



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

June 14, 2023

To: School Committee
From: Joe Sawyer
Re: Recommendation for Fiscal Year 2024 Compensation Rate Adjustment for Non-Represented Staff

Each year, I recommend an adjustment to the hourly compensation rates for non-represented, i.e., non-union, staff. These staff include secretaries and other clerical/administrative support staff, information technology support staff, Extended School Care program staff, and any other hourly employees who are not represented by a collective bargaining unit.

It is important to illustrate recent history for context. Because of the budget crisis we faced three years ago, the recommendation for this employee class was for a total compensation freeze for Fiscal Year 2021, which the School Committee agreed to. As a result, all of these employees went without a typical cost-of-living adjustment and any experience step increases due, which helped the district avoid even more job reductions than the almost 30 positions we cut for that year's budget. Since that time, for FY22 the School Committee provided a 4.0% cost-of-living adjustment to make up for the freeze year in terms of their pay *rate*. For the current year, FY23, these employees received a 2.25% COLA and a new top step that was 2.0% higher for those eligible, for a 4.25% total for those already at the top step.

For Fiscal Year 2024 (beginning this coming July 1), I am recommending that non-represented, hourly employees be granted a 3.00% cost-of-living adjustment. This adjustment will help the school district attract and retain qualified and talented staff members in these critical roles, while remaining within the FY24 budget plan, and within a high inflation environment.

Based on the budget for the Extended School Care program, my recommendation is to increase the Childcare Provider pay rate by 2.75% and the Lead Childcare Provider rate by 2.75%.

This year, we have had great difficulty retaining crossing guards, who are paid a stipend of \$29.02 per day for both morning and afternoon crossing duties. In order to more effectively recruit and retain people to fill these roles, I am recommending a market adjustment to the stipend to \$40 per day. This can be achieved within the budget plan.

The recommended rate increases are illustrated on the enclosed compensation table.

I look forward to answering any questions that you have, and I respectfully ask that you support this recommendation.