

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION
BETWEEN
PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
(EDUCATIONAL SECRETARIES 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, Educational Secretaries 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 XXVII
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. ARTICLE XIX – PAY SCHEDULE

A. AMEND PARAGRAPH A TO ADD A NEW PARAGRAPH A5 TO READ:

5. INITIAL PLACEMENT ON THE SALARY SCHEDULE. *Effective July 1, 2022, upon employment in the Pittsfield Public Schools, a member of the bargaining unit hired after ratification of the 2022-2025 collective bargaining agreement shall be placed on the Salary Schedule at the Step appropriate for his/her creditable years of experience, under the appropriate salary column, however, a newly hired member of the bargaining unit may not be placed higher than Step 4.*

B. AMEND PARAGRAPH B TO READ:

B. ADDITIONAL COMPENSATION

1. SCHOOL YEAR EMPLOYEES – EFFECTIVE JULY 1, ~~2014~~ 2022:

In addition to the basic compensation provided for above, all EMPLOYEES shall be entitled to additional compensation at the rate of thirteen cents (\$0.13) per hour upon completion of five (5) years of service as set forth below; an additional thirteen cents (\$0.13) per hour upon completion of ten (10) years of service; an additional thirteen cents (\$0.13) per hour upon completion of fifteen (15) years of service; an additional thirteen cents (\$0.13) per hour upon completion of twenty (20) years of service; an additional thirteen cents (\$0.13) per hour upon the completion of twenty-five (25) years of service; and an additional thirteen cents (\$0.13) per hour upon the completion of thirty (30) years of service, to become effective on the anniversary date of employment.

2. FULL YEAR EMPLOYEES – EFFECTIVE JULY 1, ~~2014~~ 2022:

In addition to the basic compensation provided for above, all EMPLOYEES shall be entitled to additional compensation at the rate of thirteen cents (\$0.13) per hour upon completion of five (5) years of service as set forth below; an additional thirteen cents (\$0.13) per hour upon completion of ten (10) years of service; an additional thirteen cents (\$0.13) per hour upon completion of fifteen (15) years of service; an additional thirteen cents (\$0.13) per hour upon completion of twenty (20) years of service; an additional thirteen cents (\$0.13) per hour upon the completion of twenty-five (25) years of service; and an additional thirteen cents (\$0.13) per hour upon the completion of thirty (30) years of service, to become effective on the anniversary date of employment.

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3. WAGES

A. EFFECTIVE JULY 1, 2022 DELETE THE CURRENT APPENDIX A: SALARY SCHEDULE – FULL YEAR EMPLOYEES AND REPLACE IT WITH THE FOLLOWING:

2022-2023								
SECRETARIAL (52-WEEK)	Base	Associates Degree	Bachelors Degree		BUSINESS OFFICE	Base	Associates Degree	Bachelors Degree
1	\$17.53	\$19.53	\$20.53		1	\$19.69	\$21.69	\$22.69
2	\$18.04	\$20.04	\$21.04		2	\$20.20	\$22.20	\$23.20
3	\$18.55	\$20.55	\$21.55		3	\$20.71	\$22.71	\$23.71
4	\$19.06	\$21.06	\$22.06		4	\$21.22	\$23.22	\$24.22
5	\$19.57	\$21.57	\$22.57		5	\$21.73	\$23.73	\$24.73
6	\$20.08	\$22.08	\$23.08		6	\$22.24	\$24.24	\$25.24
7	\$20.59	\$22.59	\$23.59		7	\$22.75	\$24.75	\$25.75
8	\$21.10	\$23.10	\$24.10		8	\$23.26	\$25.26	\$26.26
9	\$21.61	\$23.61	\$24.61		9	\$23.77	\$25.77	\$26.77
10	\$22.12	\$24.12	\$25.12		10	\$24.28	\$26.28	\$27.28
2023-2024								
SECRETARIAL (52-WEEK)	Base	Associates Degree	Bachelors Degree		BUSINESS OFFICE	Base	Associates Degree	Bachelors Degree
1	\$17.88	\$19.88	\$20.88		1	\$20.08	\$22.08	\$23.08
2	\$18.40	\$20.40	\$21.40		2	\$20.60	\$22.60	\$23.60
3	\$18.92	\$20.92	\$21.92		3	\$21.12	\$23.12	\$24.12
4	\$19.45	\$21.45	\$22.45		4	\$21.64	\$23.64	\$24.64
5	\$19.97	\$21.97	\$22.97		5	\$22.16	\$24.16	\$25.16
6	\$20.49	\$22.49	\$23.49		6	\$22.68	\$24.68	\$25.68
7	\$21.01	\$23.01	\$24.01		7	\$23.20	\$25.20	\$26.20
8	\$21.53	\$23.53	\$24.53		8	\$23.72	\$25.72	\$26.72
9	\$22.05	\$24.05	\$25.05		9	\$24.24	\$26.24	\$27.24
10	\$22.57	\$24.57	\$25.57		10	\$24.76	\$26.76	\$27.76
2024-2025								
SECRETARIAL (52-WEEK)	Base	Associates Degree	Bachelors Degree		BUSINESS OFFICE	Base	Associates Degree	Bachelors Degree
1	\$18.24	\$20.24	\$21.24		1	\$20.48	\$22.48	\$23.48
2	\$18.77	\$20.77	\$21.77		2	\$21.01	\$23.01	\$24.01
3	\$19.30	\$21.30	\$22.30		3	\$21.54	\$23.54	\$24.54
4	\$19.83	\$21.83	\$22.83		4	\$22.07	\$24.07	\$25.07
5	\$20.36	\$22.36	\$23.36		5	\$22.60	\$24.60	\$25.60
6	\$20.90	\$22.90	\$23.90		6	\$23.13	\$25.13	\$26.13
7	\$21.43	\$23.43	\$24.43		7	\$23.66	\$25.66	\$26.66
8	\$21.96	\$23.96	\$24.96		8	\$24.20	\$26.20	\$27.20
9	\$22.49	\$24.49	\$25.49		9	\$24.73	\$26.73	\$27.73
10	\$23.02	\$25.02	\$26.02		10	\$25.26	\$27.26	\$28.26

