

CURRENT SCALE	7/1/2020 - 1.25%		
2020-2021	START		10
SENIOR BUILDING CUSTODIAN			
PITTSFIELD and TACONIC HIGH SCHOOLS	\$20.73	\$20.73	\$21.36
HERBERG and REID MIDDLE SCHOOLS	\$20.12	\$20.12	\$20.73
CROSBY ELEMENTARY	\$19.93	\$19.93	\$20.54
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$19.46	\$19.46	\$20.05
EGREMONT ELEMENTARY	\$19.46	\$19.46	\$20.05
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY	\$19.29	\$19.29	\$19.87
CAPELESS ELEMENTARY	\$18.98	\$18.98	\$19.55
HIBBARD and MERCER ADMIN BUILDING	\$18.50	\$18.50	\$19.06
NIGHT SENIOR BUILDING CUSTODIAN			
PITTSFIELD and TACONIC HIGH SCHOOLS	\$20.39	\$20.39	\$21.01
HERBERG and REID MIDDLE SCHOOLS	\$19.68	\$19.68	\$20.28
CROSBY ELEMENTARY	\$19.68	\$19.68	\$20.28
SENIOR STOREKEEPER	\$20.46	\$20.46	\$21.08
WORKING FOREMAN - GROUNDS	\$20.64	\$20.64	\$21.27
ASSISTANT GROUNDS AND MINOR MAINTENANCE	\$18.23	\$18.23	\$18.79
STOCKROOM - UTILITY			
TRUCK DRIVER	\$19.93	\$19.93	\$20.54
	START	6 MONTH	10
JUNIOR BUILDING CUSTODIAN	\$16.45	\$17.35	\$17.88
MAIL COURIER	\$16.39	---	\$16.88

2020-2021		2021-2022
YEARS OF SERVICE		STEP
START (>5)		1
5		2
10		3
15		4
20		5
25		6

UNION PROPOSAL										
2021-2022		SENIOR DAY RATES +\$1.00	COLA 2%	DROP STEP START	ADD STEPS 1-2-3-4-5-6-7-8-9	EQUALIZE ALL STEPS \$0.45				
	1	2	3	4	5	6	7	8	9	10
SENIOR BUILDING CUSTODIAN										
PITTSFIELD and TACONIC HIGH SCHOOLS	\$22.15	\$22.60	\$23.05	\$23.50	\$23.95	\$24.40	\$24.85	\$25.30	\$25.75	\$26.20
HERBERG and REID MIDDLE SCHOOLS	\$21.52	\$21.97	\$22.42	\$22.87	\$23.32	\$23.77	\$24.22	\$24.67	\$25.12	\$25.57
CROSBY ELEMENTARY	\$21.33	\$21.78	\$22.23	\$22.68	\$23.13	\$23.58	\$24.03	\$24.48	\$24.93	\$25.38
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$20.85	\$21.30	\$21.75	\$22.20	\$22.65	\$23.10	\$23.55	\$24.00	\$24.45	\$24.90
EGREMONT ELEMENTARY	\$20.85	\$21.30	\$21.75	\$22.20	\$22.65	\$23.10	\$23.55	\$24.00	\$24.45	\$24.90
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY	\$20.67	\$21.12	\$21.57	\$22.02	\$22.47	\$22.92	\$23.37	\$23.82	\$24.27	\$24.72
CAPELESS ELEMENTARY	\$20.35	\$20.80	\$21.25	\$21.70	\$22.15	\$22.60	\$23.05	\$23.50	\$23.95	\$24.40
HIBBARD and MERCER ADMIN BUILDING	\$19.87	\$20.32	\$20.77	\$21.22	\$21.67	\$22.12	\$22.57	\$23.02	\$23.47	\$23.92
NIGHT SENIOR BUILDING CUSTODIAN										
PITTSFIELD and TACONIC HIGH SCHOOLS	\$20.80	\$21.25	\$21.70	\$22.15	\$22.60	\$23.05	\$23.50	\$23.95	\$24.40	\$24.85
HERBERG and REID MIDDLE SCHOOLS	\$20.07	\$20.52	\$20.97	\$21.42	\$21.87	\$22.32	\$22.77	\$23.22	\$23.67	\$24.12
CROSBY ELEMENTARY	\$20.07	\$20.52	\$20.97	\$21.42	\$21.87	\$22.32	\$22.77	\$23.22	\$23.67	\$24.12
SENIOR STOREKEEPER	\$20.87	\$21.32	\$21.77	\$22.22	\$22.67	\$23.12	\$23.57	\$24.02	\$24.47	\$24.92
WORKING FOREMAN - GROUNDS	\$21.06	\$21.51	\$21.96	\$22.41	\$22.86	\$23.31	\$23.76	\$24.21	\$24.66	\$25.11
ASSISTANT GROUNDS AND MINOR MAINTENANCE STOCKROOM - UTILITY	\$18.60	\$19.05	\$19.50	\$19.95	\$20.40	\$20.85	\$21.30	\$21.75	\$22.20	\$22.65
TRUCK DRIVER	\$20.33	\$20.78	\$21.23	\$21.68	\$22.13	\$22.58	\$23.03	\$23.48	\$23.93	\$24.38
