

Unit E Proposed Language Changes

Article and Section	FY20-23 Contract Language:	FY24-26 Contract Language:
Article 9, Section 1	All hourly rates will be increased by 1% on July 1, 2020. All hourly rates will be increased by 1% on July 1, 2021. All hourly rates will be increased by 1.5% on July 1, 2022.	All hourly rates will be increased by 2% on July 1, 2023. All hourly rates will be increased by 2.25% on July 1, 2024. All hourly rates will be increased by 2.25% on July 1, 2025.
Article 9, Section 2	Employees regularly scheduled to work twenty hours or more will receive the following longevity payments each year in September, at the <u>conclusion</u> of the benchmark year: After 5 Years \$325 After 10 Years \$450 After 15 Years \$575 After 20 Years \$700 (Maximum)	Employees regularly scheduled to work twenty hours or more will receive the following longevity payments each year in September, at the <u>conclusion</u> of the benchmark year: After 5 Years \$525 After 10 Years \$750 After 15 Years \$975 After 20 Years \$1,200 (Maximum)
Article 9, Section 4	The Catering Coordinator shall be recognized as a 15-hour employee and receive all the benefits thereof.	The Catering Coordinator shall be recognized as a minimum 15-hour employee and receive all the benefits thereof.
Article 9, Section 7 (New)		Section 7 – Summer Pay Unit E members employed during the summer to staff extended school-year feeding programs will receive a \$1.50 wage differential for all hours worked. This wage differential shall not apply to work performed during the regular school year.
Article 9, Section 8 (New)		Section 8 – Referral Bonus Effective July 1, 2023, Unit E members who refer a candidate to the Needham Public Schools for a vacancy in Unit E, which culminates in a successful hire (leads to that candidate being employed by the Needham Public Schools for a period of at least 90 calendar days) shall receive a \$300 referral bonus. This provision shall sunset on June 30, 2026.
Article 9, Section 9 (New)		Section 9 – Salary Schedules Effective July 1, 2023, adopt the salary schedules provided in the Appendix to this Agreement. All members hired before July 1, 2023, shall be placed on the next step to which they otherwise would have been entitled on the appropriate classification of the new

		scale. Members hired on or after July 1 will be placed at the appropriate step of the new scale, commensurate with education and experience.
Article 10, Section 1	Nutrition Service Workers are guaranteed a minimum number of 180 days of work per year. Cafeteria Managers are guaranteed a minimum of 182 days or work per year. Additional work days may be required and assigned by the Director of Nutrition Services.	Nutrition Service Workers are guaranteed a minimum number of 180 days of work per year. Cafeteria Managers are guaranteed a minimum of 182 days of work per year. Assistant Managers are guaranteed a minimum of 180 days of work. Additional work days may be required and assigned by the Director of Nutrition Services.
Article 10, Section 9	The secondary cafeteria managers shall work 7.5 hours each day, the elementary cafeteria managers shall work 6.5 hours per day, and the High Rock manager shall work 7 hours per day. If there is a breakfast program at the school, the Cafeteria Manager may be assigned an additional 0.5 hours per day.	The secondary cafeteria managers shall work 7.75 hours each day which includes paid lunch. The elementary and the High Rock cafeteria managers shall work 6.5 7.5 hours per day, and the High Rock manager shall work 7 hours per day. These hours include breakfast service and travel time at the end of the work day to transport funds and paperwork to the Nutrition Services Main Office. If there is a breakfast program at the High Rock School, the Cafeteria Manager may be assigned an additional .5 hours per day. If there is a breakfast program at the school, the Cafeteria Manager may be assigned an additional 0.5 hours per day. Requirements for additional time to meet the needs of a school or program can be resolved at the discretion of the Director of Nutrition Services.
Article 11, Section 6 (New)		Section 7 – Summer Work Unit E members employed during the school year will be given a ‘first hire’ option when filling positions for summer extended school year feeding programs. Open positions will be advertised internally before being made available to external candidates.
Article 19 New		Article 19 – Supervision & Evaluation Section 1 – The Managers shall have primary responsibility for the supervision and evaluation of the cafeteria workers assigned to their schools. The Director of Nutrition Services and/or designee shall serve as co-evaluator for all evaluations performed by the managers and shall sign the employee’s evaluation form. Section 2 – The Director of Nutrition Services and/or designee shall evaluate the managers. Section 3 – By June 30, 2024, a committee of three (3) NEA members and three (3) administrators will convene to revise and update the evaluation tool for Unit E for effectiveness and alignment with the Portrait of a

