



**To:** Members, Board of Education  
Dr. Ushma Shah, Superintendent

**From:** Cathie Pezanoski, Co-Interim Senior HR Director  
Dr. Tim Kilrea, Co-Interim Senior HR Director

**Date:** August 16, 2022

**Re:** SY 23 Lunchroom Worker Hourly Compensation

On July 20, 2020 the Board of Education approved a gradual increase in pay for lunchroom managers. The pay for lunchroom managers was approved for SY 22 to be \$18.91 per hour and for SY 23 \$19.31 per hour. On July 21, 2021 the Board of Education approved for lunchroom workers to be paid \$15 per hour while playground supervisors were being paid \$18 per hour. This difference in pay made it very difficult to hire lunchroom workers during SY 22 when they could make more money supervising the lunchroom and recess versus serving students their National School Lunch Program lunch on a daily basis.

Hallway monitors, playground managers, lunchroom managers and lunchroom workers are not affiliated with any union/labor group. All these positions are either making \$18.00 per hour or more except for lunchroom workers. The HR Co-Interim Senior Directors recommend to the Board of Education to increase the lunchroom worker pay to \$18 per hour. This makes the positions of lunchroom worker, playground supervisor and hallway monitor at the same pay level to make them all more marketable to fill in a timely manner.

The number of lunchroom workers this would impact is thirty-eight. The cost of hiring 38 lunchroom workers at \$15.00 hour for three hours per day is \$297,540. The cost of hiring 38 lunchroom workers at \$18.00 per hour for three hours per day is \$357,048. This is a difference of \$59,508.