



Shrewsbury Public Schools

Barbara A. Malone
Director of Human Resources

May 25, 2016

To: Shrewsbury School Committee
Re: Shrewsbury Cafeteria Workers, SEIU Local 888 Negotiations

The recent contract negotiation with the Shrewsbury Cafeteria Workers has been concluded and the Shrewsbury Cafeteria Workers voted to approve the changes on May 18, 2016. Mr. Jon Wensky was the School Committee representative during this negotiation.

Last year we negotiated a one-year contract for the 2015-2016 (FY 16) school year. This year we were able to negotiate a three-year contract, effective for the next three school years (FY 17, FY 18, and FY 19).

This contract balances the need to contain costs within the Food Services program while allowing us to attract and retain staff needed to run this operation.

Contract changes from the previous contract include:

- Effective July 1, 2016: 2% cost of living allowance for all employees at top step; all others will receive their next step (but no cost of living allowance)
- Effective July 1, 2017: 2% cost of living allowance for all employees; no step increases
- Effective July 1, 2018: 2% cost of living allowance for all employees; no step increases
- Previously employees had to wait a number of years to advance to the top step from the next to last step. In the future, when step movement takes place, there will be no pause between that step and the top step. Staff will be able to advance after one year of service at the previous step.
- An incentive bonus was removed from the contract
- We removed language that impeded the fluid movement of competent staff in order to take temporary assignments at higher level positions
- We added bereavement benefits for a small number of extended (aunts, uncles) or immediate family members (step-siblings)
- We added language that allows us to require all staff to become Safe Serve Certified
- Removal of a joint study committee and inserting management-labor meetings to informally discuss issues that may arise during the work year
- Removing Step 1 so that new employees start at Step 2. One of the Step 1 rates would be below the Massachusetts Minimum Wage.

I am asking the School Committee to vote to approve the new contract. The wage scale changes are available in the spreadsheets below. Thank you for your continued support.

Wage Scale: July 1, 2016 to June 30, 2017

<u>POSITION</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>Long</u>
MANAGER THREE	\$16.36	\$17.45	\$18.05	\$19.05	\$20.05
MANAGER TWO	\$15.53	\$16.62	\$17.24	\$18.20	\$19.18
MANAGER ONE	\$14.02	\$15.00	\$15.51	\$16.31	\$17.58
COOK	\$12.71	\$13.74	\$14.19	\$14.99	\$15.83
UTILITY SPEC	\$12.24	\$13.09	\$13.53	\$14.27	\$15.35
AIDE	\$11.87	\$12.70	\$13.13	\$13.92	\$14.82

MANAGER 1 SCHOOL WITH ENROLLMENT OF UP TO 600 STUDENTS.

MANAGER 2 SCHOOL WITH ENROLLMENT OVER 600 STUDENTS, BUT LESS THAN 1,200 STUDENTS.

MANAGER 3 SCHOOL WITH ENROLLMENT OVER 1,200 STUDENTS

Wage Scale: July 1, 2017 to June 30, 2018

<u>POSITION</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>Long</u>
MANAGER THREE	16.69	\$17.80	\$18.41	\$19.43	\$20.45
MANAGER TWO	\$15.84	\$16.95	\$17.58	\$18.56	\$19.56
MANAGER ONE	\$14.30	\$15.30	\$15.82	\$16.64	\$17.93
COOK	\$12.96	\$14.01	\$14.47	\$15.29	\$16.15
UTILITY SPEC	\$12.48	\$13.35	\$13.80	\$14.56	\$15.66
AIDE	\$12.18	\$12.95	\$13.39	\$14.20	\$15.12

MANAGER 1 SCHOOL WITH ENROLLMENT OF UP TO 600 STUDENTS.

MANAGER 2 SCHOOL WITH ENROLLMENT OVER 600 STUDENTS, BUT LESS THAN 1,200 STUDENTS.

MANAGER 3 SCHOOL WITH ENROLLMENT OVER 1,200 STUDENTS

Effective July 1, 2017 -2% increase to the wage scale and no step increases.

Wage Scale: July 1, 2018 to June 30, 2019

<u>POSITION</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>Long</u>
MANAGER THREE	\$17.02	\$18.16	\$18.78	\$19.82	\$20.86
MANAGER TWO	\$16.16	\$17.29	\$17.93	\$18.93	\$19.95
MANAGER ONE	\$14.59	\$15.61	\$16.14	\$16.97	\$18.29
COOK	\$13.22	\$14.29	\$14.76	\$15.60	\$16.47
UTILITY SPEC	\$12.73	\$13.62	\$14.08	\$14.85	\$15.97
AIDE	\$12.42	\$13.21	\$13.66	\$14.48	\$15.42

MANAGER 1 SCHOOL WITH ENROLLMENT OF UP TO 600 STUDENTS.

MANAGER 2 SCHOOL WITH ENROLLMENT OVER 600 STUDENTS, BUT LESS THAN 1,200 STUDENTS.

MANAGER 3 SCHOOL WITH ENROLLMENT OVER 1,200 STUDENTS

Effective July 1, 2018 -2% increase to the wage scale and no step increases.