



# Shrewsbury Public Schools

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To: School Committee

Subj: RECOMMENDATION TO INCREASE FOOD SERVICE SUBSTITUTE HOURLY PAY RATE

## **Background**

As with other industries and workplace environments, our Food Service Department has had difficulty maintaining a pool of on-call substitute workers. The labor market for food service workers in both retail and institutional marketplaces has changed considerably since the onset of Covid 19 with many employers experiencing shortages. On many days, we have been unable to fill vacancies due to staff illness and this impacts the efficiency and quality of our daily meal services.

One leverage point we have is to maintain a pay rate that is attractive enough to keep a ready pool of candidates available and willing to work when we need them.

The state minimum wage [which does not apply to us as a municipality] is \$15.00 per hour.

The last time our substitute rate for food service workers was adjusted was June 2021.

As a reminder, the Food Service Department operates exclusively on the revenues they generate through serving breakfast and lunch meals and the a la carte sales.

Raising this rate will have no negative impact on the district operating budget. Further, there is sufficient funding in the Food Service Account to fund this increase.

## **Recommendation**

It is recommended that the School Committee vote to increase the food service substitute hourly pay rate from \$14.25 to \$15.50 effective April 17, 2023.