



# Shrewsbury Public Schools

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Barbara A. Malone  
Director of Human Resources

March 1, 2017

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

The contract negotiation with the Shrewsbury Education Association, Unit B has been concluded, and the Unit B members voted to approve the changes on February 15, 2017. Dr. Dale Magee and Ms. Erin Canzano were School Committee representatives on the bargaining committee.

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
- Addition of Step 10 in year 3 of the contract
- Reduction of 1 work day in year 2 of the contract (and remains at that level for year 3 of the contract)
- Elimination of sick leave buy back upon retirement for external 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. Internal employees will continue under their current Unit A plan, which could be either sick leave upon retirement, or the 403 (b) payment
- 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 minor changes

I am asking the School Committee and Mr. Morgado to vote to approve the new contract. Please see the attached wage chart.

Thank you for your continued support.