TO: Boston School Committee  
FROM: Jeremiah Hasson, Director, OLR  
        Deborah Ventricelli, MHA, RD, LDN,  
        Dep. Director, Food and Nutrition Services  
DATE: November 16, 2022  
RE: Request to Approve Tentative Agreement between the School Committee and  
   AFSCME Cafeteria Workers

The bargaining team designated to negotiate a successor collective bargaining agreement  
between the Boston School Committee and the American Federation of State, County, and  
Municipal Employees, Council 93, Local 230 recommends and requests that the Committee  
vote in favor the parties’ tentatively agreed upon Memorandum of Agreement (“MOA”),  
which is attached along with a cost out of the agreement. Below, please see the highlights of  
the MOA.

**Highlights**

**Duration:** July 1, 2020 – June 30, 2023

**Wage Increases:**
- FY21: 2%
- FY22: 2.5%, plus a one-time lump sum payment of $1,000
- FY23: 2.5%
- Increase in the stipend for obtaining and maintaining a Food Safety for Managers  
  Certification from $100 to $300 per year.

**Reforms:**
- Revised the religious holiday language to be more equitable and inclusive
- Increased the district’s flexibility regarding hiring, training, and certifying seven-hour  
  employees
- Codified the district’s right to expand the work year to 12 months for certain employees  
  of the FNS Distribution Center