JUNIOR BUILDING CUSTODIAN	\$16.78	\$17.70	\$18.15	\$18.60	\$19.05	\$19.50	\$19.95	\$20.40	\$20.85	\$21.30
MAIL COURIER	\$16.72	\$17.17	\$17.62	\$18.07	\$18.52	\$18.97	\$19.42	\$19.87	\$20.32	\$20.77
2022-2023										
				COLA 2.00%						
SENIOR BUILDING CUSTODIAN	1	2	3	4	5	6	7	8	9	10
PITTSFIELD and TACONIC HIGH SCHOOLS	\$22.59	\$23.05	\$23.51	\$23.97	\$24.43	\$24.89	\$25.35	\$25.81	\$26.26	\$26.72
HERBERG and REID MIDDLE SCHOOLS	\$21.95	\$22.41	\$22.87	\$23.33	\$23.79	\$24.25	\$24.70	\$25.16	\$25.62	\$26.08
CROSBY ELEMENTARY	\$21.76	\$22.22	\$22.68	\$23.14	\$23.60	\$24.05	\$24.51	\$24.97	\$25.43	\$25.89
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$21.26	\$21.72	\$22.18	\$22.64	\$23.10	\$23.56	\$24.02	\$24.48	\$24.93	\$25.39
EGREMONT ELEMENTARY	\$21.26	\$21.72	\$22.18	\$22.64	\$23.10	\$23.56	\$24.02	\$24.48	\$24.93	\$25.39
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY	\$21.09	\$21.55	\$22.01	\$22.46	\$22.92	\$23.38	\$23.84	\$24.30	\$24.76	\$25.22
CAPELESS ELEMENTARY	\$20.76	\$21.22	\$21.68	\$22.14	\$22.60	\$23.06	\$23.52	\$23.97	\$24.43	\$24.89
HIBBARD and MERCER ADMIN BUILDING	\$20.26	\$20.72	\$21.18	\$21.64	\$22.10	\$22.56	\$23.02	\$23.48	\$23.94	\$24.39
NIGHT SENIOR BUILDING CUSTODIAN										
PITTSFIELD and TACONIC HIGH SCHOOLS	\$21.21	\$21.67	\$22.13	\$22.59	\$23.05	\$23.51	\$23.97	\$24.42	\$24.88	\$25.34
HERBERG and REID MIDDLE SCHOOLS	\$20.48	\$20.93	\$21.39	\$21.85	\$22.31	\$22.77	\$23.23	\$23.69	\$24.15	\$24.61
CROSBY ELEMENTARY	\$20.48	\$20.93	\$21.39	\$21.85	\$22.31	\$22.77	\$23.23	\$23.69	\$24.15	\$24.61
SENIOR STOREKEEPER	\$21.29	\$21.75	\$22.20	\$22.66	\$23.12	\$23.58	\$24.04	\$24.50	\$24.96	\$25.42
WORKING FOREMAN - GROUNDS	\$21.48	\$21.94	\$22.39	\$22.85	\$23.31	\$23.77	\$24.23	\$24.69	\$25.15	\$25.61
ASSISTANT GROUNDS AND MINOR MAINTENANCE STOCKROOM - UTILITY	\$18.97	\$19.43	\$19.89	\$20.35	\$20.81	\$21.26	\$21.72	\$22.18	\$22.64	\$23.10
TRUCK DRIVER	\$20.74	\$21.19	\$21.65	\$22.11	\$22.57	\$23.03	\$23.49	\$23.95	\$24.41	\$24.87
JUNIOR BUILDING CUSTODIAN	\$17.12	\$18.05	\$18.51	\$18.97	\$19.43	\$19.89	\$20.35	\$20.80	\$21.26	\$21.72
MAIL COURIER	\$17.05	\$17.51	\$17.97	\$18.43	\$18.89	\$19.35	\$19.81	\$20.27	\$20.72	\$21.18
2023-2024										
				COLA + 2.00%						
SENIOR BUILDING CUSTODIAN	1	2	3	4	5	6	7	8	9	10
PITTSFIELD and TACONIC HIGH SCHOOLS	\$23.04	\$23.51	\$23.98	\$24.46	\$24.95	\$25.45	\$25.96	\$26.48	\$27.01	\$27.26
HERBERG and REID MIDDLE SCHOOLS	\$22.39	\$22.86	\$23.33	\$23.79	\$24.27	\$24.75	\$25.25	\$25.75	\$26.27	\$26.60
CROSBY ELEMENTARY	\$22.19	\$22.66	\$23.13	\$23.59	\$24.07	\$24.55	\$25.04	\$25.54	\$26.05	\$26.41
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$21.69	\$22.16	\$22.62	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.90
EGREMONT ELEMENTARY	\$21.69	\$22.16	\$22.62	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.90
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY	\$21.51	\$21.98	\$22.45	\$22.89	\$23.35	\$23.82	\$24.30	\$24.78	\$25.28	\$25.72
CAPELESS ELEMENTARY	\$21.18	\$21.65	\$22.11	\$22.56	\$23.01	\$23.47	\$23.94	\$24.41	\$24.90	\$25.39
