



# Shrewsbury Public Schools

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Joseph M. Sawyer, Ed.D.  
Superintendent

June 5, 2019

To: School Committee  
From: Joe Sawyer  
Re: Non-Represented Staff Cost of Living Adjustment

Please note the following requested rate changes for non-represented staff.

The first request is part of the FY 20 school budget as approved at town meeting in May. Administration is requesting that the role of door monitor be increased to \$12.75 per hour effective July 1 to match the state minimum wage adjustment that will occur during the next fiscal year, and to allow our organization to compete for workers in the marketplace. This represents a 10.8% increase in the hourly rate; the estimated fiscal impact will be \$3,500 of which \$650 was budgeted. The additional \$2,850 can be absorbed by the overall personnel budget for FY20.

Administration is requesting a 2.0% cost of living adjustment for non-represented roles that include administrative assistants, courier, out-of-district tutors, information technology salaried and hourly support positions, and the athletic trainer. This adjustment would also apply as a minimum adjustment to salaried administration support positions (namely, Executive Assistant to the Superintendent; Transportation, Safety & Security Coordinator; and Financial Coordinator/Budget Analyst), as well as salaried administrators who are not part of the Central Office administrators or principals (namely, Director of Information Technology, Director of Extended Learning, and Assistant Director of Special Education & Pupil Personnel Services); these salaried positions may receive adjustments greater than 2.0% at the discretion of the Superintendent based on market and/or performance, within budget resources. The total cost of the 2.0% baseline increase for non-represented roles is budgeted at \$56,490. Please note that some of these roles are offset by revolving funds. The \$56,490 reflects the total impact of the 2.0% increase, regardless of funding source.

Administration is also requesting an increase of 1.5% for Extended School Care Child Provider and Lead Child Provider roles as presented at your March 13, 2019 meeting by the the Director of Extended Learning, Karen Isaacson. The total impact of the 1.5% increase is \$20,000, all funded by the revolving account for the Extended School Care program.

Cafeteria substitutes would be increased to \$12.00 per hour plus 2% (\$12.24 per hour effective August 26, 2019) and again to \$12.75 per hour, effective January 1, 2020, to match minimum wage laws, and allow our organization to compete for workers in the marketplace.

The administration will be available to answer any questions. Thank you.