

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
 Custodial Unit Counter Proposal on Wages
 6/30/2022

UNION PROPOSAL	2021-2022 (7/1/2021)		
	COLA - 3.00%		
	START	6 MONTH	10
SENIOR BUILDING CUSTODIAN			
PITTSFIELD and TACONIC HIGH SCHOOLS	\$22.39	---	\$23.03
HERBERG and REID MIDDLE SCHOOLS	\$21.75	---	\$22.38
CROSBY ELEMENTARY	\$21.56	---	\$22.18
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$21.07	---	\$21.68
EGREMONT ELEMENTARY	\$21.07	---	\$21.68
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY	\$20.90	---	\$21.50
CAPELESS ELEMENTARY	\$20.57	---	\$21.17
HIBBARD and MERCER ADMIN BUILDING	\$20.08	---	\$20.66
NIGHT SENIOR BUILDING CUSTODIAN			
PITTSFIELD and TACONIC HIGH SCHOOLS	\$21.00	---	\$21.64
HERBERG and REID MIDDLE SCHOOLS	\$20.27	---	\$20.89
CROSBY ELEMENTARY	\$20.27	---	\$20.89
SENIOR STOREKEEPER	\$22.10	---	\$22.74
WORKING FOREMAN - GROUNDS	\$21.26	---	\$21.91
ASSISTANT GROUNDS AND MINOR MAINTENANCE	\$18.78	---	\$19.35
STOCKROOM - UTILITY			
TRUCK DRIVER	\$20.53	---	\$21.16
JUNIOR BUILDING CUSTODIAN	\$16.95	\$17.87	\$18.42
MAIL COURIER	\$16.88	---	\$17.39

FY2022 (Year 1)
 Add \$1.00 - Senior Day Custodians
 Add \$1.00 - Senior Storekeeper
 COLA 3% - Retroactive to 7/1/2021

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
 Custodial Unit Counter Proposal on Wages
 6/30/2022

UNION PROPOSAL	2022-2023 (7/1/2022)						
	NEW 7 STEP SALARY SCHEDULE - COLA 2.0%						
	1	2	3	4	5	10	15
SENIOR BUILDING CUSTODIAN							
PITTSFIELD and TACONIC HIGH SCHOOLS	\$22.84	\$23.34	\$23.84	\$24.34	\$24.84	\$25.34	\$25.84
HERBERG and REID MIDDLE SCHOOLS	\$22.19	\$22.69	\$23.19	\$23.69	\$24.19	\$24.69	\$25.19
CROSBY ELEMENTARY	\$21.99	\$22.49	\$22.99	\$23.49	\$23.99	\$24.49	\$24.99
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$21.49	\$21.99	\$22.49	\$22.99	\$23.49	\$23.99	\$24.49
EGREMONT ELEMENTARY	\$21.49	\$21.99	\$22.49	\$22.99	\$23.49	\$23.99	\$24.49
ALLEDALE - STEARNS - WILLIAMS ELEMENTARY	\$21.32	\$21.82	\$22.32	\$22.82	\$23.32	\$23.82	\$24.32
CAPELESS ELEMENTARY	\$20.99	\$21.49	\$21.99	\$22.49	\$22.99	\$23.49	\$23.99
HIBBARD and MERCER ADMIN BUILDING	\$20.49	\$20.99	\$21.49	\$21.99	\$22.49	\$22.99	\$23.49
NIGHT SENIOR BUILDING CUSTODIAN							
PITTSFIELD and TACONIC HIGH SCHOOLS	\$21.43	\$21.93	\$22.43	\$22.93	\$23.43	\$23.93	\$24.43
HERBERG and REID MIDDLE SCHOOLS	\$20.68	\$21.18	\$21.68	\$22.18	\$22.68	\$23.18	\$23.68
CROSBY ELEMENTARY	\$20.68	\$21.18	\$21.68	\$22.18	\$22.68	\$23.18	\$23.68
SENIOR STOREKEEPER	\$22.55	\$23.05	\$23.55	\$24.05	\$24.55	\$25.05	\$25.55
WORKING FOREMAN - GROUNDS	\$21.69	\$22.19	\$22.69	\$23.19	\$23.69	\$24.19	\$24.69
ASSISTANT GROUNDS AND MINOR MAINTENANCE	\$19.16	\$19.66	\$20.16	\$20.66	\$21.16	\$21.66	\$22.16
STOCKROOM - UTILITY							
TRUCK DRIVER	\$20.94	\$21.44	\$21.94	\$22.44	\$22.94	\$23.44	\$23.94
JUNIOR BUILDING CUSTODIAN	\$18.23	\$18.73	\$19.23	\$19.73	\$20.23	\$20.73	\$21.23
MAIL COURIER	\$17.22	\$17.72	\$18.22	\$18.72	\$19.22	\$19.72	\$20.22

