

# WORCESTER PUBLIC SCHOOLS



HELEN A. FRIEL, Ed.D.  
ASSISTANT TO THE SUPERINTENDENT/  
CLERK OF THE SCHOOL COMMITTEE

DR. JOHN E. DURKIN ADMINISTRATION BUILDING  
20 IRVING STREET  
WORCESTER, MA 01609-2493  
(508) 799-3032 or 799-3096  
FAX (508) 799-3190

October 24, 2017

Mr. Robert Stearns  
City Auditor  
City Hall, Main Street  
Worcester, MA 01608

Dear Mr. Stearns:

At the School Committee Meeting that was held on Thursday, October 19, 2017, the following motions were made:

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the School Committee and the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Computer Technicians, (Unit D), effective July 1, 2016 through June 30, 2019.

On a roll call of 7-0 the motion was approved.

It was moved to suspend the Rules of the School Committee to reconsider the item.

On a roll call of 7-0, the motion to reconsider was approved.

It was moved to reconsider the motion to ratify the Memorandum of Agreement between the School Committee and the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Computer Technicians, (Unit D), effective July 1, 2016 through June 30, 2019.

On a roll call of 0-7, the motion to reconsider was defeated.

Attached please find a copy of the fully executed Memorandum of Agreement.

If you have any questions, please feel free to contact this office.

Sincerely,

Helen A. Friel, Ed.D.  
Assistant to the Superintendent/  
Clerk of the School Committee

HAF/cmm  
Enc.

cc: Superintendent Binienda  
Mr. Allen  
✓ Mr. Brophy

## **MEMORANDUM OF AGREEMENT**

The Worcester School Committee and the Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Unit D, Computer Technicians agree to the following specific modifications to the Collective Bargaining Agreement between the Parties. Unless specifically modified herein, the terms and conditions of the collective bargaining agreement covering the periods from July 1, 2013 through June 30, 2016 shall remain in effect with the following amendments:

1. **ARTICLE I RECOGNITION and SALARY SCALE.** Insert a new second paragraph as follows: "The Parties have agreed to revise the titles utilized to identify positions covered by this collective bargaining agreement, to include the titles of Network Systems Engineer, Network Administrator, Senior IT Support Specialist, System Specialist, and IT Support Specialist." In addition, effective on July 1, 2017, these titles shall be utilized on the Salary Scale.
2. **ARTICLE VI VACATIONS.** Section C. Delete the word "building" in the second line.
3. **ARTICLE VII PERSONAL LEAVE.** Delete Paragraph 5 and renumber accordingly.
4. **ARTICLE VIII SICK LEAVE.** Amend Paragraph H by changing "five (5) sick days" to "ten (10) sick days".
5. **ARTICLE XI LEAVES OF ABSENCE.** Section A(3). Replace with language consistent with other collective bargaining agreements as follows: "The School Committee shall grant leave of absence with pay to observe religious holy days where the tenets of one's recognized religion, as referenced by the NCCJ obligate abstention from work or where the required religious observation necessarily conflicts with the school day. Such leave shall not exceed two (2) days for any one individual in any given year."
6. **ARTICLE XI LEAVES OF ABSENCE.** Section A(4). Revise language to reflect that in calculating the "five (5) consecutive days", Saturdays shall not be counted.
7. **ARTICLE XIV WAGES AND SALARIES and SALARY SCALE.** Amend Paragraph A to reflect the following:
  - A. Effective July 1, 2017: The Parties have agreed to adopt a new salary scale in the form attached hereto and all employees in positions covered by this bargaining unit will transition to the new salary schedule effective retroactively to July 1, 2017. In transitioning to the new scale, employees will move to the category and title which is

replacing their former category and title from the prior salary scale. The Administration has provided to the union a list identifying where each employee will be placed on the new scale upon transition to the new salary scale, which list was available at the time of the union's ratification vote;

- B. Effective July 1, 2018: Increase all steps on the salary scale by one percent (1%); and
- C. Effective January 1, 2019: Increase all steps on the salary scale by one percent (1%).

