



# Shrewsbury Public Schools

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Director of Human Resources

October 21, 2015

To: Shrewsbury School Committee  
Re: Stipend Negotiations

The recent stipend negotiation with the Shrewsbury Education Association has been concluded and the Shrewsbury Education Association voted to approve the changes on October 14, 2015. This was the first detailed stipend negotiation in a number of years and served to both create an accurate record of stipends and to make small adjustments to stipend amounts.

Key points include:

- An increase of \$10 from \$265 to \$275 for clubs at the high school level
- The addition of payment for 10 clubs that have been running at the high school for at least two years without pay. These stipends will be \$275.
- Matching amounts paid for “like” roles
- Equity within the performing arts program, which is significantly self-funded by ticket sales
- Delisting positions in the contract that are defunct

I am asking the School Committee to approve the rate changes, which are captured in detail in the attached spreadsheet.

Thank you for your support.

<b>District Wide Stipends</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Net Cost Impact</b>
ASAP Advisor (5-8) (After School Activity Program)	\$255.00	<i>new</i>	These positions were added via a letter of agreement in 2012-2013 and now added to the contract.	\$0
<b>High School Stipends</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Net Cost Impact</b>
Advanced Placement(AP) Coordinator	\$993.00	<i>new</i>	Amount matches Honor Societies, similar level of work	\$993
Anime Club	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$10
Asian Culture Club	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$10
Book Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
Chemistry Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
Chess Club	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$10

Dungeons & Dragons Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
Elementary Tutoring Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
Excelsior Art	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$10
Excelsior Writing	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$10
First Robotics	\$2,648.00	<i>new</i>	Matching Destination Imagination	\$2,648
Gay Straight Alliance	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$10
Globally Making a Difference Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
Green Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
SMAC (Students for a Medically Aware Community)	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$10
History Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275

Muslim Student Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
National Latin Honor Society	\$993.00	<i>new</i>	Established honor society, previously unpaid, starting at common rate of \$993	\$993
National Mandarin Honor Society	\$993.00	<i>new</i>	Established honor society, previously unpaid, starting at common rate of \$993	\$993
National Math Honor Society	\$993.00	<i>new</i>	Established honor society, previously unpaid, starting at common rate of \$993	\$993
National Spanish Honor Society	\$993.00	<i>new</i>	Established honor society, previously unpaid, starting at common rate of \$993	\$993
Outdoors Club (2)	\$275.00	<i>change in amount</i>	All existing clubs moving from \$265 to \$275	\$20
Physics Club	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275
Quiz Team	\$275.00	<i>new</i>	Established clubs, previously unpaid, starting at common rate of \$275	\$275

Red Cross Trainers	\$275.00	<i>new</i>	Established work, previously unpaid, at common club rate of \$275	\$275
Student Council Advisor	\$3,311.00	<i>change in amount</i>	Increased from \$993; same complexity of work as activities coordinator; matched through mutual agreement to \$3311	\$2,318
Virtual High School Coordinator	\$3,409.00	<i>new</i>	Established role, paid historically at this amount, but not in the contract previously	\$0
Yearbook Advisors (2)	\$3,311.00	<i>change in amount</i>	Delete assistants and making it two co-advisors, with the increase mostly offset by eliminating the previous roles	\$683
Ice Rink Manager	\$300.00	<i>new</i>	In PEP Grant, reduced this amount since we no longer have grant funds and only paid for years that the ice rink is operational	\$300
Bike Manager	\$500.00	<i>new</i>	In PEP Grant, significant ongoing maintenance needed. Stipend agreed at PEP grant rate	\$500
Assistant Yearbook Advisor (DELETE FROM CONTRACT)			See Yearbook advisors above	\$0

				HS Extra Duty Total
<b>Middle School Stipends</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Net Cost Impact</b>
Grade 8 Advisor --- addition of 1 advisor for total of 3	\$641.00	<i>new</i>	Same stipend that other two advisors receive. Addition due to numbers of students.	\$641
Homework Club Coordinator (Sherwood)	\$993.00	<i>new</i>	Established coordination work being done, compensated same as other coordinators	\$993
Speech and Debate Head Coach	\$1,259.00	<i>change in amount</i>	Increased due to complexity of work involved, including travel and competitions; amount determined by administration based on analysis of work	\$266
Speech and Debate Assistant Coach	\$438.00	<i>new</i>	Increased due to complexity of work involved, including travel and competitions; amount determined by administration based on analysis of work	\$438
Student Voice Advisor X 10-20	\$600.00	<i>change in amount</i>	Increased due to complexity of work involved, proposed increase from administration \$231 X 18	\$4,158