FY2023 (Year 1)
 NEW 7-STEP Salary Schedule
 COLA 2%
 >5 YOS --> STEP 5

FY2024 (Year 2)
 COLA 2%
 >5 YOS --> STEP 5
 > 10 YOS -- STEP 10

FY2025 (Year 3)
 COLA 2%
 >5 YOS --> STEP 5
 >10 YOS --> STEP 10
 >15 YOS --> STEP 15

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
 Custodial Unit Counter Proposal on Wages
 6/30/2022

UNION PROPOSAL	2023-2024 (7/1/2023)						
	COLA 2%						
	1	2	3	4	5	10	15
SENIOR BUILDING CUSTODIAN							
PITTSFIELD and TACONIC HIGH SCHOOLS	\$23.30	\$23.81	\$24.32	\$24.83	\$25.34	\$25.85	\$26.36
HERBERG and REID MIDDLE SCHOOLS	\$22.63	\$23.14	\$23.65	\$24.16	\$24.67	\$25.18	\$25.69
CROSBY ELEMENTARY	\$22.43	\$22.94	\$23.45	\$23.96	\$24.47	\$24.98	\$25.49
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$21.92	\$22.43	\$22.94	\$23.45	\$23.96	\$24.47	\$24.98
EGREMONT ELEMENTARY	\$21.92	\$22.43	\$22.94	\$23.45	\$23.96	\$24.47	\$24.98
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY	\$21.75	\$22.26	\$22.77	\$23.28	\$23.79	\$24.30	\$24.81
CAPELESS ELEMENTARY	\$21.41	\$21.92	\$22.43	\$22.94	\$23.45	\$23.96	\$24.47
HIBBARD and MERCER ADMIN BUILDING	\$20.90	\$21.41	\$21.92	\$22.43	\$22.94	\$23.45	\$23.96
NIGHT SENIOR BUILDING CUSTODIAN							
PITTSFIELD and TACONIC HIGH SCHOOLS	\$21.86	\$22.37	\$22.88	\$23.39	\$23.90	\$24.41	\$24.92
HERBERG and REID MIDDLE SCHOOLS	\$21.09	\$21.60	\$22.11	\$22.62	\$23.13	\$23.64	\$24.15
CROSBY ELEMENTARY	\$21.09	\$21.60	\$22.11	\$22.62	\$23.13	\$23.64	\$24.15
SENIOR STOREKEEPER	\$23.00	\$23.51	\$24.02	\$24.53	\$25.04	\$25.55	\$26.06
WORKING FOREMAN - GROUNDS	\$22.12	\$22.63	\$23.14	\$23.65	\$24.16	\$24.67	\$25.18
ASSISTANT GROUNDS AND MINOR MAINTENANCE	\$19.54	\$20.05	\$20.56	\$21.07	\$21.58	\$22.09	\$22.60
STOCKROOM - UTILITY							
TRUCK DRIVER	\$21.36	\$21.87	\$22.38	\$22.89	\$23.40	\$23.91	\$24.42
JUNIOR BUILDING CUSTODIAN	\$18.59	\$19.10	\$19.61	\$20.12	\$20.63	\$21.14	\$21.65
MAIL COURIER	\$17.56	\$18.07	\$18.58	\$19.09	\$19.60	\$20.11	\$20.62

FY2023 (Year 1)
 NEW 7-STEP Salary Schedule
 COLA 2%
 >5 YOS --> STEP 5

FY2024 (Year 2)
 COLA 2%
 >5 YOS --> STEP 5
 > 10 YOS -- STEP 10

FY2025 (Year 3)
 COLA 2%
 >5 YOS --> STEP 5
 >10 YOS --> STEP 10
 >15 YOS --> STEP 15

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
 Custodial Unit Counter Proposal on Wages
 6/30/2022