**8. ARTICLE XIV WAGES AND SALARIES and SALARY SCALE.** With regard to the new salary scale, the Parties have reached certain fundamental understandings which will be memorialized and included in the collective bargaining agreement between the Parties. These agreements are as follows:

- A. Movement to Column II requires A+ Certification; movement to Column III requires Network + and either Google or Apple Certification; and movement to Column IV requires Server + and either Google or Apple Certification (whichever was not utilized to qualify for movement to Column III);
- B. An employee cannot move to a higher column unless he/she has previously qualified to move to the previous column (i.e., no multiple column movements at one time);
- C. In the event that an employee loses a certification which was required to qualify for placement on a particular column, he/she shall be moved to the lower column for which he or she remains qualified based on other certifications held;
- D. Employees may be required to produce proof on an annual basis of their retention of the certifications necessary to warrant their current salary column placement; and
- E. The effective date for movement to a new salary column shall be the date upon which proof of the necessary certifications was submitted to the Information Technology Officer. While the administrative steps necessary to effectuate a change may take some time after submission, the change shall be retroactive to the date of submission. The exception to this will be if the proof is submitted at a time that makes implementation impractical or impossible, such as due to the change of a fiscal year. Under such circumstances, the change shall be made as soon as practicable after the date of submission. In order to help avoid such fiscal year challenges, it is agreed that employees will not submit proof of certifications during the period between June 15<sup>th</sup> and July 1<sup>st</sup>.

**9. ARTICLE XVI HEALTH INSURANCE.** The Union agrees the City can make the following changes in the City's Health Insurance without any further bargaining by the City or the School Dept., with the Union, as follows:

- (a) Health insurance deductibles for all plans to be increased from \$250/\$750 to \$500/\$1,000 effective July 1, 2017.
- (b) Effective October 20, 2017, or as soon as practicable thereafter, prescription drug co-pays and coverage changes for all plans as follows:

- (i) To increase the 2<sup>nd</sup> tier of prescription co-pays from \$25 to \$30;
  - (ii) To increase the 3<sup>rd</sup> tier of prescription co-pays from \$45 to \$60;
  - (iii) To require mandatory mail order refills on all maintenance prescriptions.
- (c) Effective October 20, 2017, or as soon as practicable thereafter, increase the co-pays for PCP office visits for all tiers by \$5.00.
- (d) Effective October 20, 2017, or as soon as practicable thereafter, increase the co-pays for specialist office visits up to a maximum not to exceed \$50.00.
- (e) Effective October 20, 2017, or as soon as practicable thereafter, increase the ER copay to \$150.00 per visit.
- (f) Effective October 20, 2017, or as soon as practicable thereafter, increase the Inpatient Hospital Copay to a maximum not to exceed \$1,000.00 for each plan.
- (g) Effective October 20, 2017, or as soon as practicable thereafter, increase the Outpatient Hospital Copay to a maximum of \$750.00 for each plan.

The Union further agrees that the City Health Insurance Authority shall be authorized to take such other action as may be necessary to carry out the above changes.

See attached Health Plans Benefit Summary for information purposes (i.e. New Plan – New Settled Benefit Summary – [C]).

#### **10. ARTICLE XVI HEALTH INSURANCE.**

- a. Replace obsolete language and references with the following language: “The City shall make available group health insurance to all bargaining unit employees, as procured pursuant to G.L. c. 32B, and subject to applicable statutory provisions governing the procedure for determining plan options and plan design. The City shall contribute 75% of the premium or cost of all plans offered and the subscriber shall pay the remaining 25%, except in the case of employees who participate in an indemnity plan, in which case the City will contribute 60% of the premium and the employee will contribute 40%.

Within its open enrollment periods, the City agrees to offer all employees of the bargaining unit the opportunity to participate in the City's so-called Cafeteria Plan under the provisions of the Internal Revenue Code Section 125."

- b. Remove references to specific health insurance carriers and specific plan designs.
- c. Update Paragraph C to incorporate changes and consideration identified herein.

**11. ARTICLE XVII EVALUATIONS.** The Parties have agreed to amend the language in the collective bargaining agreement to remove references to the joint committee and its work in developing an evaluation instrument and process and will include a reference to the specific instrument and process which has already been agreed to by the Parties and which shall be used prospectively. A copy of the evaluation is attached hereto.

