

**PROPOSED CHANGES TO THE AGREEMENT BETWEEN THE
PEMBROKE SCHOOL COMMITTEE
AND THE
PEMBROKE TEACHERS ASSOCIATION, UNIT E**

**PSC Responses
October 27, 2025**

The Pembroke Teachers Association proposes that the Unit E Collective Bargaining Agreements (CBAs) between the Pembroke Teachers Association (Association) and the Pembroke School Committee (Committee), currently in effect from July 1, 2024 through June 30, 2025, remain unchanged except detailed below. All changes are effective July 1, 2025.

[In modified text, deletions are denoted by ~~strikethrough~~ and additions are denoted by **bold underline**.]

PTA #1) (E7) amend Article IV ~~General Provisions~~ / Work Day and Work Year as follows:

- A. All ~~cafeteria workers~~ **Members** are directly responsible to the School Administration or designee.
- B. The work year for ~~cafeteria workers~~ **Members** shall be 180 days plus two (2) in-service days.
 - 1. The district shall inform ~~cafeteria workers~~ **Members** when the two (2) in-service days will be scheduled prior to the end of the preceding school year.
 - 2. Members shall be paid for each of the two (2) in-service days.
- C. **Members shall have the right to claim additional training hours on a timesheet if they are participating in regulatory and/or district-mandated training(s) outside of normal work hours, with prior approval from the Superintendent or their designee. Demonstrably required hours shall not be unreasonably denied.**

PSC Response 10/27 -Agree

- D. Cafeteria workers are responsible for all duties connected with their employment in and around the cafeteria and kitchen, or in any other area so designated by the school administration.
- E. Every effort will be made to give ~~cafeteria employees~~ **Members** 48-hours notice prior to a function being held. In the event of less than 48-hours notice, it is understood that quality of food may suffer, and variety may be limited.
- F. A full-time ~~employee~~ **Member** is one whose normal work week consists of six (6) hours a day or more five (5) days per week or its equivalent.
 - 1. Any ~~employee~~ **Member** called back after the end of the shift will be paid three-hour minimum regardless of the number of hours actually worked.

2. Any employee **Member** called in earlier, whose shift is extended without a break will be paid actual time worked, **including for the missed break time.**
3. Any employee **Member** scheduled to work five (5) or more hours in a day shall receive ~~one~~ **a** thirty (30) minute paid break during ~~the~~ **that** work day.
4. Any employee **Member** scheduled to work between three (3) to five (5) hours in a day shall receive ~~one~~ **a** fifteen (15) **minute** paid break during ~~the~~ **that** work day.
5. Any employee **Member** scheduled to work fewer than three (3) hours in a day ~~may~~ **shall** receive ~~one~~ **a** fifteen (15) minute paid break during ~~the~~ **that** work day **if time allows.**

6. If a break time is missed due to work demands, Kitchen Managers shall record the missed break time as additional time on the weekly payroll for submission to the Director of Food Services.

PSC Response 10/27:REJECT

7. When school is canceled after the student school day begins, a full day's pay will be granted.
8. When school is canceled due to ~~snow~~ **inclement weather**, any ~~bargaining unit~~ **Member** who had reported to work before school was canceled will be paid for three (3) hours of work.
9. When the Head Cook is absent for any reason, a helper will be assigned the duties and responsibilities of the Head Cook. The helper will be compensated for the assignment by receiving the Head Cook's hourly rate of pay for each hour worked as head cook but at the helper's current step on the wage scale. If the helper is assigned the duties and responsibilities of the Head Cook for five **(5)** or more consecutive work days, the helper shall also receive the monthly Head Cook stipend on a pro-rata basis.
10. Cafeteria workers are not responsible for taking deposits to the bank.
11. When additional work hours are available, they shall be offered and distributed on an equitable voluntary basis to all qualified members of the bargaining unit. No member of the Unit E bargaining unit shall be responsible for determining the distribution of available work hours or communicating the assignment of such hours. **In order to ensure fairness, distribution of these hours shall be determined based on seniority, regardless of a Member's permanent kitchen placements.**
 - a. **Maintaining Unit E staffing shall be a priority to ensure continuity and efficiency in kitchen operations. If hours cannot be covered by any Unit E Member a substitute worker shall be assigned, whenever possible, to complete the duties of the absent personnel. Substitutes should be considered only after all Unit E members have been exhausted as potential replacements. For scheduled absences, i.e. entered in Frontline more than 72 hours in advance additional hours will be given to Unit E staff before a substitute.**