HIBBARD and MERCER ADMIN BUILDING	\$20.67	\$21.14	\$21.61	\$22.04	\$22.48	\$22.93	\$23.39	\$23.85	\$24.33	\$24.88
NIGHT SENIOR BUILDING CUSTODIAN										
PITTSFIELD and TACONIC HIGH SCHOOLS	\$21.64	\$22.10	\$22.57	\$23.02	\$23.48	\$23.95	\$24.43	\$24.92	\$25.42	\$25.85
HERBERG and REID MIDDLE SCHOOLS	\$20.88	\$21.35	\$21.82	\$22.26	\$22.70	\$23.16	\$23.62	\$24.09	\$24.57	\$25.10
CROSBY ELEMENTARY	\$20.88	\$21.35	\$21.82	\$22.26	\$22.70	\$23.16	\$23.62	\$24.09	\$24.57	\$25.10
SENIOR STOREKEEPER	\$21.71	\$22.18	\$22.65	\$23.10	\$23.56	\$24.03	\$24.52	\$25.01	\$25.51	\$25.93
WORKING FOREMAN - GROUNDS	\$21.91	\$22.37	\$22.84	\$23.30	\$23.77	\$24.24	\$24.73	\$25.22	\$25.72	\$26.12
ASSISTANT GROUNDS AND MINOR MAINTENANCE STOCKROOM - UTILITY	\$19.35	\$19.82	\$20.29	\$20.69	\$21.10	\$21.53	\$21.96	\$22.40	\$22.84	\$23.56
TRUCK DRIVER	\$21.15	\$21.62	\$22.09	\$22.53	\$22.98	\$23.44	\$23.91	\$24.38	\$24.87	\$25.36
JUNIOR BUILDING CUSTODIAN	\$17.46	\$18.41	\$18.88	\$19.26	\$19.64	\$20.04	\$20.44	\$20.85	\$21.26	\$22.16
MAIL COURIER	\$17.39	\$17.86	\$18.33	\$18.70	\$19.07	\$19.45	\$19.84	\$20.24	\$20.64	\$21.61

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
Custodial Unit
Salary Schedule Comparison
6/28/2022

	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
21	BRAINTREE	2022	5369	Senior Custodian	\$32.20	\$32.84	\$33.46	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10
20	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
19	WALTHAM	2022	5507	Senior Custodian	\$30.99	\$31.55	\$32.10	\$32.25	\$32.42	\$32.58	\$32.78	\$32.94	\$33.09	\$33.24
18	WOBURN	2022	4279	Senior Custodian	\$27.84	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60
17	METHUEN	2021	6439	Senior Custodian	\$27.55	\$28.65	\$30.79	\$31.84	\$33.23	\$33.23	\$33.23	\$33.23	\$33.23	\$33.23
16	SALEM	2021	3665	Senior Custodian	\$26.29	\$26.66	\$27.05	\$27.90	\$28.30	\$28.69	\$28.69	\$28.69	\$28.69	\$28.69
15	WEYMOUTH	2022	5585	Senior Custodian	\$26.28	\$26.91	\$27.54	\$28.16	\$29.50	\$29.72	\$30.05	\$30.05	\$30.05	\$30.05
14	MARLBOROUGH	2022	4682	Senior Custodian	\$24.30	\$25.44	\$25.64	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70
13	LEOMINSTER	2021	5915	Senior Custodian	\$23.23	\$24.08	\$24.94	\$25.83	\$26.76	\$27.76	\$28.80	\$28.80	\$28.80	\$28.80
12	TAUNTON	2022	7757	Senior Custodian	\$23.04	\$23.58	\$24.14	\$24.71	\$25.30	\$25.90	\$26.46	\$27.04	\$27.68	\$28.17
11	PITTSFIELD (UNION)	2022	4953	Senior Custodian	\$22.15	\$22.60	\$23.05	\$23.50	\$23.95	\$24.40	\$24.85	\$25.30	\$25.75	\$26.20
10	PITTSFIELD (DISTRICT)	2022	4953	Senior Custodian	\$21.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.79
9	WESTFIELD	2022	4774	Senior Custodian	\$20.90	\$21.13	\$21.43	\$21.69	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63
8	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$21.41	\$22.06	\$22.75	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
7	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$21.22	\$21.66	\$21.81	\$22.29	\$22.93	\$23.95	\$24.61	\$25.28	\$25.28
