SHREWSBURY PUBLIC SCHOOLS

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January 4, 2022

To: Shrewsbury School Committee
Mr. Kevin Mizikar, Town Manager
From: Barbara Malone, Executive Director of Human Resources
Re: Shrewsbury Paraprofessional Association Negotiations

The contract negotiation with the Shrewsbury Paraprofessional Association, Unit D, has been concluded, and the SPA members will have voted on January 4, 2022 to ratify the agreement, hopefully in the affirmative. Mr. Jon Wensky and Ms. Sandra Fryc were the School Committee representatives during this negotiation.

We were able to negotiate a three-year contract, effective with the current 2021-2022 school year and extending through the 2023-2024 school year.

Contract changes from the previous contract include:

- Wages Year 1:
  - Eliminate Step1 from NC-3 (Previously "Aides" renamed to "Child Specific, Special Education, and Instructional Assistants" with this new contract) and ABA Technician Wages
  - Apply 2.25% to all wage scales for all roles
  - Add a new step for Assistants that is 2.0% higher than the current top step and apply 2.25% to that new step
- Wages Year 2:
  - Apply 2.25% to the Year 1 wage scales
  - Add a new step at 2.0% higher than the new top step for Assistants and ABA Techs
- Wages Year 3:
  - Apply 2.75% to the Year 2 Assistant scale

    - Apply 2.50% to all other year 2 wage scales
    - Assistants and ABA Techs: add a new step at 2.0% higher than new top step
- Step progression where applicable
- Paid Holidays: Addition of Juneteenth as a paid holiday in year 3 of the contract, if it falls while school is in session.
- Increase from $4.00/hour to $5.00/hour stipend added to base hourly rate when a paraprofessional serves as a substitute teacher in year 2 of the contract
- Other language addressing administrative operational needs to best serve the students under our care.

The total projected compensation cost for all paraprofessionals in FY22 is $7,521,143 which includes the agreed upon cost of living increase and all financially related items.

I am recommending approval of the new contract. Please see the attached Memorandum of Agreement and Wage Scale for more information.

Thank you for your continued support.