~~4. Movement from one step to another is not automatic but based upon the recommendation of the School Administration and/or the Superintendent of Schools.~~

PSC Response 10/27: Updated above

PTA #3) (CDE5) move the following from **VII Sick Leave** to a new Article **“Perfect Attendance Bonus”** and amend as follows:

~~Attendance Bonus. Employees who are not absent except for jury duty and/or bereavement leave for the first 60 school days will receive a \$100.00 bonus in the pay period next following the 60th school day. Employees who are not absent except for jury duty and/or bereavement leave from the 61st school day through the 120th school day will receive a \$100.00 bonus in the pay period next following the 120th school day. Employees who are not absent except for jury duty and/or bereavement leave from the 121st school day through the end of the work year will receive a \$100.00 bonus in the last pay check of the school year. The maximum award under this provision in any school year shall be \$300.00 per employee.~~

- A. Perfect Attendance shall be defined as no absences other than for vacation, jury duty, and contractual bereavement leave in each of the periods set forth below.**
- B. One personal day per time period defined in Section D shall not count as an absence for the purposes of determining perfect attendance.**
- C. Absence for additional personal day(s) shall count against perfect attendance in the three (3) month period where such day(s) are used.**
- D. Members shall receive a bonus of two hundred and fifty dollars (\$250.00) for perfect attendance during the periods of:**
- 1. September 1 - November 30**
 - 2. December 1 - Last Day of March**
 - 3. April 1 - Last Contractual Work Day**
- E. The maximum amount which may be awarded to any Member in any fiscal year is seven hundred and fifty dollars (\$750.00).**

PTA 9/29/25: Maintain, bonus should be consistent for all ESP units

PSC Response 10/27: Agree - part of overall financial package

PTA #5) (E3) amend **Article XIII Longevity** as follows:

- ~~A. Permanent cafeteria employees shall be paid for longevity after ten years of consecutive service at the beginning of the ensuing school year~~
- ~~A. Permanent cafeteria employees shall be paid \$800.00 for longevity after years of consecutive service at the beginning of the ensuing school year~~

Members shall receive the following compensation for their service:

<u>Years of Completed Service</u>	<u>Longevity Payment</u>
<u>1 through 5 years</u>	<u>5 x per diem rate + \$450.00</u>
<u>6 years</u>	<u>6 x per diem rate + \$450.00</u>
<u>7 years</u>	<u>7 x per diem rate + \$450.00</u>
<u>8 years</u>	<u>8 x per diem rate + \$450.00</u>
<u>9 years</u>	<u>9 x per diem rate + \$450.00</u>
<u>10 years</u>	<u>10 x per diem rate + \$550.00</u>
<u>11 years</u>	<u>11 x per diem rate + \$550.00</u>
<u>12 years</u>	<u>12 x per diem rate + \$550.00</u>
<u>13 years</u>	<u>13 x per diem rate + \$550.00</u>
<u>14 years</u>	<u>14 x per diem rate + \$550.00</u>
<u>15-19 years</u>	<u>15 x per diem rate + \$600.00</u>
<u>20 years +</u>	<u>20 x per diem rate + \$650.00</u>

<u>Years of Completed Service</u>	<u>Longevity Payment</u>
<u>7</u>	<u>\$1,300</u>
<u>10</u>	<u>\$1,550</u>
<u>14</u>	<u>\$1,800</u>
<u>19</u>	<u>\$2,050</u>
<u>24</u>	<u>\$2,300</u>
<u>29</u>	<u>\$2,550</u>

B. Years of consecutive service shall include years employed in the Silver Lake Regional School District.

~~C. Longevity payments shall be made in a separate deposit no later than June 30 of the year in which they have been earned.~~

PTA 9/29/25: Holding

PSC Response 10/27: Updated Above -inclusion of same grid as Unit D members for longevity

PTA #7) (E1&E2) amend Article XXIII Wage Scale as follows:

Improvements to the Wage Scale

- 10% increase each year (total 30% increase over three years) for Food Service Staff
- Adjustment of Food Service Manager hourly rate to reflect a 20% supplement over the hourly rate for Food Service Staff
- Permanent full-time and part-time Members shall receive three hundred dollars (\$300.00) annually as an allowance for work clothing and work shoes to be paid upon submission of receipts.