UNION PROPOSAL	2023-2024 (7/1/2024)						
	COLA 2%						
	1	2	3	4	5	10	15
SENIOR BUILDING CUSTODIAN							
PITTSFIELD and TACONIC HIGH SCHOOLS	\$23.77	\$24.29	\$24.81	\$25.33	\$25.85	\$26.37	\$26.89
HERBERG and REID MIDDLE SCHOOLS	\$24.12	\$24.62	\$25.12	\$25.62	\$26.12	\$25.68	\$26.20
CROSBY ELEMENTARY	\$23.92	\$24.42	\$24.92	\$25.42	\$25.92	\$25.48	\$26.00
CONTE and MORNINGSIDE COMMUNITY SCHOOLS	\$23.40	\$23.90	\$24.40	\$24.90	\$25.40	\$24.96	\$25.48
EGREMONT ELEMENTARY	\$23.40	\$23.90	\$24.40	\$24.90	\$25.40	\$24.96	\$25.48
ALLENDALE - STEARNS - WILLIAMS ELEMENTARY	\$23.23	\$23.73	\$24.23	\$24.73	\$25.23	\$24.79	\$25.31
CAPELESS ELEMENTARY	\$22.87	\$23.37	\$23.87	\$24.37	\$24.87	\$24.43	\$24.95
HIBBARD and MERCER ADMIN BUILDING	\$22.36	\$22.86	\$23.36	\$23.86	\$24.36	\$23.92	\$24.44
NIGHT SENIOR BUILDING CUSTODIAN							
PITTSFIELD and TACONIC HIGH SCHOOLS	\$23.34	\$23.84	\$24.34	\$24.84	\$25.34	\$24.90	\$25.42
HERBERG and REID MIDDLE SCHOOLS	\$22.55	\$23.05	\$23.55	\$24.05	\$24.55	\$24.11	\$24.63
CROSBY ELEMENTARY	\$22.55	\$23.05	\$23.55	\$24.05	\$24.55	\$24.11	\$24.63
SENIOR STOREKEEPER	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$26.06	\$26.58
WORKING FOREMAN - GROUNDS	\$23.60	\$24.10	\$24.60	\$25.10	\$25.60	\$25.16	\$25.68
ASSISTANT GROUNDS AND MINOR MAINTENANCE	\$20.97	\$21.47	\$21.97	\$22.47	\$22.97	\$22.53	\$23.05
STOCKROOM - UTILITY							
TRUCK DRIVER	\$22.82	\$23.32	\$23.82	\$24.32	\$24.82	\$24.39	\$24.91
JUNIOR BUILDING CUSTODIAN	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$21.57	\$22.09
MAIL COURIER	\$18.96	\$19.46	\$19.96	\$20.46	\$20.96	\$20.52	\$21.04

FY2023 (Year 1)
 NEW 7-STEP Salary Schedule
 COLA 2%
 >5 YOS --> STEP 5

FY2024 (Year 2)
 COLA 2%
 >5 YOS --> STEP 5
 > 10 YOS -- STEP 10

FY2025 (Year 3)
 COLA 2%
 >5 YOS --> STEP 5
 >10 YOS --> STEP 10
 >15 YOS --> STEP 15

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

Custodial Unit
Salary Schedule Comparison
UNION COUNTER PROPOSAL
6/30/2022

RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
8	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
7	PITTSFIELD (UNION) 6.30.2022	2023	4953	Senior Custodian	\$22.84	\$24.84	\$25.34	\$25.84	\$25.84	\$25.84
6	WESTFIELD	2022	4774	Senior Custodian	\$21.20	\$22.96	\$23.76	\$24.32	\$24.84	\$25.40
5	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
4	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$22.29	\$25.28	\$25.28	\$25.28	\$25.28
3	W SPRINGFIELD	2022	3851	Senior Custodian	\$20.52	\$23.33	\$26.85	\$26.85	\$26.85	\$26.85
2	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
1	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35
	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.70	\$19.39	\$21.74	\$23.83	\$23.83	\$23.83
	NORTH ADAMS	2023	1257	Senior Custodian	---	---	---	---	---	---
	LEE	2022	660	Senior Custodian	---	---	---	---	---	---
RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
8	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
7	PITTSFIELD (UNION) 6.30.2022	2023	4953	Senior Custodian	\$22.84	\$24.84	\$25.34	\$25.84	\$25.84	\$25.84
6	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
5	W SPRINGFIELD	2022	3851	Senior Custodian	\$20.52	\$23.33	\$26.85	\$26.85	\$26.85	\$26.85
4	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
3	WESTFIELD	2022	4774	Senior Custodian	\$21.20	\$22.96	\$23.76	\$24.32	\$24.84	\$25.40
2	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35
1	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$22.29	\$25.28	\$25.28	\$25.28	\$25.28
	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.70	\$19.39	\$21.74	\$23.83	\$23.83	\$23.83
	NORTH ADAMS	2023	1257	Senior Custodian	---	---	---	---	---	---
	LEE	2022	660	Senior Custodian	---	---	---	---	---	---
RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
8	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
7	W SPRINGFIELD	2022	3851	Senior Custodian	\$20.52	\$23.33	\$26.85	\$26.85	\$26.85	\$26.85
6	PITTSFIELD (UNION) 6.30.2022	2023	4953	Senior Custodian	\$22.84	\$24.84	\$25.34	\$25.84	\$25.84	\$25.84
5	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$22.29	\$25.28	\$25.28	\$25.28	\$25.28
4	WESTFIELD	2022	4774	Senior Custodian	\$21.20	\$22.96	\$23.76	\$24.32	\$24.84	\$25.40
3	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
2	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35
1	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.70	\$19.39	\$21.74	\$23.83	\$23.83	\$23.83
	NORTH ADAMS	2023	1257	Senior Custodian	---	---	---	---	---	---
	LEE	2022	660	Senior Custodian	---	---	---	---	---	---

