



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

August 8, 2020

To: School Committee
From: Joe Sawyer
Re: Recommendation for Vote on Cost Mitigation Agreement with the Shrewsbury Education Association, Unit A

Yesterday, the Shrewsbury Education Association (SEA), Unit A membership voted to approve an agreement between the SEA and the School Committee that would defer wage increases for the first half of this fiscal year, with other stipulations as listed below. This agreement is estimated to save the School Department \$1,046,455 in costs which will almost close the remaining estimated \$1 million gap between our expected costs and our budget resources in Fiscal Year 2021.

The tentative agreement that the SEA approved is:

- Half-year Salary COLA deferral
- Half-year salary step deferral
- Half-year salary lane deferral
- Adjust the SEA Unit A work year to 183 days.
- On the 92nd day of the 2020-2021 school year, all SEA Unit A members would advance steps and lanes on the salary schedule and receive the negotiated 2.9% COLA.
- In the event that by April 30, 2021, the School District receives funding from the Commonwealth of Massachusetts through the Chapter 70 program and/or any other new federal aid stimulus program that provides unrestricted funding directly to the District with an authorized use for staff salary increases, and enacted by either the Federal Government or the State Government with a combined total of at least \$20,254,858, the salary schedules for the 2020-2021 contract shall revert to the original agreement reached during 2019 - 2022 contract negotiations as shown in Appendix A of the 2019 - 2022 contract.

This agreement is in the best interest of our school district and will help us avoid staff cuts that would compromise our educational program and teaching and learning conditions. I recommend that the School Committee vote to approve it.

Suggested motion:

That the School Committee vote to ratify an agreement with the Shrewsbury Education Association, Unit A to mitigate costs in Fiscal Year 2021 as detailed in the memorandum from the Superintendent of Schools dated August 8, 2020.