



# Shrewsbury Public Schools

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Barbara A. Malone  
Director of Human Resources

To: Shrewsbury School Committee  
Re: Shrewsbury Cafeteria Workers Agreement  
Date: March 27, 2019

The Shrewsbury Cafeteria Workers Association (SCWA) agreed to contractual changes in their collective bargaining agreement on March 13, 2019, pending ratification by both the SCWA and the Shrewsbury School Committee. The SCWA will vote to ratify the agreement on March 26, 2019.

A key consideration of the negotiation agreement was to bring all hourly rates to a minimum competitive rate that equals or surpasses the Massachusetts minimum wage rates for the upcoming years of the contract.

The agreement includes the following points:

- A three-year contract with increases of 3% for 2019-2020, 3% for 2020-2021, and 2% for 2021-2022 and step movement each of the three years.
- Step 1 shall be dropped from the scale and the current Step 2 shall become the new Step 1; the resulting Steps being Step 1, Step 2, Step 3, and the Longevity Step.
- Minor change to language regarding call in procedures.

Thank you to School Committee Chairperson Jason Palitsch and Cafeteria Director Beth Nichols for their assistance during negotiations.

Please note the new attached wage scales.

**Wage Scale: July 1, 2019 to June 30, 2020**

**3% and step movement**

**First step was eliminated and former second step is new step one**

<b><u>POSITION</u></b>	<b><u>STEP 1</u></b>	<b><u>STEP 2</u></b>	<b><u>STEP 3</u></b>	<b><u>Long</u></b>
<b>MANAGER THREE</b>	18.70	19.34	20.41	21.46
<b>MANAGER TWO</b>	17.81	18.47	19.50	20.55
<b>MANAGER ONE</b>	16.08	16.62	17.48	18.84
<b>COOK</b>	14.72	15.20	16.07	16.96
<b>UTILITY SPEC</b>	14.03	14.50	15.3	16.45
<b>AIDE</b>	13.61	14.07	14.91	15.88

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, 2020 to June 30, 2021**

**3 % and step movement**

<b><u>POSITION</u></b>	<b><u>STEP 1</u></b>	<b><u>STEP 2</u></b>	<b><u>STEP 3</u></b>	<b><u>Long</u></b>
<b>MANAGER THREE</b>	19.26	19.92	21.02	22.10
<b>MANAGER TWO</b>	18.34	19.02	20.09	21.17
<b>MANAGER ONE</b>	16.56	17.12	18.00	19.41
<b>COOK</b>	15.16	15.66	16.55	17.47
<b>UTILITY SPEC</b>	14.45	14.94	15.76	16.94
<b>AIDE</b>	14.02	14.49	15.36	16.36

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, 2021 to June 30, 2022**  
**2% and step movement**

<b><u>POSITION</u></b>	<b><u>STEP 1</u></b>	<b><u>STEP 2</u></b>	<b><u>STEP 3</u></b>	<b><u>Long</u></b>
<b>MANAGER THREE</b>	19.65	20.32	21.44	22.54
<b>MANAGER TWO</b>	18.71	19.40	20.49	21.59
<b>MANAGER ONE</b>	16.89	17.46	18.36	19.80
<b>COOK</b>	15.46	15.97	16.88	17.82
<b>UTILITY SPEC</b>	14.74	15.24	16.08	17.28
<b>AIDE</b>	14.30	14.78	15.67	16.69

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