

**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, 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 XXVII – DURATION OF CONTRACT TO READ AS FOLLOWS:**

**ARTICLE XXVII**  
**DURATION OF CONTRACT**

This Agreement shall be effective from July 1, ~~2017~~ **2018** to the period ending June 30, ~~2018~~ **2021**. Negotiations for a successor agreement will begin no later than February 14, ~~2018~~ **2021**.

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**2. WAGES**

**A. FULL YEAR EMPLOYEES:**

- 1) EFFECTIVE JULY 1, 2018 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE QUARTER PERCENT (1.25%).**
- 2) EFFECTIVE JULY 1, 2019 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE QUARTER PERCENT (1.25%).**
- 3) EFFECTIVE JULY 1, 2020 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE QUARTER PERCENT (1.25%).**

**B. SCHOOL YEAR EMPLOYEES:**

- 1) EFFECTIVE JULY 1, 2018 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE QUARTER PERCENT (1.25%).**
- 2) EFFECTIVE JULY 1, 2019 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE QUARTER PERCENT (1.25%).**
- 3) EFFECTIVE JULY 1, 2020 INCREASE ALL HOURLY PAY RATES IN APPENDIX A BY ONE AND ONE QUARTER PERCENT (1.25%).**

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**3. APPENDIX A – SALARY SCHEDULE**

**A. ADD THE FOLLOWING NOTES TO THE END OF APPENDIX A:**

**NOTES:**

- 1. 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.**
- 2. EFFECTIVE JULY 1, 2015 THE FOLLOWING COLUMNS WERE ADDED TO APPENDIX A:**
  - **SECRETARIAL (52-WEEK) BACHELOR'S DEGREE AT \$1.51 ABOVE THE BASE RATE.**
  - **BUSINESS OFFICE BACHELOR'S DEGREE AT \$1.32 ABOVE THE BASE RATE.**
  - **SECRETARIAL (40-WEEK) BACHELOR'S DEGREE AT \$2.12 ABOVE THE BASE RATE.**

**B. AMEND APPENDIX A TO READ AS FOLLOWS:**

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**APPENDIX A**  
**SALARY SCHEDULE**  
**FULL YEAR EMPLOYEES**

<b>2018-2019</b>						
<b>SECRETARIAL (52-WEEK)</b>	<b>1.25%</b>	<b>Bachelor's Degree</b>		<b>BUSINESS OFFICE</b>	<b>1.25%</b>	<b>Bachelor's Degree</b>
<b>START</b>	<b>\$14.53</b>	<b>\$16.04</b>		<b>START</b>	<b>\$15.58</b>	<b>\$16.90</b>
<b>1</b>	<b>\$15.23</b>	<b>\$16.74</b>		<b>1</b>	<b>\$16.27</b>	<b>\$17.59</b>
<b>2</b>	<b>\$15.95</b>	<b>\$17.46</b>		<b>2</b>	<b>\$16.98</b>	<b>\$18.30</b>
<b>3</b>	<b>\$16.65</b>	<b>\$18.16</b>		<b>3</b>	<b>\$17.68</b>	<b>\$19.00</b>
<b>4</b>	<b>\$17.37</b>	<b>\$18.88</b>		<b>4</b>	<b>\$18.38</b>	<b>\$19.70</b>
<b>6</b>	<b>\$17.62</b>	<b>\$19.13</b>		<b>6</b>	<b>\$18.64</b>	<b>\$19.96</b>
<b>10</b>	<b>\$18.17</b>	<b>\$19.68</b>		<b>10</b>	<b>\$19.18</b>	<b>\$20.50</b>
<b>2019-2020</b>						
<b>SECRETARIAL (52-WEEK)</b>	<b>1.25%</b>	<b>Bachelor's Degree</b>		<b>BUSINESS OFFICE</b>	<b>1.25%</b>	<b>Bachelor's Degree</b>
<b>START</b>	<b>\$14.71</b>	<b>\$16.22</b>		<b>START</b>	<b>\$15.77</b>	<b>\$17.09</b>
<b>1</b>	<b>\$15.42</b>	<b>\$16.93</b>		<b>1</b>	<b>\$16.48</b>	<b>\$17.80</b>
<b>2</b>	<b>\$16.15</b>	<b>\$17.66</b>		<b>2</b>	<b>\$17.19</b>	<b>\$18.51</b>
<b>3</b>	<b>\$16.86</b>	<b>\$18.37</b>		<b>3</b>	<b>\$17.90</b>	<b>\$19.22</b>
<b>4</b>	<b>\$17.58</b>	<b>\$19.09</b>		<b>4</b>	<b>\$18.61</b>	<b>\$19.93</b>
<b>6</b>	<b>\$17.84</b>	<b>\$19.35</b>		<b>6</b>	<b>\$18.87</b>	<b>\$20.19</b>
<b>10</b>	<b>\$18.40</b>	<b>\$19.91</b>		<b>10</b>	<b>\$19.42</b>	<b>\$20.74</b>
<b>2020-2021</b>						
<b>SECRETARIAL (52-WEEK)</b>	<b>1.25%</b>	<b>Bachelor's Degree</b>		<b>BUSINESS OFFICE</b>	<b>1.25%</b>	<b>Bachelor's Degree</b>
<b>START</b>	<b>\$14.89</b>	<b>\$16.40</b>		<b>START</b>	<b>\$15.97</b>	<b>\$17.29</b>
<b>1</b>	<b>\$15.62</b>	<b>\$17.13</b>		<b>1</b>	<b>\$16.68</b>	<b>\$18.00</b>
<b>2</b>	<b>\$16.35</b>	<b>\$17.86</b>		<b>2</b>	<b>\$17.41</b>	<b>\$18.73</b>
<b>3</b>	<b>\$17.07</b>	<b>\$18.58</b>		<b>3</b>	<b>\$18.12</b>	<b>\$19.44</b>
<b>4</b>	<b>\$17.80</b>	<b>\$19.31</b>		<b>4</b>	<b>\$18.85</b>	<b>\$20.17</b>
<b>6</b>	<b>\$18.07</b>	<b>\$19.58</b>		<b>6</b>	<b>\$19.11</b>	<b>\$20.43</b>
<b>10</b>	<b>\$18.63</b>	<b>\$20.14</b>		<b>10</b>	<b>\$19.66</b>	<b>\$20.98</b>