COMPARISONS AT:
YEAR 1
YEAR 5
YEAR 10
YEAR 15
YEAR 20
YEAR 25

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

Custodial Unit
Salary Schedule Comparison
UNION COUNTER PROPOSAL
6/30/2022

RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
8	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
7	W SPRINGFIELD	2022	3851	Senior Custodian	\$20.52	\$23.33	\$26.85	\$26.85	\$26.85	\$26.85
6	PITTSFIELD (UNION) 6.30.2022	2023	4953	Senior Custodian	\$22.84	\$24.84	\$25.34	\$25.84	\$25.84	\$25.84
5	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$22.29	\$25.28	\$25.28	\$25.28	\$25.28
4	WESTFIELD	2022	4774	Senior Custodian	\$21.20	\$22.96	\$23.76	\$24.32	\$24.84	\$25.40
3	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.70	\$19.39	\$21.74	\$23.83	\$23.83	\$23.83
2	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
1	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35
	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
	NORTH ADAMS	2023	1257	Senior Custodian	---	---	---	---	---	---
	LEE	2022	660	Senior Custodian	---	---	---	---	---	---
RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
8	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
7	W SPRINGFIELD	2022	3851	Senior Custodian	\$20.52	\$23.33	\$26.85	\$26.85	\$26.85	\$26.85
6	PITTSFIELD (UNION) 6.30.2022	2023	4953	Senior Custodian	\$22.84	\$24.84	\$25.34	\$25.84	\$25.84	\$25.84
5	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$22.29	\$25.28	\$25.28	\$25.28	\$25.28
4	WESTFIELD	2022	4774	Senior Custodian	\$21.20	\$22.96	\$23.76	\$24.32	\$24.84	\$25.40
3	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.70	\$19.39	\$21.74	\$23.83	\$23.83	\$23.83
2	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
1	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35
	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
	NORTH ADAMS	2023	1257	Senior Custodian	---	---	---	---	---	---
	LEE	2022	660	Senior Custodian	---	---	---	---	---	---
RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
8	LENOX	2022	722	Senior Custodian	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
7	W SPRINGFIELD	2022	3851	Senior Custodian	\$20.52	\$23.33	\$26.85	\$26.85	\$26.85	\$26.85
6	PITTSFIELD (UNION) 6.30.2022	2023	4953	Senior Custodian	\$22.84	\$24.84	\$25.34	\$25.84	\$25.84	\$25.84
5	WESTFIELD	2022	4774	Senior Custodian	\$21.20	\$22.96	\$23.76	\$24.32	\$24.84	\$25.40
4	CHICOPEE	2021	6796	Senior Custodian	\$20.80	\$22.29	\$25.28	\$25.28	\$25.28	\$25.28
3	SOUTHERN BERKSHIRE	2022	633	Senior Custodian	\$17.70	\$19.39	\$21.74	\$23.83	\$23.83	\$23.83
2	GATEWAY REG	2022	733	Senior Custodian	\$20.83	\$23.70	\$23.70	\$23.70	\$23.70	\$23.70
1	MT GREYLOCK REG	2023	1153	Senior Custodian	\$17.85	\$22.56	\$23.35	\$23.35	\$23.35	\$23.35
	CENTRAL BERKSHIRE	2022	1516	Senior Custodian	\$20.42	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
	NORTH ADAMS	2023	1257	Senior Custodian	---	---	---	---	---	---
	LEE	2022	660	Senior Custodian	---	---	---	---	---	---