Science Olympiad Assistant (Oak)	\$641.00	<i>new</i>	Established work being done; amount based on analysis of the work and recommendation of the principal	\$641
Sherwood Extension Summer Enrichment Director	\$6,280.00	<i>new</i>	Established work being done at this rate, but was not in the contract previously.	\$0
				MS Extra Duty Total
<b>Elementary School Stipends</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Net Cost Impact</b>
Elementary Enrichment Program Director	\$8,500.00	<i>new</i>	Established work being done at this rate, but was not in the contract previously.	\$0
<b>Visual Arts Stipends (K-12)</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Net Cost Impact</b>
<i>Visual Arts Displays/Competitions (elementary)</i>	\$431.00	<i>change in amount</i>	Amount matches work, formerly the high school amount, communication within the school	\$99
<i>Visual Arts Displays/Competitions (middle)</i>	\$431.00	<i>No change</i>	Amount matches work, formerly the high school amount, communication within the school	\$0
Visual Arts Displays/Competitions (high)	\$515.00	<i>change in amount</i>	Increased due to complexity of high school, communication within the school	\$84

Visual Arts Exhibitor Coordinator	\$993.00	<i>new</i>	District wide role, communication and coordination with the community	\$993
				Visual Arts Total
<b>Performing Arts Stipends (K-12)</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Net Cost Impact</b>
District Wide				
Piano Technician	\$2,096.00	<i>new</i>	5-6 pianos need tuning each year with 15-20 total tunings per year, much more cost effective than separate payment for each tuning (\$25/hr X 20= \$1,000)	-\$7,904
Elementary School				
Elementary Accompanist	\$210/concert	<i>change in amount</i>	Decreased based on complexity of music; previously \$330 per concert. Savings = \$120 X min 6 concerts	-\$720
Coolidge Chorus	\$422.00	<i>change in amount</i>	One stipend for all concerts (\$332 per concert) min 2 X \$90	-\$180
Floral Chorus (2)	\$550.00	<i>change in amount</i>	One stipend for each individual per year	-\$360
Paton Chorus	\$422.00	<i>change in amount</i>	One stipend for all concerts	-\$180
Spring Chorus	\$422.00	<i>change in amount</i>	One stipend for all concerts	-\$180



Sherwood Middle School				
Musical - Director	\$1,179.00	<i>change in amount</i>	Increased due to increasing complexity of the job- self funded	\$186
Musical - Music Director	\$1,179.00	<i>change in amount</i>	Increased due to increasing complexity of the job- self funded	\$186
Musical - Technical Director/Set Design + Construction	\$1,179.00	<i>new</i>	Added to encompass work done-self funded	\$1,179
Musical - Choreographer	\$590.00	<i>new</i>	50% of director-self funded	\$590
Musical - Costume Design	\$421.00	<i>new</i>	Self funded	\$421
Musical - Production Manager	\$421.00	<i>new</i>	Self funded	\$421
Oak Middle School				
Accompanist	\$245/concert	<i>change</i>	Used to be \$331 per concert. \$86 X min 2= \$172	-\$172
Band-Jazz	\$1,380.00	<i>change</i>	Increase, numbers of students, complexity	\$795
Band-Select	\$1,563.00	<i>change</i>	Equity	\$1,423
Band 7	\$842.00	<i>change</i>	Equity	\$308
Band 8	\$842.00	<i>change</i>	Equity	\$144
Chorus-Select	\$1,563.00	<i>change</i>	Equity	\$393
Chorus-7	\$772.00	<i>change</i>	Equity	-\$296