**12. ARTICLE XVIII GENERAL.** Section B. Add the following to the paragraph:  
"Effective upon ratification of the collective bargaining agreement for the period of July 1, 2016 through June 30, 2019, the Administration will, upon request, make available to employees in the bargaining unit a reasonable number of shirts that have a visible district logo and the name of the department that the employee belongs to. Members of the bargaining unit are encouraged to wear such shirts during work hours, although doing so is voluntary."

**13. ARTICLE XVIII GENERAL.** Delete existing Sections C and D in their entirety.

**14. ARTICLE XVIII GENERAL.** Add a new Section C as follows: "All bargaining unit members, in a permanent position (i.e., not temporary, casual or seasonal), shall receive "permanent appointments" upon completion of one (1) year of full time service to the City in a "permanent position". A permanent employee shall have a right to grieve his/her discharge or suspension by initiating a grievance to the Superintendent, in accordance with the procedures set forth in Article III of this agreement. The action of the appointing authority shall be final, unless the action is found to be without cause by the arbitrator.


**15. ARTICLE XIX DURATION.** Amend language to reflect a contract duration of three years from July 1, 2016 through June 30, 2019.

**16. Local Union Designation.** Change references throughout the collective bargaining agreement from Local Union 176 to Local Union 272.

**17. Integrated Contract Document.** The Parties agree that in the event of a ratification of this Memorandum of Agreement by all Parties, the Parties will cooperate in the preparation of a fully integrated collective bargaining agreement reflecting the changes contained in this Memorandum of Agreement.

18. This Agreement is subject to ratification by the Union and ratification and funding by the School Committee.

For the Union: -

  
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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dated: 10/19/17

For the School Committee:

  
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\_\_\_\_\_  
Brian A. O'Connell  
John Monfredo  
  
\_\_\_\_\_  
Michael B. Burchinal  
\_\_\_\_\_  
  
\_\_\_\_\_  
Dated:

Health and Dental Insurance Rates (\*)

Effective July 1, 2017

**NEWLY SETTLED [C]**

Blue Care Elect Preferred (PPO) - \$40PCP/\$50SP IN/20% co-insurance after deductible OON (PCP & SP), \$10/\$30/\$60 Ret Rx; \$25/\$75/\$180 MO Rx  
 Network Blue New England - \$20/\$30/\$40PCP/\$50SP, \$10/\$30/\$60 Ret Rx; \$25/\$75/\$180 MO Rx, \$150 ER, \$250/\$250/\$750 OP\*, \$275/\$500/\$1,000 IP\*  
 City of Worcester Advantage - \$20&\$25PCP/\$40&\$50, \$10/\$30/\$60 Ret Rx; \$25/\$75/\$180 MO Rx, \$150 ER, \$250/\$500 OP\*, \$275/\$750 IP\*  
 City of Worcester Direct - \$20PCP/\$35SP, \$10/\$30/\$60 Ret Rx; \$25/\$75/\$180 MO Rx, \$150 ER, \$250 OP\*, \$275 IP\*

	Monthly Premium	City Share %	Monthly City Share	Monthly Employee Share	Weekly Deduction	BI-Weekly Deduction	Semi Monthly Deduction	COBRA RATES
<b>BCBS Blue Care Elect Preferred (PPO) - For out of New England members only</b>								
Individual	\$875.75	75%	\$656.81	\$218.94	\$50.52	\$101.05	\$109.47	\$893.27
Family	\$2,264.40	75%	\$1,698.30	\$566.10	\$130.64	\$261.28	\$283.05	\$2,309.89
<b>BCBS Network Blue New England</b>								
Individual	\$775.88	75%	\$581.91	\$193.97	\$44.76	\$89.52	\$96.99	\$791.40
Family	\$2,005.93	75%	\$1,504.45	\$501.48	\$115.73	\$231.45	\$250.74	\$2,046.05
<b>City of Worcester - DIRECT - HMO</b>								
Individual	\$526.23	75%	\$394.67	\$131.56	\$30.36	\$60.72	\$65.78	\$536.75
Family	\$1,337.06	75%	\$1,002.80	\$334.27	\$77.14	\$154.28	\$167.13	\$1,363.80
<b>City of Worcester Advantage - HMO</b>								
Individual	\$657.32	75%	\$492.99	\$164.33	\$37.92	\$75.84	\$82.17	\$670.47
Family	\$1,632.00	75%	\$1,224.00	\$408.00	\$94.15	\$188.31	\$204.00	\$1,664.64
<b>Altus Dental Option 1 - High</b>								
Employee/Retiree	\$42.66	0%	0	\$42.66	\$9.84	\$19.69	\$21.33	\$43.51
Two Person	\$85.31	0%	0	\$85.31	\$19.69	\$39.37	\$42.66	\$87.02
Family	\$127.87	0%	0	\$127.87	\$29.51	\$59.02	\$63.94	\$130.43
<b>Altus Dental Option 2 - Low</b>								
Employee/Retiree	\$37.36	0%	0	\$37.36	\$8.62	\$17.24	\$18.68	\$38.11
Two Person	\$74.71	0%	0	\$74.71	\$17.24	\$34.48	\$37.36	\$76.20
Family	\$108.02	0%	0	\$108.02	\$24.93	\$49.86	\$54.01	\$110.18
* ONLY Retirees can have a 2-Person Dental Plan								
<b>UnitedHealthcare Vision</b>								
Employee/Retiree	\$5.36	0%	0	\$5.36	\$1.24	\$2.47	\$2.68	\$5.47
Employ/Ret & Dependent	\$10.72	0%	0	\$10.72	\$2.47	\$4.95	\$5.36	\$10.93
Family	\$16.08	0%	0	\$16.08	\$3.71	\$7.42	\$8.04	\$16.40

