

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION
BETWEEN
PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
(CAFETERIA 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, Cafeteria 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 September 1, 2021 through and including August 31, 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 September 1, 2022, through and including August 31, 2025;

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

1. **ARTICLE XVI – DURATION**
PARAGRAPH A IS AMENDED TO READ AS FOLLOWS:¹

ARTICLE XVI
Duration

A. This Agreement and each of its provisions shall be in effect as of September 1, ~~2021~~ **2022**, and shall continue in full force and effect until August 31, ~~2022~~ **2025**. Negotiations for a subsequent agreement shall commence on or before August 1, ~~2022~~ **2025** on all items.

¹ Proposed changes are shown as follows: inserted/new language in ***bold italics***, and deleted language with a ~~strikethrough~~.

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2. WAGES

EFFECTIVE SEPTEMBER 1, 2022 DELETE THE CURRENT APPENDIX A - SALARY SCHEDULE AND REPLACE IT WITH THE FOLLOWING:

2022-2025

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2022-2023		STEP									
9/1/2022		1	2	3	4	5	6	7	8	9	10
COOK MANAGER											
High/Middle		\$19.01	\$19.56	\$20.11	\$20.66	\$21.21	\$21.76	\$22.31	\$22.86	\$23.41	\$23.96
Associates Degree		\$21.01	\$21.56	\$22.11	\$22.66	\$23.21	\$23.76	\$24.31	\$24.86	\$25.41	\$25.96
Bachelors Degree		\$22.01	\$22.56	\$23.11	\$23.66	\$24.21	\$24.76	\$25.31	\$25.86	\$26.41	\$26.96
COOK MANAGER											
Elementary		\$18.26	\$18.81	\$19.36	\$19.91	\$20.46	\$21.01	\$21.56	\$22.11	\$22.66	\$23.21
Associates Degree		\$20.26	\$20.81	\$21.36	\$21.91	\$22.46	\$23.01	\$23.56	\$24.11	\$24.66	\$25.21
Bachelors Degree		\$21.26	\$21.81	\$22.36	\$22.91	\$23.46	\$24.01	\$24.56	\$25.11	\$25.66	\$26.21
ASSISTANT COOK MANAGER											
High School		\$17.27	\$17.82	\$18.37	\$18.92	\$19.47	\$20.02	\$20.57	\$21.12	\$21.67	\$22.22
BAKER/VAN DRIVER		\$16.28	\$16.83	\$17.38	\$17.93	\$18.48	\$19.03	\$19.58	\$20.13	\$20.68	\$21.23
CAFETERIA HELPER		\$15.50	\$16.05	\$16.60	\$17.15	\$17.70	\$18.25	\$18.80	\$19.35	\$19.90	\$20.45
2023-2024		STEP									
9/1/2023		1	2	3	4	5	6	7	8	9	10
COOK MANAGER											
High/Middle		\$19.51	\$20.06	\$20.61	\$21.16	\$21.71	\$22.26	\$22.81	\$23.36	\$23.91	\$24.46
Associates Degree		\$21.51	\$22.06	\$22.61	\$23.16	\$23.71	\$24.26	\$24.81	\$25.36	\$25.91	\$26.46
Bachelors Degree		\$22.51	\$23.06	\$23.61	\$24.16	\$24.71	\$25.26	\$25.81	\$26.36	\$26.91	\$27.46
COOK MANAGER											
Elementary		\$18.76	\$19.31	\$19.86	\$20.41	\$20.96	\$21.51	\$22.06	\$22.61	\$23.16	\$23.71
Associates Degree		\$20.76	\$21.31	\$21.86	\$22.41	\$22.96	\$23.51	\$24.06	\$24.61	\$25.16	\$25.71
Bachelors Degree		\$21.76	\$22.31	\$22.86	\$23.41	\$23.96	\$24.51	\$25.06	\$25.61	\$26.16	\$26.71
ASSISTANT COOK MANAGER											
High School		\$17.77	\$18.32	\$18.87	\$19.42	\$19.97	\$20.52	\$21.07	\$21.62	\$22.17	\$22.72
BAKER/VAN DRIVER		\$16.78	\$17.33	\$17.88	\$18.43	\$18.98	\$19.53	\$20.08	\$20.63	\$21.18	\$21.73
CAFETERIA HELPER		\$16.00	\$16.55	\$17.10	\$17.65	\$18.20	\$18.75	\$19.30	\$19.85	\$20.40	\$20.95
2024-2025		STEP									
9/1/2024		1	2	3	4	5	6	7	8	9	10
COOK MANAGER											
High/Middle		\$20.01	\$20.56	\$21.11	\$21.66	\$22.21	\$22.76	\$23.31	\$23.86	\$24.41	\$24.96
Associates Degree		\$22.01	\$22.56	\$23.11	\$23.66	\$24.21	\$24.76	\$25.31	\$25.86	\$26.41	\$26.96
Bachelors Degree		\$23.01	\$23.56	\$24.11	\$24.66	\$25.21	\$25.76	\$26.31	\$26.86	\$27.41	\$27.96
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Elementary		\$19.26	\$19.81	\$20.36	\$20.91	\$21.46	\$22.01	\$22.56	\$23.11	\$23.66	\$24.21
Associates Degree		\$21.26	\$21.81	\$22.36	\$22.91	\$23.46	\$24.01	\$24.56	\$25.11	\$25.66	\$26.21
Bachelors Degree		\$22.26	\$22.81	\$23.36	\$23.91	\$24.46	\$25.01	\$25.56	\$26.11	\$26.66	\$27.21
ASSISTANT COOK MANAGER											
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BAKER/VAN DRIVER		\$17.28	\$17.83	\$18.38	\$18.93	\$19.48	\$20.03	\$20.58	\$21.13	\$21.68	\$22.23
CAFETERIA HELPER		\$16.50	\$17.05	\$17.60	\$18.15	\$18.70	\$19.25	\$19.80	\$20.35	\$20.90	\$21.45

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NOTES:

1. Effective September 1, 2022, the hourly rates listed in Appendix A - Salary Schedule shall increase by fifty cents (\$0.50) across all classifications as shown above. The hourly rates listed in Appendix A - Salary Schedule above are effective and retroactive to September 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.
2. Effective September 1, 2022, and upon ratification of the 2022-2025 collective bargaining agreement, all members of the bargaining unit hired on or after July 1, 2022, and prior to ratification of the 2022-2025 collective bargaining agreement, shall migrate to Step 1 on the 2022-2023 Salary Schedule, and all other eligible members of the bargaining unit shall advance one (1) Step on the Salary Schedule.
3. Effective September 1, 2023, the hourly rates listed in Appendix A – Salary Schedule shall increase by fifty cents (\$0.50) across all classifications as show above.
4. Effective September 1, 2024, the hourly rates listed in Appendix A – Salary Schedule shall increase by fifty cents (\$0.50) across all classifications as shown above.
5. Effective with the ratification of the 2021-2022 collective bargaining agreement any Cook Manager who produces documentation satisfactory to the employer showing completion/award of an Associates (2-Year) Degree or a Bachelors (4-Year) Degree from an accredited college or university shall advance to the appropriate column on the Salary Schedule at his/her current Step and be paid at the new hourly rate going forward for all hours worked or any portion thereof. Advancement on the Salary Schedule shall occur no later than the first payroll cycle after an employee produces required documentation to the employer. Payment of the Associates/Bachelors Degree rate shall be retroactive to September 1, 2021, or the date the employee was awarded his/her degree, whichever is later.

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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 14TH day of September 2022.

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

PITTSFIELD SCHOOL COMMITTEE

2022-2025

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