

**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, 2017 through and including August 31, 2018; 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, 2018, through and including August 31, 2021;

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

**1. ARTICLE XVI – DURATION**

**AMEND PARAGRAPH A TO READ AS FOLLOWS:**

**ARTICLE XVI**  
**DURATION**

A. This Agreement and each of its provisions shall be in effect as of September 1, ~~2017~~ ***2018***, and shall continue in full force and effect until August 31, ~~2018~~ ***2021***. Negotiations for a subsequent agreement shall commence on or before August 1, ~~2018~~ ***2021*** on all items.

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

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**2. WAGES**

- A. EFFECTIVE SEPTEMBER 1, 2018 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- B. EFFECTIVE SEPTEMBER 1, 2019 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- C. EFFECTIVE SEPTEMBER 1, 2020 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- D. AMEND APPENDIX A – SALARY SCHEDULE TO READ AS FOLLOWS:**

**APPENDIX A**  
**SALARY SCHEDULE**

<b>2018-2019</b>	<b>1.25%</b>						
<b>Years of Service</b>	<b>Start</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>15</b>
<b>COOK MANAGER</b>							
<b>High/Middle</b>	\$15.92	\$16.62	\$16.88	\$17.15	\$17.51	\$18.37	\$18.89
<b>Elementary</b>	\$15.19	\$15.84	\$16.17	\$16.41	\$16.80	\$17.66	\$18.17
<b>BAKER</b>	\$13.26	\$13.97	\$14.24	\$14.44	\$14.81	\$15.61	\$16.12
<b>CAFETERIA HELPER</b>	\$12.50	\$13.12	\$13.37	\$13.56	\$13.83	\$14.54	\$15.05
<b>2019-2020</b>	<b>1.25%</b>						
<b>Years of Service</b>	<b>Start</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>15</b>
<b>COOK MANAGER</b>							
<b>High/Middle</b>	\$16.12	\$16.82	\$17.09	\$17.37	\$17.72	\$18.60	\$19.12
<b>Elementary</b>	\$15.38	\$16.04	\$16.37	\$16.62	\$17.01	\$17.88	\$18.39
<b>BAKER</b>	\$13.43	\$14.14	\$14.41	\$14.62	\$15.00	\$15.80	\$16.32
<b>CAFETERIA HELPER</b>	\$12.66	\$13.28	\$13.53	\$13.73	\$14.00	\$14.72	\$15.24
<b>2020-2021</b>	<b>1.25%</b>						
<b>Years of Service</b>	<b>Start</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>15</b>
<b>COOK MANAGER</b>							
<b>High/Middle</b>	\$16.32	\$17.03	\$17.31	\$17.58	\$17.95	\$18.84	\$19.36
<b>Elementary</b>	\$15.57	\$16.24	\$16.57	\$16.82	\$17.22	\$18.10	\$18.62
<b>BAKER</b>	\$13.59	\$14.32	\$14.59	\$14.80	\$15.19	\$16.00	\$16.53
<b>CAFETERIA HELPER</b>	\$12.81	\$13.45	\$13.70	\$13.90	\$14.18	\$14.90	\$15.43

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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 25<sup>th</sup> day of April 2018.

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

**PITTSFIELD SCHOOL COMMITTEE**

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