

September 12, 2018

To: Shrewsbury School Committee  
Mr. Kevin Mizikar, Town Manager  
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 earlier in the week whether to ratify the agreement. Ms. Sandra Fryc and Mr. Jon Wensky were the School Committee representatives during this negotiation.

We were able to negotiate a three-year contract, effective with the current 2018-2019 school year and extending through the 2020-2021 school year.

Contract changes from the previous contract include:

- All paraprofessional positions, with the exception of Applied Behavior Analysis (ABA) Technicians, received a cost of living increase of 2.00% for each of the three contract years
- ABA Technician positions received a cost of living increase of 2.50%, 2.25%, and 2.00% for each of the three contract years
- Media Aides, whose jobs have become increasingly more complex, will now be paid on the same compensation scale as Tutors
- Step progression where applicable
- More detailed language addressing the development and evaluation of paraprofessional staff
- Other language addressing administrative operational needs to best serve the students under our care

The total projected compensation cost for all paraprofessionals in FY 19 is \$7,283,300, which includes the agreed upon cost of living increase and all other financially related items, and is in close proximity to our FY 19 budget plan.

I am asking the School Committee and Mr. Mizikar to vote to approve the new contract. Please see the attached signed Memorandum of Agreement for more information.

Thank you for your continued support.

*Barbara A. Malone, Director of Human Resources*