**UNUM Optional Life Insurance - Age-bands**

You can elect coverage in \$10,000 increments, the lesser of 3x your annual salary or \$500,000.

Calculate premium: Amount elected divided by 1,000, then multiply by the rate = monthly cost.

Employee - Age:	<30	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69   70 - 74
Rate:	\$0.122	\$0.137	\$0.161	\$0.221	\$0.310	\$0.472	\$0.832	\$0.976	\$1.725   \$2.857
Spouse - Age:	<30	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69   70 - 74
Rate:	\$0.092	\$0.107	\$0.131	\$0.191	\$0.280	\$0.442	\$0.802	\$0.946	\$1.695   \$2.827

(\*Listed premiums, plan designs, and contribution rates are subject to changes due to Collective Bargaining or by the authority of the City Manager when applicable.)

**THE FOLLOWING GROUPS ARE COVERED UNDER THIS PLAN:**

Bus Drivers	School Nutrition	COW Exec Mgmt	ALL Non-Represented	Tradesmen
Bus Monitors	Plumbers/Steamfitters	Custodians	52 Week Admin Sec	

**NEW PLAN – NEW SETTLED BENEFIT SUMMARY – [C]  
JULY 1, 2017**

BENEFIT	CITY OF WORCESTER DIRECT	CITY OF WORCESTER ADVANTAGE		BCBS NETWORK BLUE NEW ENGLAND	BCBS BLUE CARE ELECT PREFERRED Those Residing out of New England only	
		Tier 1	Tier 2		In Network	Out of Network
Deductible	\$400 Ind/\$800 Fam	\$500 Ind/\$1,000 Fam		\$500 Ind/\$1,000 Fam	\$500 Ind/\$1,000 Fam	
Out of Pocket Maximum	\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam – Rx	\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam – Rx		\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam – Rx	\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam – Rx	
Wellness Visit	\$0	\$0		\$0	\$0	20% co-insurance after deductible
PCP Office Visit	\$20	\$20	\$25	T1: \$20 T2: \$30 T3: \$40	\$40	20% co-insurance after deductible
Specialist Visit	\$35	\$40	\$50	\$50	\$50	20% co-insurance after deductible
Prescriptions	Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply	Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply		Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply	Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply	
Inpatient Hospital	\$275 after deductible	\$275 after deductible	\$750 after deductible	T1: \$275 - no deductible T2: \$500 T3: \$1,000 after deductible	10% co-insurance after deductible	30% co-insurance after deductible
Outpatient Surgery	\$250 after deductible	\$250 after deductible	\$500 after deductible	Surgical day care facility – T1: \$250 - no deductible T2: \$250 T3: \$750 Ambulatory surgical facility – \$150 after deductible	Office setting \$35 Ambulatory surgical facility \$500 per admits after deductible	20% co-insurance after deductible
Diagnostic Services Lab, X-ray, etc.	Covered in full after deductible	Covered in full after deductible		Covered in full after deductible	10% co-insurance after deductible	30% co-insurance after deductible