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NOTES:

1. Effective July 1, 2022, 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 listed in Appendix A - Salary Schedule above 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.
2. Effective July 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 3 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 July 1, 2022, upon employment in the Pittsfield Public Schools, a member of the bargaining unit hired after ratification of the 2022-2025 collective bargaining agreement shall be placed on the Salary Schedule at the Step appropriate for his/her creditable years of experience, under the appropriate salary column, however, a newly hired member of the bargaining unit may not be placed higher than Step 4.
4. 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.
5. 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.
6. Effective with the ratification of the 2021-2022 collective bargaining agreement any member of the bargaining unit 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 July 1, 2021, or the date the employee was awarded his/her degree, whichever is later.
7. An employee grandfathered and currently receiving a \$1606 differential (stipend) pursuant to the parties' 2011-2014 collective bargaining agreement, shall continue to receive said differential (stipend), provided he/she continues to occupy a position which qualifies for said payment. The differential (stipend) is prorated for part-time employees.

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B. EFFECTIVE JULY 1, 2022 DELETE THE CURRENT APPENDIX B: SALARY SCHEDULE – SCHOOL YEAR EMPLOYEES AND REPLACE IT WITH THE FOLLOWING:

2022-2023			
SECRETARIAL (40-WEEK)	Base	Associates Degree	Bachelors Degree
1	\$17.39	\$19.39	\$20.39
2	\$17.90	\$19.90	\$20.90
3	\$18.41	\$20.41	\$21.41
4	\$18.92	\$20.92	\$21.92
5	\$19.43	\$21.43	\$22.43
6	\$19.94	\$21.94	\$22.94
7	\$20.45	\$22.45	\$23.45
8	\$20.96	\$22.96	\$23.96
9	\$21.47	\$23.47	\$24.47
10	\$21.98	\$23.98	\$24.98
2023-2024			
SECRETARIAL (40-WEEK)	Base	Associates Degree	Bachelors Degree
1	\$17.74	\$19.74	\$20.74
2	\$18.26	\$20.26	\$21.26
3	\$18.78	\$20.78	\$21.78
4	\$19.30	\$21.30	\$22.30
5	\$19.82	\$21.82	\$22.82
6	\$20.34	\$22.34	\$23.34
7	\$20.86	\$22.86	\$23.86
8	\$21.38	\$23.38	\$24.38
9	\$21.90	\$23.90	\$24.90
10	\$22.42	\$24.42	\$25.42
2024-2025			
SECRETARIAL (40-WEEK)	Base	Associates Degree	Bachelors Degree
1	\$18.09	\$20.09	\$21.09
2	\$18.62	\$20.62	\$21.62
3	\$19.15	\$21.15	\$22.15
4	\$19.69	\$21.69	\$22.69
5	\$20.22	\$22.22	\$23.22
6	\$20.75	\$22.75	\$23.75
7	\$21.28	\$23.28	\$24.28
8	\$21.81	\$23.81	\$24.81
9	\$22.34	\$24.34	\$25.34
10	\$22.87	\$24.87	\$25.87

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NOTES:

1. Effective July 1, 2022, the hourly rates listed in Appendix B - Salary Schedule shall increase by two percent (2.00%) across all classifications as shown above. The hourly rates listed in Appendix B - Salary Schedule above 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.
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5. Effective July 1, 2024, the hourly rates listed in Appendix B – Salary Schedule shall increase by two percent (2.00%) across all classifications as shown above.
6. Effective with the ratification of the 2021-2022 collective bargaining agreement any member of the bargaining unit 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 immediately 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 July 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
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