		<p>Needham Educator. Once completed, the evaluation tool will be used for FY25 and FY26. No later than January 31, 2026, the School Committee (or designees) and NEA team will meet to review the committee's work and determine the new tool's efficacy for ratification in the following contract.</p>
--	--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**Unit E
Salary Schedule July 2023
PRE-COLA**

Classification	Grade	Days Per Year *	Hours Per Year **	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Cafeteria Workers	AW 1	210.0	1155.0	16.4000	16.9000	17.4100	17.9400	18.4800	19.0400	19.6200	20.2100	N/A	N/A
Cafeteria Workers Subs	AW 2	180											
Secondary Assistant Manager	AM 1	211.0	1160.5	21.2500	21.8900	22.5500	23.2300	23.9300	24.6500	25.3900	26.1600	N/A	N/A
Elementary Manager	AM 2	211.0	1582.5	22.1200	22.7800	23.4600	24.1600	24.8800	25.6200	26.6100	27.6700	28.4000	N/A
High Rock Manager	AM 2	211.0	1507.5										
Secondary Manager	ZO 3	211.0	1635.3	24.5900	25.5600	26.5600	27.6000	28.6900	29.8100	30.9800	32.2000	33.1500	34.2900

Step increases shall occur on July 1 of each year. Any employee who has not completed his/her probationary period as of July 1, will move to the next step upon completion of the probationary period.

* Includes Holidays + Vacation Days, for Employees Scheduled to Work 20- Hours or More Per Week
 ** Includes 30 Minute Paid Break For Employees Working 5 Hours or More Per Day

PAY FREQ = WS

	Student Year	Additional Per Diem	Revised Holiday	Vac Day	Paid Days	Hours Per Day*	Paid Break	Hours Per Year
Employees @ 20+ Hours	180.0	2.0	13.0	15.0	210.0	5.00	0.5	1,155.0
Secondary Assistant Managers	180.0	3.0	13.0	15.0	211.0	5.00	0.5	1,160.5
Elementary Managers	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,582.5
High Rock Manager	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,507.5
Secondary Managers	180.0	3.0	13.0	15.0	211.0	7.25	0.5	1,635.3

* Inclusive of Paid Break

**Unit E
Salary Schedule July 2023
2.0% COLA**

Classification	Grade	Days Per Year *	Hours Per Year **	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Cafeteria Workers	AW 1	210.0	1155.0	16.7300	17.2400	17.7600	18.3000	18.8500	19.4300	20.0200	20.6200	N/A	N/A
Cafeteria Workers Subs	AW 2	180											
Secondary Assistant Manager	AM 1	211.0	1160.5	21.6800	22.3300	23.0100	23.7000	24.4100	25.1500	25.9000	26.6900	N/A	N/A
Elementary Manager	AM 2	211.0	1582.5	22.5700	23.2400	23.9300	24.6500	25.3800	26.1400	27.1500	28.2300	28.9700	N/A
High Rock Manager	AM 2	211.0	1507.5										
Secondary Manager	ZO 3	211.0	1635.3	26.0800	27.1000	28.1600	29.2700	30.4100	31.6000	32.8500	33.8200	34.9800	N/A

Step increases shall occur on July 1 of each year. Any employee who has not completed his/her probationary period as of July 1, will move to the next step upon completion of the probationary period.

* Includes Holidays + Vacation Days, for Employees Scheduled to Work 20- Hours or More Per Week
 ** Includes 30 Minute Paid Break For Employees Working 5 Hours or More Per Day

PAY FREQ = WS

	Student Year	Additional Per Diem	Revised Holiday	Vac Day	Paid Days	Hours Per Day*	Paid Break	Hours Per Year
Employees @ 20+ Hours	180.0	2.0	13.0	15.0	210.0	5.00	0.5	1,155.0
Secondary Assistant Managers	180.0	3.0	13.0	15.0	211.0	5.00	0.5	1,160.5
Elementary Managers	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,582.5
High Rock Manager	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,507.5
Secondary Managers	180.0	3.0	13.0	15.0	211.0	7.25	0.5	1,635.3

* Inclusive of Paid Break

**Unit E
Salary Schedule July 2024
2.25% COLA**

Classification	Grade	Days Per Year *	Hours Per Year **	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Cafeteria Workers	AW 1	210.0	1155.0	17.1100	17.6300	18.1600	18.7200	19.2800	19.8700	20.4800	21.0900	N/A	N/A
Cafeteria Workers Subs	AW 2	180											
Secondary Assistant Manager	AM 1	211.0	1160.5	22.1700	22.8400	23.5300	24.2400	24.9600	25.7200	26.4900	27.3000	N/A	N/A
Elementary Manager	AM 2	211.0	1582.5	23.0800	23.7700	24.4700	25.2100	25.9600	26.7300	27.7700	28.8700	29.6300	N/A
High Rock Manager	AM 2	211.0	1507.5										
Secondary Manager	ZO 3	211.0	1635.3	26.6700	27.7100	28.8000	29.9300	31.1000	32.3200	33.5900	34.5900	35.7700	N/A

Step increases shall occur on July 1 of each year. Any employee who has not completed his/her probationary period as of July 1, will move to the next step upon completion of the probationary period.

