

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, 2017 through and including June 30, 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 July 1, 2018, through and including June 30, 2021;

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

1. AMEND ARTICLE XXX – DURATION OF CONTRACT TO READ AS FOLLOWS:

ARTICLE XXX
DURATION OF CONTRACT

THIS AGREEMENT and all its terms and conditions shall be effective on July 1, ~~2017~~ **2018**, and shall continue in effect for the period ending midnight on June 30, ~~2018~~ **2021**.

2. WAGES

- A. EFFECTIVE JULY 1, 2018 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- B. EFFECTIVE JULY 1, 2019 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- C. EFFECTIVE JULY 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:**

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

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APPENDIX A
SALARY SCHEDULE

2018-2019					2019-2020					2020-2021				
SENIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10	SENIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10	SENIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10
PITTSFIELD and TACONIC HIGH SCHOOLS		\$20.23	---	\$20.84	PITTSFIELD and TACONIC HIGH SCHOOLS		\$20.48	---	\$21.10	PITTSFIELD and TACONIC HIGH SCHOOLS		\$20.73	---	\$21.36
HERBERG and REID MIDDLE SCHOOLS		\$19.62	---	\$20.22	HERBERG and REID MIDDLE SCHOOLS		\$19.87	---	\$20.47	HERBERG and REID MIDDLE SCHOOLS		\$20.12	---	\$20.73
CROSBY ELEMENTARY		\$19.44	---	\$20.03	CROSBY ELEMENTARY		\$19.69	---	\$20.28	CROSBY ELEMENTARY		\$19.93	---	\$20.54
CONTE and MORNINGSIDE COMMUNITY SCHOOLS		\$18.98	---	\$19.55	CONTE and MORNINGSIDE COMMUNITY SCHOOLS		\$19.22	---	\$19.80	CONTE and MORNINGSIDE COMMUNITY SCHOOLS		\$19.46	---	\$20.05
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY		\$18.81	---	\$19.38	ALLENDALE - STEARNS - WILLIAMS ELEMENTARY		\$19.05	---	\$19.63	ALLENDALE - STEARNS - WILLIAMS ELEMENTARY		\$19.29	---	\$19.87
CAPELESS ELEMENTARY		\$18.51	---	\$19.07	CAPELESS ELEMENTARY		\$18.74	---	\$19.31	CAPELESS ELEMENTARY		\$18.98	---	\$19.55
HIBBARD and MERCER ADMIN BUILDING		\$18.04	---	\$18.59	HIBBARD and MERCER ADMIN BUILDING		\$18.27	---	\$18.82	HIBBARD and MERCER ADMIN BUILDING		\$18.50	---	\$19.06
NIGHT SENIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10	NIGHT SENIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10	NIGHT SENIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10
PITTSFIELD and TACONIC HIGH SCHOOLS		\$19.89	---	\$20.49	PITTSFIELD and TACONIC HIGH SCHOOLS		\$20.14	---	\$20.75	PITTSFIELD and TACONIC HIGH SCHOOLS		\$20.39	---	\$21.01
HERBERG and REID MIDDLE SCHOOLS		\$19.20	---	\$19.78	HERBERG and REID MIDDLE SCHOOLS		\$19.44	---	\$20.03	HERBERG and REID MIDDLE SCHOOLS		\$19.68	---	\$20.28
SENIOR STOREKEEPER	1.25%	START	6 MONTH	10	SENIOR STOREKEEPER	1.25%	START	6 MONTH	10	SENIOR STOREKEEPER	1.25%	START	6 MONTH	10
		\$19.96	---	\$20.56			\$20.21	---	\$20.82			\$20.46	---	\$21.08
WORKING FOREMAN - GROUNDS	1.25%	START	6 MONTH	10	WORKING FOREMAN - GROUNDS	1.25%	START	6 MONTH	10	WORKING FOREMAN - GROUNDS	1.25%	START	6 MONTH	10
		\$20.14	---	\$20.75			\$20.39	---	\$21.01			\$20.64	---	\$21.27
ASSISTANT GROUNDS AND MINOR MAINTENANCE	1.25%	START	6 MONTH	10	ASSISTANT GROUNDS AND MINOR MAINTENANCE	1.25%	START	6 MONTH	10	ASSISTANT GROUNDS AND MINOR MAINTENANCE	1.25%	START	6 MONTH	10
TRUCK DRIVER - STOCKROOM - UTILITY		\$17.79	---	\$18.32	TRUCK DRIVER - STOCKROOM - UTILITY		\$18.01	---	\$18.55	TRUCK DRIVER - STOCKROOM - UTILITY		\$18.23	---	\$18.79
JUNIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10	JUNIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10	JUNIOR BUILDING CUSTODIAN	1.25%	START	6 MONTH	10
		\$16.05	\$16.93	\$17.44			\$16.25	\$17.14	\$17.66			\$16.45	\$17.35	\$17.88
MAIL COURIER	1.25%	START	6 MONTH	10	MAIL COURIER	1.25%	START	6 MONTH	10	MAIL COURIER	1.25%	START	6 MONTH	10
		\$15.98	---	\$16.47			\$16.18	---	\$16.67			\$16.39	---	\$16.88

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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 25th day of April 2018.

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

PITTSFIELD SCHOOL COMMITTEE

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