6	PITTSFIELD (CURRENT)	2021	4953	Senior Custodian	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73
5	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$21.66	\$21.95	\$22.71	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
4	BILLERICA	2022	4734	Senior Custodian	\$20.19	\$21.47	\$23.82	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61
3	HAVERRHILL	2022	7738	Senior Custodian	\$19.04	\$19.60	\$20.16	\$20.72	\$21.29	\$21.85	\$22.41	\$24.93	\$24.93	\$24.93
2	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$19.23	\$20.45	\$21.77	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35	\$23.35
1	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.02	\$17.44	\$17.89	\$18.34	\$18.79	\$19.26	\$19.75	\$20.24	\$20.74	\$21.27
	W SPRINGFIELD	2022	3851	Senior Custodian	\$16.61	\$19.60	\$20.59	\$21.56	\$22.53	\$23.10	\$24.08	\$24.92	\$26.15	\$26.85
				YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	1	2	3	4	5	6	7	8	9	10
21	BRAINTREE	2022	5369	Senior Custodian	\$32.20	\$32.84	\$33.46	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10
20	METHUEN	2021	6439	Senior Custodian	\$27.55	\$28.65	\$30.79	\$31.84	\$33.23	\$33.23	\$33.23	\$33.23	\$33.23	\$33.23
19	WALTHAM	2022	5507	Senior Custodian	\$30.99	\$31.55	\$32.10	\$32.25	\$32.42	\$32.58	\$32.78	\$32.94	\$33.09	\$33.24
18	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
17	WEYMOUTH	2022	5585	Senior Custodian	\$26.28	\$26.91	\$27.54	\$28.16	\$29.50	\$29.72	\$30.05	\$30.05	\$30.05	\$30.05
16	WOBURN	2022	4279	Senior Custodian	\$27.84	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60
15	SALEM	2021	3665	Senior Custodian	\$26.29	\$26.66	\$27.05	\$27.90	\$28.30	\$28.69	\$28.69	\$28.69	\$28.69	\$28.69
14	LEOMINSTER	2021	5915	Senior Custodian	\$23.23	\$24.08	\$24.94	\$25.83	\$26.76	\$27.76	\$28.80	\$28.80	\$28.80	\$28.80
13	MARLBOROUGH	2022	4682	Senior Custodian	\$24.30	\$25.44	\$25.64	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70
12	TAUNTON	2022	7757	Senior Custodian	\$23.04	\$23.58	\$24.14	\$24.71	\$25.30	\$25.90	\$26.46	\$27.04	\$27.68	\$28.17
11	BILLERICA	2022	4734	Senior Custodian	\$20.19	\$21.47	\$23.82	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61
10	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$21.41	\$22.06	\$22.75	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
9	PITTSFIELD (UNION)	2022	4953	Senior Custodian	\$21.10	\$22.15	\$22.60	\$23.05	\$23.50	\$23.95	\$24.40	\$24.85	\$25.30	\$26.20
8	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$21.66	\$21.95	\$22.71	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
7	WESTFIELD	2022	4774	Senior Custodian	\$20.90	\$21.13	\$21.43	\$21.69	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63
6	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$19.23	\$20.45	\$21.77	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35	\$23.35
5	W SPRINGFIELD	2022	3851	Senior Custodian	\$16.61	\$19.60	\$20.59	\$21.56	\$22.53	\$23.10	\$24.08	\$24.92	\$26.15	\$26.85
4	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$21.22	\$21.66	\$21.81	\$22.29	\$22.93	\$23.95	\$24.61	\$25.28	\$25.28