* Includes Holidays + Vacation Days, for Employees Scheduled to Work 20- Hours or More Per Week
 ** Includes 30 Minute Paid Break For Employees Working 5 Hours or More Per Day

PAY FREQ = WS

	Student Year	Additional Per Diem	Revised Holiday	Vac Day	Paid Days	Hours Per Day*	Paid Break	Hours Per Year
Employees @ 20+ Hours	180.0	2.0	13.0	15.0	210.0	5.00	0.5	1,155.0
Secondary Assistant Managers	180.0	3.0	13.0	15.0	211.0	5.00	0.5	1,160.5
Elementary Managers	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,582.5
High Rock Manager	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,507.5
Secondary Managers	180.0	3.0	13.0	15.0	211.0	7.25	0.5	1,635.3

* Inclusive of Paid Break

**Unit E
Salary Schedule July 2025
2.25% COLA**

Classification	Grade	Days Per Year *	Hours Per Year **	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Cafeteria Workers	AW 1	210.0	1155.0	17.5000	18.0300	18.5700	19.1500	19.7200	20.3200	20.9500	21.5700	N/A	N/A
Cafeteria Workers Subs	AW 2	180											
Secondary Assistant Manager	AM 1	211.0	1160.5	22.6700	23.3600	24.0600	24.7900	25.5300	26.3000	27.0900	27.9200	N/A	N/A
Elementary Manager	AM 2	211.0	1582.5	23.6000	24.3100	25.0300	25.7800	26.5500	27.3400	28.4000	29.5200	30.3000	N/A
High Rock Manager	AM 2	211.0	1507.5										
Secondary Manager	ZO 3	211.0	1635.3	27.2800	28.3400	29.4500	30.6100	31.8000	33.0500	34.3500	35.3700	36.5800	N/A

Step increases shall occur on July 1 of each year. Any employee who has not completed his/her probationary period as of July 1, will move to the next step upon completion of the probationary period.

* Includes Holidays + Vacation Days, for Employees Scheduled to Work 20- Hours or More Per Week
 ** Includes 30 Minute Paid Break For Employees Working 5 Hours or More Per Day

PAY FREQ = WS

	Student Year	Additional Per Diem	Revised Holiday	Vac Day	Paid Days	Hours Per Day*	Paid Break	Hours Per Year
Employees @ 20+ Hours	180.0	2.0	13.0	15.0	210.0	5.00	0.5	1,155.0
Secondary Assistant Managers	180.0	3.0	13.0	15.0	211.0	5.00	0.5	1,160.5
Elementary Managers	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,582.5
High Rock Manager	180.0	3.0	13.0	15.0	211.0	7.00	0.5	1,507.5
Secondary Managers	180.0	3.0	13.0	15.0	211.0	7.25	0.5	1,635.3

* Inclusive of Paid Break

Needham Education Association Negotiating Team

- DocuSigned by: Michael Hirsh 9/20/2023
- DocuSigned by: Jean Dall'A 9/20/2023
- DocuSigned by: Jeanne Doucette 9/20/2023
- DocuSigned by: Lillian Arce Buckley 9/21/2023
- DocuSigned by: Deborah Micco 9/20/2023
- DocuSigned by: Edmund Stephen Farrell 9/21/2023
- DocuSigned by: Barbara Carroll-Conway 9/20/2023
- DocuSigned by: Tonya Grace 9/20/2023
- DocuSigned by: Paula Theriault 9/20/2023

Needham School Committee Negotiation Team:

- DocuSigned by: Connie Barr 9/27/2023
- DocuSigned by: Andrea Longo Carter 9/21/2023
- DocuSigned by: Michael O'Brien 9/27/2023
- DocuSigned by: Michael O'Brien 9/20/2023
- DocuSigned by: Dr. Alexandra Montes McNeil 9/26/2023
- DocuSigned by: Anne Gulati 9/26/2023