

**TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION**  
**BETWEEN**  
**PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES**  
**(PARAPROFESSIONAL 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, Paraprofessional 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 August 29, 2017 through and including August 28, 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 August 29, 2018, through and including August 28, 2021;

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

**1. AMEND ARTICLE XXVII – DURATION TO READ AS FOLLOWS:**<sup>1</sup>

**ARTICLE XVII**  
**DURATION**

This Agreement and each of its provisions shall be in effect as of August 29, ~~2017~~ **2018**, and shall continue in full force and effect until August 28, ~~2018~~ **2021** at midnight.

---

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

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

**2. WAGES**

- A. EFFECTIVE AUGUST 29, 2018 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- B. EFFECTIVE AUGUST 29, 2019 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- C. EFFECTIVE AUGUST 29, 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>STEP</b>	<b>Base</b>	<b>Associate's Degree</b>	<b>Bachelor's Degree</b>	<b>Bachelor's Degree/DESE Teaching License</b>
<b>0</b>	<b>\$11.28</b>	<b>\$12.53</b>	<b>\$13.78</b>	<b>\$14.45</b>
<b>1</b>	<b>\$11.71</b>	<b>\$12.96</b>	<b>\$14.21</b>	<b>\$14.88</b>
<b>2</b>	<b>\$12.20</b>	<b>\$13.45</b>	<b>\$14.70</b>	<b>\$15.37</b>
<b>3</b>	<b>\$13.15</b>	<b>\$14.40</b>	<b>\$15.65</b>	<b>\$16.32</b>
<b>4</b>	<b>\$13.72</b>	<b>\$14.97</b>	<b>\$16.22</b>	<b>\$16.89</b>
<b>5</b>	<b>\$14.39</b>	<b>\$15.64</b>	<b>\$16.89</b>	<b>\$17.56</b>
<b>6</b>	<b>\$15.60</b>	<b>\$16.85</b>	<b>\$18.10</b>	<b>\$18.77</b>
<b>10</b>	<b>\$15.94</b>	<b>\$17.19</b>	<b>\$18.44</b>	<b>\$19.11</b>
<b>15</b>	<b>\$16.10</b>	<b>\$17.35</b>	<b>\$18.60</b>	<b>\$19.27</b>
<b>20</b>	<b>\$16.25</b>	<b>\$17.50</b>	<b>\$18.75</b>	<b>\$19.42</b>
<b>25</b>	<b>\$16.61</b>	<b>\$17.86</b>	<b>\$19.11</b>	<b>\$19.78</b>

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

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

2019-2020	1.25%			
STEP	Base	Associate's Degree	Bachelor's Degree	Bachelor's Degree/DESE Teaching License
0	\$11.42	\$12.67	\$13.92	\$14.59
1	\$11.85	\$13.10	\$14.35	\$15.02
2	\$12.35	\$13.60	\$14.85	\$15.52
3	\$13.32	\$14.57	\$15.82	\$16.49
4	\$13.90	\$15.15	\$16.40	\$17.07
5	\$14.57	\$15.82	\$17.07	\$17.74
6	\$15.80	\$17.05	\$18.30	\$18.97
10	\$16.14	\$17.39	\$18.64	\$19.31
15	\$16.30	\$17.55	\$18.80	\$19.47
20	\$16.46	\$17.71	\$18.96	\$19.63
25	\$16.82	\$18.07	\$19.32	\$19.99

2020-2021	1.25%			
STEP	Base	Associate's Degree	Bachelor's Degree	Bachelor's Degree/DESE Teaching License
0	\$11.56	\$12.81	\$14.06	\$14.73
1	\$12.00	\$13.25	\$14.50	\$15.17
2	\$12.50	\$13.75	\$15.00	\$15.67
3	\$13.48	\$14.73	\$15.98	\$16.65
4	\$14.07	\$15.32	\$16.57	\$17.24
5	\$14.76	\$16.01	\$17.26	\$17.93
6	\$16.00	\$17.25	\$18.50	\$19.17
10	\$16.34	\$17.59	\$18.84	\$19.51
15	\$16.50	\$17.75	\$19.00	\$19.67
20	\$16.66	\$17.91	\$19.16	\$19.83
25	\$17.03	\$18.28	\$19.53	\$20.20

**NOTES:**

1. EFFECTIVE AUGUST 29, 2016 THE FOLLOWING COLUMNS WERE ADDED TO APPENDIX A:
  - A. ASSOCIATE'S DEGREE AT **\$1.25** ABOVE THE BASE RATE.
  - B. BACHELOR'S DEGREE AT **\$2.50** ABOVE THE BASE RATE.
  - C. BACHELOR'S DEGREE/DESE TEACHING LICENSE AT **\$3.17** ABOVE THE BASE RATE.
  
2. ANY EMPLOYEE WHO HAS COMPLETED THE REQUIRED YEARS OF CREDITABLE SERVICE SHALL ADVANCE TO THE APPROPRIATE STEP ON THE SALARY SCHEDULE, AND UNDER THE APPROPRIATE SALARY COLUMN.

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

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

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  
(PARAPROFESSIONAL UNIT)**

**PITTSFIELD SCHOOL COMMITTEE**

---

---

---

---

---

---

---

---

---

---

---

---

---

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