CT scans, MRIs, PET scans Hospital Setting	\$50 (non-hospital setting) or \$100 (hospital setting) for MRIs, PET, and CT scans after deductible	\$50 (non-hospital setting) or \$100 (hospital setting) for MRIs, PET, and CT scans after deductible		T1: \$100 T2: \$100 T3: \$500 after deductible	10% co-insurance after deductible	30% co-insurance after deductible
Short-term Rehab: Outpatient, OT, PT	\$20 co-pay 60 visits per plan year after deductible	\$25 co-pay 60 visits per plan year after deductible		\$40 co-pay 60 visits per CY	\$40 co-pay 100 visits per CY no deductible	20% co-insurance 100 visits per CY after deductible
Skilled Nursing	Covered in full Up to 100 days per plan year after deductible	Covered in full Up to 100 days per plan year after deductible		Covered in full Up to 100 days per CY	10% co-insurance Up to 100 days per CY after deductible	30% co-insurance Up to 100 days per CY after deductible
Chiropractor	\$20 co-pay 12 visits per plan year	\$25 co-pay 12 visits per plan year		\$40 co-pay	\$40 co-pay	20% co-insurance after deductible
Outpatient Mental Health	\$20 co-pay	\$20 co-pay		\$20 co-pay	\$40 co-pay	20% co-insurance after deductible
Durable Medical Equipment (wheelchairs, crutches, etc.)	20% co-insurance after deductible	20% co-insurance after deductible		20% co-insurance	20% co-insurance	40% co-insurance after deductible
ER Visit - Waived if Admitted	\$150	\$150		\$150	\$150	\$150
Ambulance	Covered in full if medically necessary or when ordered by a physician after deductible	Covered in full if medically necessary or when ordered by a physician after deductible		Covered in full if medically necessary or when ordered by a physician no deductible	Emergency: 10% co- insurance - no deductible. Medically necessary: 10% co-insurance after deductible	Emergency: 10% co- insurance - no deductible Medically necessary: 30% co-insurance after deductible
<b>PREMIUM RATES</b> Mo. Prem. Indiv/Fam	\$526.23/\$1,337.06	\$657.32/\$1,632.00		\$775.88/\$2,005.93	\$875.75/\$2,264.40	
Employee Weekly Cost	Ind: \$30.36 Fam: \$77.14	Ind: \$37.92 Fam: \$94.15		Ind: \$44.76 Fam: \$115.73	Ind: \$50.52 Fam: \$130.64	
Monthly Cost	Ind: \$131.56 Fam: \$334.27	Ind: \$164.33 Fam: \$408.00		Ind: \$193.97 Fam: \$501.48	Ind: \$218.94 Fam: \$566.10	

\*This is a brief summary of some of the benefits offered. Additional details can be found in the complete plan descriptions.

\*\*Mandatory mail-away for maintenance drugs, or 90-day at retail for maintenance drugs; however, only allowed at CVS pharmacies.



**Year 2 July 1 2017**  
Network Systems Engineer (Old - Network Administrator)

	I	II	III	IV
1	\$29.06	\$29.49	\$29.93	\$30.38
2	\$30.10	\$30.55	\$31.01	\$31.47
3	\$31.13	\$31.59	\$32.07	\$32.55
4	\$32.26	\$32.74	\$33.24	\$33.73
5	\$33.41	\$33.91	\$34.42	\$34.93
6	\$34.52	\$35.04	\$35.56	\$36.10
7	\$35.76	\$36.30	\$36.84	\$37.40
8	\$37.11	\$37.67	\$38.23	\$38.81
10yr	\$38.43	\$39.00	\$39.59	\$40.18
15yr	\$39.72	\$40.32	\$40.92	\$41.54
20yr	\$41.08	\$41.70	\$42.32	\$42.96
25 yr	\$41.70	\$42.32	\$42.96	\$43.60

Network Administrator (Old - Network Technician)