2	PITTSFIELD (DISTRICT)	2022	4953	Senior Custodian	\$21.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.79
3	HAVERRHILL	2022	7738	Senior Custodian	\$19.04	\$19.60	\$20.16	\$20.72	\$21.29	\$21.85	\$22.41	\$24.93	\$24.93	\$24.93
1	PITTSFIELD (CURRENT)	2021	4953	Senior Custodian	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73
	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.02	\$17.44	\$17.89	\$18.34	\$18.79	\$19.26	\$19.75	\$20.24	\$20.74	\$21.27
				YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	1	2	3	4	5	6	7	8	9	10
21	WALTHAM	2022	5507	Senior Custodian	\$30.99	\$31.55	\$32.10	\$32.25	\$32.42	\$32.58	\$32.78	\$32.94	\$33.09	\$33.24
20	BRAINTREE	2022	5369	Senior Custodian	\$32.20	\$32.84	\$33.46	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10	\$34.10
19	METHUEN	2021	6439	Senior Custodian	\$27.55	\$28.65	\$30.79	\$31.84	\$33.23	\$33.23	\$33.23	\$33.23	\$33.23	\$33.23
18	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
17	WEYMOUTH	2022	5585	Senior Custodian	\$26.28	\$26.91	\$27.54	\$28.16	\$29.50	\$29.72	\$30.05	\$30.05	\$30.05	\$30.05
16	LEOMINSTER	2021	5915	Senior Custodian	\$23.23	\$24.08	\$24.94	\$25.83	\$26.76	\$27.76	\$28.80	\$28.80	\$28.80	\$28.80
15	SALEM	2021	3665	Senior Custodian	\$26.29	\$26.66	\$27.05	\$27.90	\$28.30	\$28.69	\$28.69	\$28.69	\$28.69	\$28.69
14	WOBURN	2022	4279	Senior Custodian	\$27.84	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60	\$28.60
13	TAUNTON	2022	7757	Senior Custodian	\$23.04	\$23.58	\$24.14	\$24.71	\$25.30	\$25.90	\$26.46	\$27.04	\$27.68	\$28.17
12	W SPRINGFIELD	2022	3851	Senior Custodian	\$16.61	\$19.60	\$20.59	\$21.56	\$22.53	\$23.10	\$24.08	\$24.92	\$26.15	\$26.85
11	MARLBOROUGH	2022	4682	Senior Custodian	\$24.30	\$25.44	\$25.64	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70	\$26.70
10	PITTSFIELD (UNION)	2022	4953	Senior Custodian	\$21.10	\$22.15	\$22.60	\$23.05	\$23.50	\$23.95	\$24.40	\$24.85	\$25.30	\$26.20
9	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$21.22	\$21.66	\$21.81	\$22.29	\$22.93	\$23.95	\$24.61	\$25.28	\$25.28
8	HAVERRHILL	2022	7738	Senior Custodian	\$19.04	\$19.60	\$20.16	\$20.72	\$21.29	\$21.85	\$22.41	\$24.93	\$24.93	\$24.93
7	BILLERICA	2022	4734	Senior Custodian	\$20.19	\$21.47	\$23.82	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61	\$24.61
6	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$21.41	\$22.06	\$22.75	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
5	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$19.23	\$20.45	\$21.77	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35	\$23.35
4	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$21.66	\$21.95	\$22.71	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
1	PITTSFIELD (DISTRICT)	2022	4953	Senior Custodian	\$21.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$22.79
3	WESTFIELD	2022	4774	Senior Custodian	\$20.90	\$21.13	\$21.43	\$21.69	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63
2	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.02	\$17.44	\$17.89	\$18.34	\$18.79	\$19.26	\$19.75	\$20.24	\$20.74	\$21.27
