



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

June 16, 2021

To: School Committee
From: Joe Sawyer
Re: Recommendation for Fiscal Year 2022 Compensation Rate Adjustment for
Non-Represented Staff

Each year, I recommend an adjustment to the hourly compensation rates for non-represented, i.e., non-union, staff. These staff include secretaries and other clerical/administrative support staff, information technology support staff, Extended School Care program staff, and any other hourly employees who are not represented by a collective bargaining unit.

Because of the budget crisis we faced a year ago, the recommendation for this employee class was for a total compensation freeze for this year (FY21), which the School Committee agreed to. As a result, all of these employees went without a typical cost-of-living adjustment and any experience step increases due, which helped the district avoid even more job reductions than the almost 30 positions we cut for this year's budget. I deeply appreciate this sacrifice, especially given the level of compensation these colleagues receive.

While the dollars that these employees would have received this past year with a typical pay increase will never be regained, I believe the fair thing to do in the coming fiscal year is to adjust the compensation rates to the level that they would have been *next* year if a typical cost-of-living increase had been provided both this past year and for next year. This will also guard against these employees falling behind the market, as it is important that the school district is able to attract and retain qualified and talented staff members in these very important roles.

As a result, the rates shown on the enclosed proposed compensation document reflect the rates that most employees would have been at next year if they had received a typical 2.0% COLA in FY21 and another 2.0% COLA next year in FY22. This represents a 4.0% increase in hourly rates for all categories other than Extended School Care providers, which are recommended to be adjusted by 3.0% (which continues an ongoing strategy with this group to create more internal equity with other roles). Again, while all of these employees will not recover the additional pay they would have received *this year* but did not because of the compensation freeze, this proposed adjustment to the rate of pay will avoid the issue of having their compensation trailing behind where it would have been *next* year due to the sacrifice made *this* year.

I look forward to answering any questions that you have, and I respectfully ask that you support this recommendation.