



Shrewsbury Public Schools

Barbara A. Malone
Director of Human Resources

December 21, 2016

To: Shrewsbury School Committee
Mr. Dan Morgado, Town Manager
Re: Shrewsbury Education Association Negotiations

The contract negotiation with the Shrewsbury Education Association, Unit A has been concluded, and the SEA members voted to approve the changes on December 15, 2016. Ms. Sandra Fryc and Mr. John Samia were the School Committee representatives during this negotiation.

We were able to negotiate a three-year contract, effective with the current school year (FY 17, FY 18, and FY 19).

Contract changes from the previous contract include:

- Cost of living increases of 2% for each of the three contract years
- Elimination of sick leave buy back upon retirement for employees hired to commence work with the 2017-2018 school year and the introduction of a 403(b) donation, which results in cost savings for the district over time
- The ability for the elementary aged children of employees who are also Shrewsbury residents to attend the school at which their parent is employed
- Bereavement time extended for the loss of a niece or nephew
- Other changes in language of a more minor nature

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

Thank you for your continued support.