	PITTSFIELD (CURRENT)	2021	4953	Senior Custodian	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

Custodial Unit
Salary Schedule Comparison
6/28/2022

	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
21	BRAINTREE	2022	5369	Custodian	\$27.78	\$28.23	\$28.73	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22
20	WALTHAM	2022	5507	Custodian	\$23.49	\$24.84	\$27.82	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94
19	WOBURN	2022	4279	Custodian	\$22.65	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83
18	MARLBOROUGH	2022	4682	Custodian	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65
17	SALEM	2021	3665	Custodian	\$21.93	\$22.34	\$22.70	\$23.22	\$23.60	\$23.99	\$23.99	\$23.99	\$23.99	\$23.99
16	TAUNTON	2022	7757	Custodian	\$20.76	\$21.25	\$21.76	\$22.27	\$22.80	\$23.33	\$23.33	\$23.33	\$23.33	\$23.33
15	GATEWAY REG	2022	733	Custodian	\$20.09	\$20.67	\$21.34	\$22.01	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
14	BILLERICA	2022	4734	Custodian	\$19.96	\$21.24	\$23.59	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38
13	WEYMOUTH	2022	5585	Custodian	\$19.73	\$20.32	\$20.91	\$21.70	\$22.77	\$22.98	\$23.32	\$23.32	\$23.32	\$23.32
12	METHUEN	2021	6439	Custodian	\$19.69	\$20.50	\$21.27	\$22.03	\$22.84	\$22.84	\$22.84	\$22.84	\$22.84	\$22.84
11	LENOX	2022	722	Custodian	\$18.01	\$18.78	\$19.59	\$20.43	\$21.31	\$22.23	\$23.18	\$24.18	\$25.22	\$25.22
10	WESTFIELD	2022	4775	Custodian	\$17.89	\$18.45	\$18.99	\$20.06	\$21.20	\$21.20	\$21.20	\$21.20	\$21.20	\$21.20
9	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$18.24	\$18.88	\$19.60	\$20.08	\$20.73	\$21.24	\$21.24	\$21.24	\$21.24
8	CHICOPEE	2021	4235	Custodian	\$17.70	\$18.06	\$18.43	\$18.89	\$19.17	\$19.68	\$20.69	\$21.36	\$22.02	\$22.02
7	HAVERRHILL	2022	7738	Custodian	\$17.35	\$17.91	\$18.47	\$19.04	\$19.60	\$20.34	\$20.34	\$20.34	\$20.34	\$20.34
6	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$18.51	\$19.73	\$21.05	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63
5	LEOMINSTER	2021	5915	Custodian	\$16.92	\$17.58	\$18.29	\$19.02	\$19.68	\$19.68	\$19.68	\$19.68	\$19.68	\$19.68
3	PITTSFIELD (UNION)	2022	4953	Custodian	\$16.78	\$17.70	\$18.15	\$18.60	\$19.05	\$19.50	\$20.40	\$20.85	\$21.30	\$21.30
4	PITTSFIELD (DISTRICT)	2022	4953	Custodian	\$16.78	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$18.24
2	PITTSFIELD (CURRENT)	2021	4953	Custodian	\$16.45	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35
1	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$16.61	\$17.02	\$17.44	\$17.89	\$18.34	\$18.79	\$19.26	\$19.75	\$20.24
1	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$17.65	\$18.82	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12
					YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	1	2	3	4	5	6	7	8	9	10
21	BRAINTREE	2022	5369	Custodian	\$27.78	\$28.23	\$28.73	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22
20	WALTHAM	2022	5507	Custodian	\$23.49	\$24.84	\$27.82	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94
