially be placed on the Salary Schedule under the appropriate classification at Step 1.
2. Upon ratification of the 2022-2025 collective bargaining agreement all members of the bargaining unit shall advance one (1) Step on the Salary Schedule every year on July 1st, upon completion of each additional year of service to the Pittsfield Public Schools (PPS). For the purposes of Step advancement on the Salary Schedule an employee shall be deemed to have completed an additional year of service to the PPS and will advance one (1) Step on the Salary Schedule if he/she has worked (including the use of paid leave available under the collective bargaining agreement but excluding unpaid leave) more than ninety (90) days during the previous year.
3. Effective July 1, 2022, and upon ratification of the 2022-2025 collective bargaining agreement any member of the bargaining unit promoted to a higher classification shall be placed on the Salary Schedule under his/her new classification at the Step that provides for an increase above their current rate of pay.

B. APPENDIX B – BUILDING CHECKS

EFFECTIVE JULY 1, 2022 DELETE THE CURRENT APPENDIX B AND REPLACE IT WITH THE FOLLOWING:

<u>APPENDIX B</u>	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>
<u>BUILDING CHECKS</u>	<u>7/1/2022</u>	<u>7/1/2023</u>	<u>7/1/2024</u>
Pittsfield High School	\$42.30	\$43.15	\$44.01
Taconic High School			
Herberg Middle School	\$38.82	\$39.60	\$40.39
Reid Middle School			
Crosby Elementary School	\$37.88	\$38.64	\$39.41
Conte Community School			
Egremont Elementary School	\$35.35	\$36.06	\$36.78
Morningside Community School			
Allendale Elementary			
Stearns Elementary	\$34.07	\$34.75	\$35.44
Williams Elementary			
Capeless Elementary	\$32.83	\$33.48	\$34.15
Hibbard			
Mercer Administration Building	\$30.30	\$30.91	\$31.53

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NOTES:

1. The Building Check rates listed above are effective and retroactive to July 1, 2022, and for all building checks. Retroactive pay shall be paid to all employees as soon as possible upon ratification of the 2022-2025 collective bargaining agreement.
2. Effective and retroactive to July 1, 2022, the Building Check rates shall increase for all buildings by two percent (2.00%) as shown above.
3. Effective July 1, 2023, the Building Check rates shall increase for all buildings by two percent (2.00%) as shown above.
4. Effective July 1, 2024, the Building Check rates shall increase for all buildings by two percent (2.00%) as shown above.

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This Memorandum of Agreement is subject to ratification by the Federation and the District. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

Signed in duplicate this 12TH day of October 2022.

**PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
LOCAL 1315, AFT, AFT MASSACHUSETTS, AFL-CIO
(CUSTODIAL UNIT)**

PITTSFIELD SCHOOL COMMITTEE

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