	I	II	III	IV
1	\$25.39	\$25.78	\$26.16	\$26.55
2	\$26.33	\$26.72	\$27.12	\$27.53
3	\$27.18	\$27.59	\$28.00	\$28.42
4	\$28.20	\$28.62	\$29.05	\$29.48
5	\$29.06	\$29.49	\$29.93	\$30.38
6	\$30.10	\$30.55	\$31.01	\$31.47
7	\$31.13	\$31.59	\$32.07	\$32.55
8	\$32.26	\$32.74	\$33.24	\$33.73
10yr	\$33.40	\$33.90	\$34.41	\$34.92
15yr	\$34.52	\$35.04	\$35.56	\$36.10
20yr	\$35.65	\$36.18	\$36.72	\$37.27
25 yr	\$36.18	\$36.72	\$37.27	\$37.83

Senior IT Support Specialist (Old - Senior Tech)

	I	II	III	IV
1	\$23.58	\$23.93	\$24.29	\$24.66
2	\$24.27	\$24.63	\$25.00	\$25.38
3	\$24.95	\$25.32	\$25.70	\$26.09
4	\$25.65	\$26.03	\$26.42	\$26.82
5	\$26.37	\$26.77	\$27.17	\$27.58
6	\$27.36	\$27.77	\$28.18	\$28.61
7	\$28.77	\$29.20	\$29.64	\$30.08
8	\$29.20	\$29.64	\$30.08	\$30.53
10yr	\$30.16	\$30.61	\$31.07	\$31.54
15yr	\$30.61	\$31.07	\$31.54	\$32.01
20yr	\$31.54	\$32.01	\$32.49	\$32.98
25 yr	\$32.97	\$33.47	\$33.97	\$34.48

Systems Spec (New Position nutrition tech role)

	I	II	III	IV
1	\$20.87	\$21.08	\$21.29	\$21.50
2	\$21.63	\$21.84	\$22.06	\$22.28
3	\$22.33	\$22.55	\$22.78	\$23.01
4	\$23.10	\$23.33	\$23.56	\$23.80
5	\$23.81	\$24.05	\$24.29	\$24.53
6	\$24.84	\$25.09	\$25.34	\$25.59
7	\$25.91	\$26.17	\$26.43	\$26.69
8	\$26.30	\$26.56	\$26.82	\$27.09
10yr	\$26.91	\$27.18	\$27.45	\$27.72
15yr	\$27.31	\$27.59	\$27.86	\$28.14
20yr	\$27.95	\$28.23	\$28.51	\$28.79
25 yr	\$28.97	\$29.26	\$29.55	\$29.85

IT Support Specialist (Old - Tech)

	I	II	III	IV
1	\$19.88	\$20.17	\$20.48	\$20.78
2	\$20.60	\$20.91	\$21.22	\$21.54
3	\$21.27	\$21.59	\$21.91	\$22.24
4	\$22.00	\$22.33	\$22.66	\$23.00
5	\$22.68	\$23.02	\$23.36	\$23.71
6	\$23.65	\$24.01	\$24.37	\$24.73
7	\$24.67	\$25.04	\$25.42	\$25.80
8	\$25.04	\$25.42	\$25.80	\$26.19
10yr	\$25.63	\$26.01	\$26.40	\$26.80
15yr	\$26.01	\$26.40	\$26.80	\$27.20
20yr	\$26.62	\$27.01	\$27.42	\$27.83
25 yr	\$27.59	\$28.01	\$28.43	\$28.85

**Year 3 - July 1 2018**  
Network Systems Engineer (Old - Network Administrator)

	I	II	III	IV
1	\$29.35	\$29.79	\$30.23	\$30.69
2	\$30.40	\$30.85	\$31.32	\$31.79
3	\$31.44	\$31.91	\$32.39	\$32.87
4	\$32.58	\$33.07	\$33.57	\$34.07
5	\$33.74	\$34.25	\$34.76	\$35.28
6	\$34.87	\$35.39	\$35.92	\$36.46
7	\$36.12	\$36.66	\$37.21	\$37.77
8	\$37.48	\$38.04	\$38.61	\$39.19
10yr	\$38.81	\$39.39	\$39.98	\$40.58
15yr	\$40.12	\$40.72	\$41.33	\$41.95
20yr	\$41.49	\$42.11	\$42.74	\$43.39
25 yr	\$42.11	\$42.74	\$43.39	\$44.04

Network Administrator (Old - Network Technician)