19	WOBURN	2022	4279	Custodian	\$22.65	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83
18	BILLERICA	2022	4734	Custodian	\$19.96	\$21.24	\$23.59	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38
17	SALEM	2021	3665	Custodian	\$21.93	\$22.34	\$22.70	\$23.22	\$23.60	\$23.99	\$23.99	\$23.99	\$23.99	\$23.99
16	GATEWAY REG	2022	733	Custodian	\$20.09	\$20.67	\$21.34	\$22.01	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
15	METHUEN	2021	6439	Custodian	\$19.69	\$20.50	\$21.27	\$22.03	\$22.84	\$22.84	\$22.84	\$22.84	\$22.84	\$22.84
14	TAUNTON	2022	7757	Custodian	\$20.76	\$21.25	\$21.76	\$22.27	\$22.80	\$23.33	\$23.33	\$23.33	\$23.33	\$23.33
13	WEYMOUTH	2022	5585	Custodian	\$19.73	\$20.32	\$20.91	\$21.70	\$22.77	\$22.98	\$23.32	\$23.32	\$23.32	\$23.32
12	MARLBOROUGH	2022	4682	Custodian	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65
11	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$18.51	\$19.73	\$21.05	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63
10	LENOX	2022	722	Custodian	\$18.01	\$18.78	\$19.59	\$20.43	\$21.31	\$22.23	\$23.18	\$24.18	\$25.22	\$25.22
9	WESTFIELD	2022	4775	Custodian	\$17.89	\$18.45	\$18.99	\$20.06	\$21.20	\$21.20	\$21.20	\$21.20	\$21.20	\$21.20
8	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$18.24	\$18.88	\$19.60	\$20.08	\$20.73	\$21.24	\$21.24	\$21.24	\$21.24
7	LEOMINSTER	2021	5915	Custodian	\$16.92	\$17.58	\$18.29	\$19.02	\$19.68	\$19.68	\$19.68	\$19.68	\$19.68	\$19.68
6	HAVERRHILL	2022	7738	Custodian	\$17.35	\$17.91	\$18.47	\$19.04	\$19.60	\$20.34	\$20.34	\$20.34	\$20.34	\$20.34
5	CHICOPEE	2021	4235	Custodian	\$17.70	\$18.06	\$18.43	\$18.89	\$19.17	\$19.68	\$20.69	\$21.36	\$22.02	\$22.02
4	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$17.65	\$18.82	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12
3	PITTSFIELD (UNION)	2022	4953	Custodian	\$16.78	\$17.70	\$18.15	\$18.60	\$19.05	\$19.50	\$20.40	\$20.85	\$21.30	\$21.30
2	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$16.61	\$17.02	\$17.44	\$17.89	\$18.34	\$18.79	\$19.26	\$19.75	\$20.24
1	PITTSFIELD (DISTRICT)	2022	4953	Custodian	\$16.78	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$18.24
1	PITTSFIELD (CURRENT)	2021	4953	Custodian	\$16.45	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35
					YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR	YEAR
	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	1	2	3	4	5	6	7	8	9	10
21	BRAINTREE	2022	5369	Custodian	\$27.78	\$28.23	\$28.73	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22	\$29.22
20	WALTHAM	2022	5507	Custodian	\$23.49	\$24.84	\$27.82	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94	\$27.94
19	LENOX	2022	722	Custodian	\$18.01	\$18.78	\$19.59	\$20.43	\$21.31	\$22.23	\$23.18	\$24.18	\$25.22	\$25.22
18	WOBURN	2022	4279	Custodian	\$22.65	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83	\$24.83
17	BILLERICA	2022	4734	Custodian	\$19.96	\$21.24	\$23.59	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38	\$24.38
16	SALEM	2021	3665	Custodian	\$21.93	\$22.34	\$22.70	\$23.22	\$23.60	\$23.99	\$23.99	\$23.99	\$23.99	\$23.99
