

## Memorandum of Agreement

This Memorandum of Agreement sets forth the terms of a tentative agreement reached between representatives of the Wayland School Committee ("Committee") and the Wayland Food Service Association ("Association"), for a successor contract to be effective July 1, 2023 through June 30, 2026. This Memorandum of Agreement is subject to ratification by the full membership of the Committee and the Association. Except as set forth herein, the terms of the 2020-2023 contract shall be carried over into the successor contract.

### Paragraph 10: Uniform Allowance

Current language:

- D. Full time employees (30 hours or more per week) will receive (5) work shirts, three (3) aprons, and one (1) visor annually (funded by program), and part time employees (less than 30 hours per week) will receive the same every other year.

Proposed language:

- D. ~~Full time e~~Employees ~~(30 hours or more per week)~~ will receive (5) work shirts, three (3) aprons, and one (1) visor annually (funded by program)., ~~and part time employees (less than 30 hours per week) will receive the same every other year.~~

### Paragraph 13. Other Compensation - Extra Money

Current language:

- A. Any member of the Wayland Food Service Association who supervises a kitchen beyond the required program is to be compensated at a rate of time and one-half of a member's hourly wage or \$23.00 per hour, whichever is greater. A minimum of three (3) hours is required. The employee must be Servsafe certified.

Proposed language:

- A. Any member of the Wayland Food Service Association who supervises a kitchen beyond the required program is to be compensated at a rate of time and one-half of a member's hourly wage ~~or \$23.00 per hour, whichever is greater.~~ A minimum of three (3) hours is required. The employee must be Servsafe certified.

**Paragraph 15 D Basic Hourly Wages**

Due to hiring challenges, we are requesting to eliminate all Step 1 values. The updated steps would be:

- Step 1: Year 1 -5
- Step 2: Year 6-10
- Step 3: Year 11 - 16
- Step 4: Year 17 and subsequent years

Increase hourly rate of Substitute workers to match the new step value.

Basic Hourly Wage Schedule (Includes market adjustment of 0.50 per hour across all positions and annual COLA adjustments of 3%/3%/3%):

2023-07-01 to 2026-06-30 Proposed Agreement				
Title of Position	Market Adjustment	2023-2024	2024-2025	2025-2026
	\$0.50	3.00%	3.00%	3.00%
Substitutes	17.81	18.34	18.89	19.46
Food Service Worker - Elementary and Middle Schools				
Step 1 (1st to 5th Year)	17.81	18.34	18.89	19.46
Step 2 (6th to 10th Year)	18.16	18.70	19.27	19.84
Step 3 (11th to 16th Year)	19.15	19.72	20.32	20.93
Step 4 (17th and subsequent years)	20.09	20.69	21.31	21.95
Food Service Worker - High School				
Step 1 (1st to 5th Year)	18.11	18.65	19.21	19.79
Step 2 (6th to 10th Year)	18.46	19.01	19.58	20.17

Step 3 (11th to 16th Year)	19.48	20.06	20.67	21.29
Step 4 (17th and subsequent years)	20.44	21.05	21.68	22.34
Elementary Kitchen Manager				
Step 1 (1st to 5th Year)	20.74	21.36	22.00	22.66
Step 2 (6th to 10th Year)	21.88	22.54	23.21	23.91
Step 3 (11th to 16th Year)	22.88	23.57	24.27	25.00
Step 4 (17th and subsequent years)	24.00	24.72	25.46	26.23
High School Kitchen Manager				
Step 1 (1st to 5th Year)	27.52	28.35	29.20	30.07
Step 2 (6th to 10th Year)	28.83	29.69	30.59	31.50
Step 3 (11th to 16th Year)	29.83	30.72	31.65	32.60
Step 4 (17th and subsequent years)	31.29	32.23	33.20	34.19
Middle School Kitchen Manager				
Step 1 (1st to 5th Year)	24.13	24.85	25.60	26.37
Step 2 (6th to 10th Year)	25.35	26.11	26.89	27.70
Step 3 (11th to 16th Year)	26.35	27.14	27.95	28.79
Step 4 (17th and subsequent years)	27.65	28.48	29.33	30.21

Agreed, this 21 day of June, 2023.

For the Committee:

*Erin Gibbons, Chair*

For the Association:

*Tonia Keans*