	I	II	III	IV
1	\$25.65	\$26.03	\$26.42	\$26.82
2	\$26.59	\$26.99	\$27.40	\$27.81
3	\$27.45	\$27.86	\$28.28	\$28.70
4	\$28.48	\$28.91	\$29.34	\$29.78
5	\$29.35	\$29.79	\$30.23	\$30.69
6	\$30.40	\$30.85	\$31.32	\$31.79
7	\$31.44	\$31.91	\$32.39	\$32.87
8	\$32.58	\$33.07	\$33.57	\$34.07
10yr	\$33.73	\$34.24	\$34.75	\$35.27
15yr	\$34.87	\$35.39	\$35.92	\$36.46
20yr	\$36.00	\$36.54	\$37.09	\$37.65
25 yr	\$36.54	\$37.09	\$37.65	\$38.21

Senior IT Support Specialist (Old - Senior Tech)

	I	II	III	IV
1	\$23.82	\$24.17	\$24.54	\$24.90
2	\$24.51	\$24.88	\$25.25	\$25.63
3	\$25.20	\$25.58	\$25.96	\$26.35
4	\$25.91	\$26.29	\$26.69	\$27.09
5	\$26.63	\$27.03	\$27.44	\$27.85
6	\$27.63	\$28.05	\$28.47	\$28.89
7	\$29.06	\$29.49	\$29.94	\$30.38
8	\$29.49	\$29.94	\$30.38	\$30.84
10yr	\$30.46	\$30.92	\$31.38	\$31.85
15yr	\$30.92	\$31.38	\$31.85	\$32.33
20yr	\$31.85	\$32.33	\$32.82	\$33.31
25 yr	\$33.30	\$33.80	\$34.31	\$34.82

Systems Spec (New Position nutrition tech role)

	I	II	III	IV
1	\$21.08	\$21.29	\$21.50	\$21.72
2	\$21.84	\$22.06	\$22.28	\$22.51
3	\$22.55	\$22.78	\$23.01	\$23.24
4	\$23.33	\$23.56	\$23.80	\$24.04
5	\$24.05	\$24.29	\$24.53	\$24.78
6	\$25.09	\$25.34	\$25.59	\$25.85
7	\$26.17	\$26.43	\$26.69	\$26.96
8	\$26.56	\$26.82	\$27.09	\$27.36
10yr	\$27.18	\$27.45	\$27.72	\$28.00
15yr	\$27.59	\$27.86	\$28.14	\$28.42
20yr	\$28.23	\$28.51	\$28.79	\$29.08
25 yr	\$29.26	\$29.55	\$29.85	\$30.15

IT Support Specialist (Old - Tech)

	I	II	III	IV
1	\$20.08	\$20.38	\$20.68	\$20.99
2	\$20.80	\$21.12	\$21.43	\$21.75
3	\$21.48	\$21.80	\$22.13	\$22.46
4	\$22.22	\$22.55	\$22.89	\$23.23
5	\$22.90	\$23.25	\$23.60	\$23.95
6	\$23.89	\$24.25	\$24.61	\$24.98
7	\$24.92	\$25.29	\$25.67	\$26.06
8	\$25.29	\$25.67	\$26.06	\$26.45
10yr	\$25.88	\$26.27	\$26.67	\$27.07
15yr	\$26.27	\$26.67	\$27.07	\$27.47
20yr	\$26.88	\$27.28	\$27.69	\$28.11
25 yr	\$27.87	\$28.29	\$28.71	\$29.14

**Year 3 - Jan 1 2019**  
Network Systems Engineer (Old - Network Administrator)

	I	II	III	IV
1	\$29.64	\$30.08	\$30.54	\$30.99
2	\$30.70	\$31.16	\$31.63	\$32.10
3	\$31.75	\$32.23	\$32.71	\$33.20
4	\$32.91	\$33.40	\$33.90	\$34.41
5	\$34.08	\$34.59	\$35.11	\$35.63
6	\$35.21	\$35.74	\$36.28	\$36.82
7	\$36.48	\$37.03	\$37.58	\$38.15
8	\$37.86	\$38.42	\$39.00	\$39.59
10yr	\$39.20	\$39.79	\$40.38	\$40.99
15yr	\$40.52	\$41.13	\$41.74	\$42.37
20yr	\$41.91	\$42.53	\$43.17	\$43.82
25 yr	\$42.53	\$43.17	\$43.82	\$44.48

Network Administrator (Old - Network Technician)