15	TAUNTON	2022	7757	Custodian	\$20.76	\$21.25	\$21.76	\$22.27	\$22.80	\$23.33	\$23.33	\$23.33	\$23.33	\$23.33
14	WEYMOUTH	2022	5585	Custodian	\$19.73	\$20.32	\$20.91	\$21.70	\$22.77	\$22.98	\$23.32	\$23.32	\$23.32	\$23.32
13	GATEWAY REG	2022	733	Custodian	\$20.09	\$20.67	\$21.34	\$22.01	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
12	METHUEN	2021	6439	Custodian	\$19.69	\$20.50	\$21.27	\$22.03	\$22.84	\$22.84	\$22.84	\$22.84	\$22.84	\$22.84
11	MARLBOROUGH	2022	4682	Custodian	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65	\$22.65
10	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$18.51	\$19.73	\$21.05	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63	\$22.63
9	WESTFIELD	2022	4775	Custodian	\$17.89	\$18.45	\$18.99	\$20.06	\$21.20	\$21.20	\$21.20	\$21.20	\$21.20	\$21.20
8	CHICOPEE	2021	4235	Custodian	\$17.70	\$18.06	\$18.43	\$18.89	\$19.17	\$19.68	\$20.69	\$21.36	\$22.02	\$22.02
7	PITTSFIELD (UNION)	2022	4953	Custodian	\$16.78	\$17.70	\$18.15	\$18.60	\$19.05	\$19.50	\$20.40	\$20.85	\$21.30	\$21.30
6	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$18.24	\$18.88	\$19.60	\$20.08	\$20.73	\$21.24	\$21.24	\$21.24	\$21.24
5	HAVERRHILL	2022	7738	Custodian	\$17.35	\$17.91	\$18.47	\$19.04	\$19.60	\$20.34	\$20.34	\$20.34	\$20.34	\$20.34
4	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$16.61	\$17.02	\$17.44	\$17.89	\$18.34	\$18.79	\$19.26	\$19.75	\$20.24
3	LEOMINSTER	2021	5915	Custodian	\$16.92	\$17.58	\$18.29	\$19.02	\$19.68	\$19.68	\$19.68	\$19.68	\$19.68	\$19.68
2	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$17.65	\$18.82	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12
1	PITTSFIELD (DISTRICT)	2022	4953	Custodian	\$16.78	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70	\$17.70
1	PITTSFIELD (CURRENT)	2021	4953	Custodian	\$16.45	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35	\$17.35

PITTSFIELD (CURRENT) - Current Wage Schedule
PITTSFIELD (DISTRICT) - District Proposal 6/27/2022
PITTSFIELD (UNION) - Union Counter Proposal 6/28/2022

COMPARISONS AT:
YEAR 1
YEAR 5
YEAR 10

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

Custodial Unit
 Staffing Trend/Changes
 3/18/2022 - 6/28/2022

LAST NAME	FIRST NAME	UNIT	WORK LOCATION	JOB CATEGORY		
Bigelow	Frank	Custodial	Conte Community School—	Custodian	5/9/2022	Retired
Gephart	Roger	Custodial	Pittsfield High School	Senior Custodian	3/23/2022	Promotion
Grover	Michael	Custodial	Crosby Elementary School—	Custodian	3/19/2022	Resigned
Jackson	Craig	Custodial	Crosby Elementary School—	Custodian	3/19/2022	Retired
Lemaire	David	Custodial	Egremont Elementary School—	Custodian	3/19/2022	Resigned
Palmieri	Joseph	Custodial	Taconic High School—	Custodian	3/19/2022	Retired
Reardon	Kyle	Custodial	Crosby Elementary School—	Custodian	3/19/2022	Resigned
Russo	Frank	Custodial	Pittsfield High School—	Custodian	3/19/2022	Retired
Valuski	Mark	Custodial	Reid Middle School—	Custodian	3/19/2022	Resigned
Walker	Mark	Custodial	Herberg Middle School	Custodian	4/28/2022	New Hire
Wood	Daniel	Custodial	Pittsfield High School	Custodian	5/3/2022	New Hire