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**APPENDIX A**

SALARY SCHEDULE

**SCHOOL YEAR EMPLOYEES**

<b>2018-2019</b>		
<b>SECRETARIAL (40-Week)</b>	1.25%	Bachelor's Degree
<b>START</b>	<b>\$14.40</b>	<b>\$16.52</b>
<b>1</b>	<b>\$15.09</b>	<b>\$17.21</b>
<b>2</b>	<b>\$15.79</b>	<b>\$17.91</b>
<b>3</b>	<b>\$16.50</b>	<b>\$18.62</b>
<b>4</b>	<b>\$17.22</b>	<b>\$19.34</b>
<b>6</b>	<b>\$17.46</b>	<b>\$19.58</b>
<b>10</b>	<b>\$17.99</b>	<b>\$20.11</b>
<b>2019-2020</b>		
<b>SECRETARIAL (40-Week)</b>	1.25%	Bachelor's Degree
<b>START</b>	<b>\$14.58</b>	<b>\$16.70</b>
<b>1</b>	<b>\$15.28</b>	<b>\$17.40</b>
<b>2</b>	<b>\$15.99</b>	<b>\$18.11</b>
<b>3</b>	<b>\$16.70</b>	<b>\$18.82</b>
<b>4</b>	<b>\$17.43</b>	<b>\$19.55</b>
<b>6</b>	<b>\$17.68</b>	<b>\$19.80</b>
<b>10</b>	<b>\$18.21</b>	<b>\$20.33</b>
<b>2020-2021</b>		
<b>SECRETARIAL (40-Week)</b>	1.25%	Bachelor's Degree
<b>START</b>	<b>\$14.76</b>	<b>\$16.88</b>
<b>1</b>	<b>\$15.47</b>	<b>\$17.59</b>
<b>2</b>	<b>\$16.19</b>	<b>\$18.31</b>
<b>3</b>	<b>\$16.91</b>	<b>\$19.03</b>
<b>4</b>	<b>\$17.65</b>	<b>\$19.77</b>
<b>6</b>	<b>\$17.90</b>	<b>\$20.02</b>
<b>10</b>	<b>\$18.44</b>	<b>\$20.56</b>

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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  
(EDUCATIONAL SECRETARIES UNIT)**

**PITTSFIELD SCHOOL COMMITTEE**

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