

# 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

TO: Ms. Boulais

FROM: Helen A. Friel *H. Friel*

DATE: September 1, 2021

At the School Committee Meeting that was held on Thursday, August 26, 2021, the following item was discussed:

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between 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, Educational Secretaries for the period of July 1, 2020 through June 30, 2022.

On a roll call of 7-0, the Memorandum of Agreement 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.

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between 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, Educational Secretaries for the period of July 1, 2020 through June 30, 2022.

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

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

HAF/ers

cc: Superintendent Binienda  
Attorney Reichert

## 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, Educational Secretaries 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, as amended by the Memorandum of Agreement for the period of July 1, 2016 through June 30, 2017, and as further amended by the Memorandum of Agreement for the period of July 1, 2017 through June 30, 2020, shall remain in effect with the following amendments:

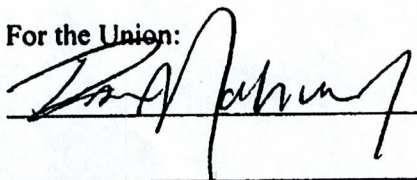
1. **ARTICLE III SALARIES.** The Parties have agreed to the following increases to all steps on the salary scale on the following dates:

- A. Effective retroactive to July 1, 2020: Two Percent (2%) Increase; and
- B. Effective retroactive to July 1, 2021: Two Percent (2%) Increase.

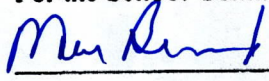
These increases are reflected in the attached salary schedules.

2. **ARTICLE XXII DURATION.** This agreement shall be for a two year period from July 1, 2020 through June 30, 2022.
3. **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 the Memorandum of Agreement for the period of July 1, 2016 through June 30, 2017; the Memorandum of Agreement for the period of July 1, 2017 through June 30, 2020; and this Memorandum of Agreement.
4. This Agreement is subject to ratification by the Union and ratification and funding by the School Committee.

For the Union:

  
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For the School Committee:

  
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Dated: 8/25/2021

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Dated:

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

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

HAF/ers

cc: Superintendent Binienda  
Attorney Reichert

**WORCESTER PUBLIC SCHOOLS**

**School Clerical**

**ELEMENTARY - 189 Days @ 6 Hours per Day - 42 Week**  
**Word Processor • Clerk Typist**

STEP	7/1/2020 (2%)			7/1/2021 (2%)		
	Base	9 Credits	18 Credits	Base	9 Credits	18 Credits
1	23,487.11	24,087.11	24,387.11	23,956.85	24,556.85	24,856.85
2	24,286.99	24,886.99	25,186.99	24,772.73	25,372.73	25,672.73
3	25,012.79	25,612.79	25,912.79	25,513.05	26,113.05	26,413.05
4	25,797.87	26,397.87	26,697.87	26,313.83	26,913.83	27,213.83
5	26,538.50	27,138.50	27,438.50	27,069.27	27,669.27	27,969.27
6	27,308.76	27,908.76	28,208.76	27,854.94	28,454.94	28,754.94
7	28,567.82	29,167.82	29,467.82	29,139.18	29,739.18	30,039.18
10 yr.	29,308.46	29,908.46	30,208.46	29,894.63	30,494.63	30,794.63
15 yr.	30,093.52	30,693.52	30,993.52	30,695.39	31,295.39	31,595.39
20 yr.	30,848.95	31,448.95	31,748.95	31,465.93	32,065.93	32,365.93
25 yr.	31,650.48	32,250.48	32,550.48	32,283.49	32,883.49	33,183.49

**SECONDARY - 192 Days @ 6.25 Hours per Day - 42 Week**  
**Word Processor • Clerk Typist**

STEP	7/1/2020 (2%)			7/1/2021 (2%)		
	Base	9 Credits	18 Credits	Base	9 Credits	18 Credits
1	24,649.51	25,249.51	25,549.51	25,142.50	25,742.50	26,042.50
2	25,480.12	26,080.12	26,380.12	25,989.72	26,589.72	26,889.72
3	26,279.69	26,879.69	27,179.69	26,805.28	27,405.28	27,705.28
4	27,094.75	27,694.75	27,994.75	27,636.65	28,236.65	28,536.65
5	27,894.03	28,494.03	28,794.03	28,451.91	29,051.91	29,351.91
6	28,693.59	29,293.59	29,593.59	29,267.46	29,867.46	30,167.46
7	30,010.25	30,610.25	30,910.25	30,610.46	31,210.46	31,510.46
10 yr.	30,793.98	31,393.98	31,693.98	31,409.86	32,009.86	32,309.86
15 yr.	31,499.24	32,099.24	32,399.24	32,129.22	32,729.22	33,029.22
20 yr.	32,424.14	33,024.14	33,324.14	33,072.62	33,672.62	33,972.62
25 yr.	33,269.79	33,869.79	34,169.79	33,935.19	34,535.19	34,835.19

**WORCESTER PUBLIC SCHOOLS**

**School Clerical**

**ELEMENTARY - 202 Days @ 6 Hours per Day - 44 Week**  
**Word Processor • Clerk Typist**

STEP	7/1/2020 (2%)			7/1/2021 (2%)		
	Base	9 Credits	18 Credits	Base	9 Credits	18 Credits
1	25,102.63	25,702.63	26,002.63	25,604.68	26,204.68	26,504.68
2	25,957.52	26,557.52	26,857.52	26,476.67	27,076.67	27,376.67
3	26,733.25	27,333.25	27,633.25	27,267.92	27,867.92	28,167.92
4	27,572.31	28,172.31	28,472.31	28,123.76	28,723.76	29,023.76
5	28,363.89	28,963.89	29,263.89	28,931.17	29,531.17	29,831.17
6	29,187.14	29,787.14	30,087.14	29,770.88	30,370.88	30,670.88
7	30,532.79	31,132.79	31,432.79	31,143.45	31,743.45	32,043.45
10 yr.	31,324.37	31,924.37	32,224.37	31,950.86	32,550.86	32,850.86
15 yr.	32,163.45	32,763.45	33,063.45	32,806.72	33,406.72	33,706.72
20 yr.	32,970.83	33,570.83	33,870.83	33,630.25	34,230.25	34,530.25
25 yr.	33,827.50	34,427.50	34,727.50	34,504.05	35,104.05	35,404.05

**SECONDARY - 202 Days @ 6.25 Hours per Day - 44 Week**  
**Word Processor • Clerk Typist**

STEP	7/1/2020 (2%)			7/1/2021 (2%)		
	Base	9 Credits	18 Credits	Base	9 Credits	18 Credits
1	25,933.35	26,533.35	26,833.35	26,452.02	27,052.02	27,352.02
2	26,807.22	27,407.22	27,707.22	27,343.36	27,943.36	28,243.36
3	27,648.43	28,248.43	28,548.43	28,201.40	28,801.40	29,101.40
4	28,505.94	29,105.94	29,405.94	29,076.06	29,676.06	29,976.06
5	29,346.85	29,946.85	30,246.85	29,933.79	30,533.79	30,833.79
6	30,188.06	30,788.06	31,088.06	30,791.82	31,391.82	31,691.82
7	31,573.28	32,173.28	32,473.28	32,204.75	32,804.75	33,104.75
10 yr.	32,397.84	32,997.84	33,297.84	33,045.80	33,645.80	33,945.80
15 yr.	33,139.82	33,739.82	34,039.82	33,802.62	34,402.62	34,702.62
20 yr.	34,112.91	34,712.91	35,012.91	34,795.17	35,395.17	35,695.17
25 yr.	35,002.59	35,602.59	35,902.59	35,702.64	36,302.64	36,602.64