Chorus-8	\$772.00	<i>change</i>	Equity	-\$296
Orchestra 7	\$772.00	<i>change</i>	Equity	\$238
Orchestra 8	\$772.00	<i>change</i>	Equity	\$238
Drama-Director	\$1,965.00	<i>change</i>	Complexity- self funded	\$407
Drama-Technical Director/Set Design and Instruction	\$1,965.00	<i>new</i>	Equity-self funded	\$1,965
Drama-Costume Design	\$562.00	<i>new</i>	Equity-self funded	\$562
Drama-Production Manager	\$562.00	<i>new</i>	Equity-self funded	\$562
Musical-Director	\$2,359.00	<i>change</i>	Complexity- self funded	\$796
Musical-Music Director	\$2,359.00	<i>change</i>	Complexity- self funded	\$796
Musical-Technical Director/Set Design and Construction	\$2,359.00	<i>new</i>	Used to be paid, but not in contract and increased to match for equity	\$801
Musical-Choreographer	\$1,180.00	<i>new</i>	Equity-self funded	\$1,180
Musical-Costume Design	\$562.00	<i>new</i>	Equity-self funded	\$562
Musical-Production Manager	\$562.00	<i>new</i>	Equity-self funded	\$562
Musical-Pit Musician	\$500.00	<i>new</i>	Has previously been paid, self funded, but never in the contract X4	\$0
High School				

Accompanist	\$325/concert	<i>change</i>	Complexity of music 5 X \$25	\$125
Competive Play-Director	\$3,145.00	<i>change</i>	Increase due to complexity self funded	\$867
Competive Play-Set Design/Construction	\$1,953.00	<i>new</i>	Complexity-self funded	\$1,953
Competive Play-Costume Design	\$395.00	<i>new</i>	Used to be called "trip manager". Paid but not in contract in past	\$395
Competive Play-Production Manager	\$395.00	<i>new</i>	Self funded	\$395
Fall Play-Director	\$2,634.00	<i>change</i>	Complexity-self funded	\$356
Fall Play- Costume Design	\$579.00	<i>new</i>	Complexity-self funded	\$579
Fall Play-Production Manager	\$395.00	<i>new</i>	Complexity-self funded	\$395
Musical-Director	\$3,931.00	<i>change</i>	Slight increase for equity	\$25
Musical-Lighting Design	\$859.00	<i>change</i>	Slight increase for equity	\$17
Musical-Production Manager	\$579.00	<i>change</i>	Slight increase for equity	\$17
Musical-Assistant Technical Director	\$579.00	<i>change</i>	Slight increase for equity	\$17

Musical-Pit Musician	\$600.00	<i>new</i>	Has previously been paid, but not in contract, self funded	0
SILP: Director, Coordinator, Technical Assistant, Grade 4 Orchestra		<i>TBD</i>	will not appear in contract	0
				Performing Arts Total
<b>Athletic Stipend</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Maximum Cost Impact</b>
Add Football assistant coach to make 2 for freshmen football	No rate changes	<i>new</i>	Structure will be 1 football head coach, 2 varsity coaches, 2 jv coaches, and 2 freshmen coaches	\$5,112
Add Boys Assistant Soccer Coach	No rate changes	<i>new</i>	Based on numbers of students, less students to be cut	\$3,697
Add Girls Assistant Soccer Coach	No rate changes	<i>new</i>	Based on numbers of students, less students to be cut	\$3,697
Add Field Hockey Assistant Coach	No rate changes	<i>new</i>	Based on numbers of students, less students to be cut	\$3,697
Add Boys Crew Assistant Coach (Fall & Spring)	No rate changes	<i>new</i>	Based on numbers of students and safety	\$3,697

Add Girls Crew Assistant Coach(Fall & Spring)	No rate changes	<i>new</i>	Based on numbers of students and safety	\$3,697
Boys Cross Country Assistant Coach	No rate changes	<i>new</i>	Based on numbers of students and safety	\$3,697
Girls Cross Country Assistant Coach	No rate changes	<i>new</i>	Based on numbers of students and safety	\$3,697
Boys & Girls Skiing Assistant Coach	No rate changes	<i>new</i>	Accident prevention, safety	\$3,527
Girls Indoor Track Assistant Coach	No rate changes	<i>new</i>	Gender equity with boys indoor track	\$3,697
Boys Lacrosse Assistant Coach	No rate changes	<i>new</i>	Based on numbers of students and safety	\$3,697
Girls Lacrosse Assistant Coach	No rate changes	<i>new</i>	Based on numbers of students and safety	\$3,697
Deleting Boys Wrestling Head and Assistant Coach		<i>delete</i>	Sport no longer runs	0
				Athletic Stipend Total (MAX step)
				Athletic Stipend Total (MIN step)
<b>Intrmurals (Appendix B)</b>	<b>Amount</b>	<b>Status</b>	<b>Rationale</b>	<b>Rationale</b>
Ski Club (middle/high)	\$18.90/hour *	<i>new</i>	Already established and paid, just not previously in contract	TBD