COMPARISONS AT:
YEAR 1
YEAR 5
YEAR 10
YEAR 15
YEAR 20
YEAR 25

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

Custodial Unit
 Salary Schedule Comparison
 UNION COUNTER PROPOSAL
 6/30/2022

RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
10	GATEWAY REG	2022	733	Custodian	\$20.09	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
9	PITTSFIELD (UNION) 6.30.2022	2023	4953	Custodian	\$18.23	\$20.23	\$20.73	\$21.23	\$21.23	\$21.23
8	LENOX	2022	722	Custodian	\$18.01	\$21.31	\$25.22	\$25.22	\$25.22	\$25.22
7	WESTFIELD	2022	4775	Custodian	\$17.89	\$21.20	\$22.10	\$22.61	\$22.61	\$22.61
6	CHICOPEE	2021	4235	Custodian	\$17.74	\$19.17	\$22.02	\$22.02	\$22.02	\$22.02
5	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$19.29	\$21.24	\$21.24	\$21.24	\$21.24
4	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63
3	LEE	2022	660	Custodian	\$17.02	\$22.49	\$22.49	\$22.49	\$22.49	\$22.49
2	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$17.89	\$20.24	\$22.33	\$22.33	\$22.33
1	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$18.83	\$18.83	\$18.83	\$18.83	\$18.83
	NORTH ADAMS	2023	1257	Custodian	\$15.70	\$18.38	\$18.64	\$20.28	\$20.88	\$21.08
RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
10	GATEWAY REG	2022	733	Custodian	\$20.09	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
9	LEE	2022	660	Custodian	\$17.02	\$22.49	\$22.49	\$22.49	\$22.49	\$22.49
8	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63
7	LENOX	2022	722	Custodian	\$18.01	\$21.31	\$25.22	\$25.22	\$25.22	\$25.22
6	WESTFIELD	2022	4775	Custodian	\$17.89	\$21.20	\$22.10	\$22.61	\$22.61	\$22.61
5	PITTSFIELD (UNION) 6.30.2022	2023	4953	Custodian	\$18.23	\$20.23	\$20.73	\$21.23	\$21.23	\$21.23
4	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$19.29	\$21.24	\$21.24	\$21.24	\$21.24
3	CHICOPEE	2021	4235	Custodian	\$17.74	\$19.17	\$22.02	\$22.02	\$22.02	\$22.02
2	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$18.83	\$18.83	\$18.83	\$18.83	\$18.83
1	NORTH ADAMS	2023	1257	Custodian	\$15.70	\$18.38	\$18.64	\$20.28	\$20.88	\$21.08
	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$17.89	\$20.24	\$22.33	\$22.33	\$22.33
RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
10	LENOX	2022	722	Custodian	\$18.01	\$21.31	\$25.22	\$25.22	\$25.22	\$25.22
9	GATEWAY REG	2022	733	Custodian	\$20.09	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
8	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63
7	LEE	2022	660	Custodian	\$17.02	\$22.49	\$22.49	\$22.49	\$22.49	\$22.49
6	WESTFIELD	2022	4775	Custodian	\$17.89	\$21.20	\$22.10	\$22.61	\$22.61	\$22.61
5	CHICOPEE	2021	4235	Custodian	\$17.74	\$19.17	\$22.02	\$22.02	\$22.02	\$22.02
4	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$19.29	\$21.24	\$21.24	\$21.24	\$21.24
3	PITTSFIELD (UNION) 6.30.2022	2023	4953	Custodian	\$18.23	\$20.23	\$20.73	\$21.23	\$21.23	\$21.23
2	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$17.89	\$20.24	\$22.33	\$22.33	\$22.33
1	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$18.83	\$18.83	\$18.83	\$18.83	\$18.83
	NORTH ADAMS	2023	1257	Custodian	\$15.70	\$18.38	\$18.64	\$20.28	\$20.88	\$21.08