~~Counter: paid upon submission of receipts~~

PTA 7/8/25: Agree, updated as above

PSC Response 10/27: TA

Increase Head Cook stipend from \$172.80 to ~~\$500~~ \$350

2024-2025 Wage Scale			Proposed 2025-2026 (10% increase)		Proposed 2026-2027 (10% increase)		Proposed 2027-2028 (10% increase)	
Step	Food Service Staff	Manager	Food Service Worker	Manager	Food Service Worker	Manager	Food Service Worker	Manager
1	\$18.98	\$20.86	\$20.88	\$22.95	\$22.97	\$25.24	\$25.26	\$27.76
2	\$19.69	\$21.98	\$21.66	\$24.18	\$23.82	\$26.60	\$26.21	\$29.26
3	\$20.68	\$22.92	\$22.75	\$25.21	\$25.02	\$27.73	\$27.53	\$30.51
4	\$21.81	\$25.14	\$23.99	\$27.65	\$26.39	\$30.42	\$29.03	\$33.46

2024-2025 Wage Scale			Proposed 2025-2026 (\$0.75/ hour)		Proposed 2026-2027 (\$0.50/hour)		Proposed 2027-2028 (\$0.50/ hour)	
Step	Food Service Staff	Manager	Food Service Worker	Manager	Food Service Worker	Manager	Food Service Worker	Manager
1	\$18.98	\$20.86	\$19.73	\$21.61	\$20.23	\$22.11	\$20.73	\$22.61
2	\$19.69	\$21.98	\$20.44	\$22.73	\$20.94	\$23.23	\$21.44	\$23.73
3	\$20.68	\$22.92	\$21.43	\$23.67	\$21.93	\$24.17	\$22.43	\$24.67
4	\$21.81	\$25.14	\$22.56	\$25.89	\$23.06	\$26.39	\$23.56	\$26.89

PTA 9/29/25: Holding

PSC Response 10/27: See above

PTA #7) (E6) amend **Article XXIII Wage Scale Section B** as follows:

Certifications

1. Bargaining Unit Members who are Food Service Managers and who are required by their positions to hold ServSafe certification shall receive a five hundred-dollar (\$500.00) annual bonus for each of the five (5) years of certification validity.
2. Bargaining Unit Members with ServSafe certification that are not required to hold ServSafe certification shall receive a two-hundred-fifty- dollar (\$250.00) annual bonus for each of the five (5) years of certification validity. This bonus shall be paid in the first paycheck in April.
3. Bargaining Unit Members who are Food Service Managers and who are required by their position to hold ServSafe certification, the District shall pay in advance for the cost of ServSafe testing.
4. Bargaining Unit Members who are not required by their position to hold ServSafe certification may opt to take the test at their own expense with no possibility of reimbursement by the District unless they are promoted to Food Service Manager or ServSafe certification becomes a requirement of their position, in which case they shall then be reimbursed for the cost of their most recent test upon submission of the receipt for the course/test.
5. **The District shall provide working conditions that allow all Food Service Managers to maintain the food service federal, state, and local regulations currently in effect.**
6. **Members who are Food Service Managers are required by virtue of their position and by state regulations to hold CPR certification.**
 - a. **The District shall pay in advance for the cost of CPR training and testing.**
 - b. **The District shall provide either time in the normal work day or additional hourly compensation for time outside the normal work day for Food Service Managers to receive CPR training and submit to CPR Certification testing.**

PSC Response 10/27: Food Service Managers will be included in any CPR offerings that happen on site. If they are unable to attend those that are offered in house they can submit for the training through the same platform as professional development and the district will pay the registration/testing fees.

Withdrawn Proposals

PTA #2) (E8) amend **Article VI Personal Days** to align with common proposal on personal days

PTA #4) (E4) amend **Article XII Service Bonus** as follows:

Employees who have completed 25 or more years of service in the district shall be provided five additional vacation days, to be scheduled on days when students are not in session.

PTA 9/29/25: withdrawn

PTA #6) (E5) amend **Article XV Section A** as follows:

[addressed in common proposals]

PTA #8) (CDE6) add the following to **Article XXIII Wage Scale**:

If Members notify the district by June 30 that they will retire after two (2) more school years, they shall receive a lump sum payment of \$2,000. If Members notify the district by June 30 that they will retire after one (1) more school year they shall receive a lump sum payment of \$1,000.

PTA 9/29: Withdrawn

PTA #9) (CDE4) amend to common proposal for all units **PTA X16**