



Shrewsbury Public Schools

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To: School Committee

Subj: RECOMMENDATION TO INCREASE SUBSTITUTE RATE FOR CAFÉ AIDES

Background

The Food Service Department relies upon daily cafeteria aides to cover absences for staff across all of our school buildings. It has become increasingly difficult to attract candidates for this role due to both COVID-related conditions and also a tight labor market for this type of work. We need to maintain the ability to recruit people for this role.

Current and Comparative Rates

Most of our substitutes live in Shrewsbury and a few reside in surrounding communities. With the state Minimum Wage rising on January 1, 2022 to \$14.25, we think it's important to keep up with that rate, despite the fact that the law does not apply to municipalities and school districts.

Listed below are some comparative rates.

District	Rate	Notes
Northboro/Southboro Public Schools	\$ 17.75	
MA State Minimum Wage as of 1 Jan. 2022	\$ 14.25	While the law does not apply to municipalities, the rate applies as a market comparative.
<i>Shrewsbury Public Schools [Proposed]</i>	<i>\$ 14.25</i>	Step 1 Café Aides will be at \$14.30 starting next year.
Grafton Public Schools	\$ 13.50	
Shrewsbury Public Schools [Current]	\$ 13.25	
Auburn Public Schools	\$ 13.00	

Recommendation

It is recommended that the School Committee vote to increase the cafeteria aide substitute rate to \$14.25.