

**SETTLEMENT AGREEMENT**  
**EDUCATIONAL SECRETARIES UNIT**  
**CHANGE IN WORKLOAD - CHROMEBOOKS**

The Pittsfield Public Schools (hereinafter referred to as “Pittsfield” or “the Employer”) and the Pittsfield Federation of School Employees, Local 1315, AFT, AFT-MASS, AFL-CIO, Educational Secretaries Unit (hereinafter referred to as the “Federation”) hereby agree to the following terms, conditions, and understandings:

1. Pittsfield and the Federation are parties to a collective bargaining agreement (CBA) in effect from July 1, 2022 through and including June 30, 2025; and
2. On September 29, 2023, the Federation filed a grievance regarding a change in workload for certain members of the bargaining unit required to distribute and/or document the distribution of Chromebooks to individual students in their school building; and
3. Pittsfield and the Federation met on October 26, 2023 to hear the Federation’s presentation of the grievance at the Superintendent (Level II); and
4. Pittsfield and the Federation agree to settle the grievance as follows:
  - a. In the future should Pittsfield decide that members of the bargaining unit will collect, hand out, and/or document the distribution/collection of Chromebooks or other technology items issued to staff/students on a building or district wide basis then that work will be offered as an Additional Work Opportunity in accordance with Article VII, Paragraph D of the CBA; and
  - b. In addition, should Pittsfield decide that members of the bargaining unit will collect, hand out, and/or document the distribution/collection of Chromebooks or other technology items issued to staff/students then Pittsfield agrees to provide members of the bargaining unit with additional work time each week to complete other duties/tasks associated with their position. Affected members of the bargaining unit shall submit requests for said additional work time in writing (via e-mail) to their building principal and such requests shall not be unreasonably denied.
5. The Federation agrees to withdraw the grievance filed on September 29, 2023, with prejudice.
6. Except to enforce the terms of this Settlement Agreement, the Federation agrees to not to file a grievance, prohibited practice (unfair labor) charge and/or other action regarding the instant matter.
7. There are no other understandings, either verbal or written, between the parties to this Agreement.

**FOR THE PITTSFIELD PUBLIC SCHOOLS**

**FOR THE FEDERATION**

\_\_\_\_\_  
Joseph Curtis, Superintendent  
Pittsfield Public Schools

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Dorothy McGurn, Chapter Chairperson  
PFSE Educational Secretaries Unit

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_