	I	II	III	IV
1	\$25.91	\$26.29	\$26.69	\$27.09
2	\$26.86	\$27.26	\$27.67	\$28.08
3	\$27.72	\$28.14	\$28.56	\$28.99
4	\$28.76	\$29.19	\$29.63	\$30.08
5	\$29.64	\$30.08	\$30.54	\$30.99
6	\$30.70	\$31.16	\$31.63	\$32.10
7	\$31.75	\$32.23	\$32.71	\$33.20
8	\$32.91	\$33.40	\$33.90	\$34.41
10yr	\$34.07	\$34.58	\$35.10	\$35.62
15yr	\$35.21	\$35.74	\$36.28	\$36.82
20yr	\$36.36	\$36.91	\$37.46	\$38.02
25 yr	\$36.91	\$37.46	\$38.02	\$38.59

Senior IT Support Specialist (Old - Senior Tech)

	I	II	III	IV
1	\$24.05	\$24.41	\$24.78	\$25.15
2	\$24.76	\$25.13	\$25.51	\$25.89
3	\$25.45	\$25.83	\$26.22	\$26.61
4	\$26.16	\$26.56	\$26.96	\$27.36
5	\$26.90	\$27.30	\$27.71	\$28.13
6	\$27.91	\$28.33	\$28.75	\$29.18
7	\$29.35	\$29.79	\$30.23	\$30.69
8	\$29.79	\$30.23	\$30.69	\$31.15
10yr	\$30.77	\$31.23	\$31.70	\$32.17
15yr	\$31.23	\$31.70	\$32.17	\$32.65
20yr	\$32.17	\$32.66	\$33.15	\$33.64
25 yr	\$33.63	\$34.14	\$34.65	\$35.17

Systems Spec (New Position nutrition tech role)

	I	II	III	IV
1	\$21.29	\$21.50	\$21.72	\$21.93
2	\$22.06	\$22.28	\$22.51	\$22.73
3	\$22.78	\$23.01	\$23.24	\$23.47
4	\$23.56	\$23.80	\$24.04	\$24.28
5	\$24.29	\$24.53	\$24.78	\$25.03
6	\$25.34	\$25.59	\$25.85	\$26.10
7	\$26.43	\$26.69	\$26.96	\$27.23
8	\$26.82	\$27.09	\$27.36	\$27.64
10yr	\$27.45	\$27.72	\$28.00	\$28.28
15yr	\$27.86	\$28.14	\$28.42	\$28.71
20yr	\$28.51	\$28.79	\$29.08	\$29.37
25 yr	\$29.55	\$29.85	\$30.15	\$30.45

IT Support Specialist (Old - Tech)

	I	II	III	IV
1	\$20.28	\$20.58	\$20.89	\$21.20
2	\$21.01	\$21.33	\$21.65	\$21.97
3	\$21.69	\$22.02	\$22.35	\$22.69
4	\$22.44	\$22.78	\$23.12	\$23.47
5	\$23.13	\$23.48	\$23.83	\$24.19
6	\$24.13	\$24.49	\$24.86	\$25.23
7	\$25.17	\$25.55	\$25.93	\$26.32
8	\$25.55	\$25.93	\$26.32	\$26.71
10yr	\$26.14	\$26.54	\$26.93	\$27.34
15yr	\$26.54	\$26.93	\$27.34	\$27.75
20yr	\$27.15	\$27.56	\$27.97	\$28.39
25 yr	\$28.15	\$28.57	\$29.00	\$29.43

**WORCESTER PUBLIC SCHOOLS  
COMPUTER TECHNICIANS**

Evaluatee Name: \_\_\_\_\_ Evaluator Name: \_\_\_\_\_

Evaluatee Position: \_\_\_\_\_ Evaluator Position: \_\_\_\_\_

Evaluation Date: \_\_\_\_\_

**COMMENDATIONS**

**RECOMMENDATIONS**

- \_\_\_\_\_ Highly recommend continuation in present position
- \_\_\_\_\_ Recommend continuation in present position
- \_\_\_\_\_ Recommend continuation with consultant assistance
- \_\_\_\_\_ Recommend removal

Evaluator Comments:

Evaluator's Signature \_\_\_\_\_ Date: \_\_\_\_\_

Evaluatee Comments (optional)

Evaluatee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_