COMPARISONS AT:
 YEAR 1
 YEAR 5
 YEAR 10
 YEAR 15
 YEAR 20
 YEAR 25

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

Custodial Unit
 Salary Schedule Comparison
 UNION COUNTER PROPOSAL
 6/30/2022

RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
10	LENOX	2022	722	Custodian	\$18.01	\$21.31	\$25.22	\$25.22	\$25.22	\$25.22
9	GATEWAY REG	2022	733	Custodian	\$20.09	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
8	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63
7	WESTFIELD	2022	4775	Custodian	\$17.89	\$21.20	\$22.10	\$22.61	\$22.61	\$22.61
6	LEE	2022	660	Custodian	\$17.02	\$22.49	\$22.49	\$22.49	\$22.49	\$22.49
5	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$17.89	\$20.24	\$22.33	\$22.33	\$22.33
4	CHICOPEE	2021	4235	Custodian	\$17.74	\$19.17	\$22.02	\$22.02	\$22.02	\$22.02
3	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$19.29	\$21.24	\$21.24	\$21.24	\$21.24
2	PITTSFIELD (UNION) 6.30.2022	2023	4953	Custodian	\$18.23	\$20.23	\$20.73	\$21.23	\$21.23	\$21.23
1	NORTH ADAMS	2023	1257	Custodian	\$15.70	\$18.38	\$18.64	\$20.28	\$20.88	\$21.08
	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$18.83	\$18.83	\$18.83	\$18.83	\$18.83
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10	LENOX	2022	722	Custodian	\$18.01	\$21.31	\$25.22	\$25.22	\$25.22	\$25.22
9	GATEWAY REG	2022	733	Custodian	\$20.09	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
8	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63
7	WESTFIELD	2022	4775	Custodian	\$17.89	\$21.20	\$22.10	\$22.61	\$22.61	\$22.61
6	LEE	2022	660	Custodian	\$17.02	\$22.49	\$22.49	\$22.49	\$22.49	\$22.49
5	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$17.89	\$20.24	\$22.33	\$22.33	\$22.33
4	CHICOPEE	2021	4235	Custodian	\$17.74	\$19.17	\$22.02	\$22.02	\$22.02	\$22.02
3	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$19.29	\$21.24	\$21.24	\$21.24	\$21.24
2	PITTSFIELD (UNION) 6.30.2022	2023	4953	Custodian	\$18.23	\$20.23	\$20.73	\$21.23	\$21.23	\$21.23
1	NORTH ADAMS	2023	1257	Custodian	\$15.70	\$18.38	\$18.64	\$20.28	\$20.88	\$21.08
	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$18.83	\$18.83	\$18.83	\$18.83	\$18.83
RFB	DISTRICT	CONTRACT YEAR	ENROLLMENT	TITLE	YEAR 1	YEAR 5	YEAR 10	YEAR 15	YEAR 20	YEAR 25
10	LENOX	2022	722	Custodian	\$18.01	\$21.31	\$25.22	\$25.22	\$25.22	\$25.22
9	GATEWAY REG	2022	733	Custodian	\$20.09	\$22.87	\$22.87	\$22.87	\$22.87	\$22.87
8	MT GREYLOCK REG	2023	1153	Custodian	\$17.13	\$21.84	\$22.63	\$22.63	\$22.63	\$22.63
7	WESTFIELD	2022	4775	Custodian	\$17.89	\$21.20	\$22.10	\$22.61	\$22.61	\$22.61
6	LEE	2022	660	Custodian	\$17.02	\$22.49	\$22.49	\$22.49	\$22.49	\$22.49
5	SOUTHERN BERKSHIRE	2022	633	Custodian	\$16.20	\$17.89	\$20.24	\$22.33	\$22.33	\$22.33
4	CHICOPEE	2021	4235	Custodian	\$17.74	\$19.17	\$22.02	\$22.02	\$22.02	\$22.02
3	W SPRINGFIELD	2022	3851	Custodian	\$17.70	\$19.29	\$21.24	\$21.24	\$21.24	\$21.24
2	PITTSFIELD (UNION) 6.30.2022	2023	4953	Custodian	\$18.23	\$20.23	\$20.73	\$21.23	\$21.23	\$21.23
1	NORTH ADAMS	2023	1257	Custodian	\$15.70	\$18.38	\$18.64	\$20.28	\$20.88	\$21.08
	CENTRAL BERKSHIRE	2022	1516	Custodian	\$15.83	\$18.83	\$18.83	\$18.83	\$18.83	\$18.83

COMPARISONS AT:
 YEAR 1
 YEAR 5
 YEAR 10
 YEAR 15
 YEAR 20
 YEAR 25