

**Franklin Public Schools
Franklin, Massachusetts 02038**

Action Required

Subject: Hourly Employees Pay

Date: April 14, 2020

Dept: School Committee

Reason: Required Vote

Enclosure: yes

Recommendation:

- A. Continued payment for hourly employees
I recommend approval of continued payment for hourly employees as detailed.

Action Requested of the School Committee:

Majority vote of the School Committee is required.

<u>Vote Tabulator</u>	
A Bergen:	Y / N T Keenan: Y / N
J D'Angelo:	Y / N M J Scofield: Y / N
J Pond-Pfeffer:	Y / N D Spencer: Y / N
E Stokes:	Y / N Action: _____



Franklin Public Schools

*Office of the Superintendent
355 East Central Street; Suite 3
Franklin, Massachusetts 02038
Phone: 508-553-4819*

To: Franklin School Committee
From: Sara Ahern, Superintendent of Schools
Date: April 2, 2020
Re: Continued Payment to Hourly Employees During School Closure

As you are aware, Governor Baker initially closed Massachusetts schools for a three week period of time to April 6, 2020. During that initial closure, Franklin Public Schools hourly employees were compensated for all customary hourly wages.

During the initial days of the closure, we migrated to a work-from-home environment for our faculty and staff. To the extent possible, our workers are maintaining expected job requirements in a remote setting. We also have some hourly employees working in creative ways during this time to support students. For example, cafeteria staff are providing grab-and-go breakfast and lunch options. Our van drivers are assisting with delivery of lunches and other items to homes. Educational Support Professionals are part of the district's Remote Learning Plan with students. Additionally, hourly staff are participating in staff meetings as well as planning for and will be experiencing professional development.

On March 25, 2020, Governor Baker extended closure to Monday, May 4, 2020. At this point in time, I am recommending that the School Committee vote to continue to pay all customary hourly wages to the following categories of hourly employees:

- Van drivers
- Cafeteria workers
- Secretaries
- Educational Support Professionals
- Solutions Extended Day personnel
- Non-union hourly personnel

This recommendation is consistent with guidance from the Department of Elementary and Secondary Education. Commissioner Riley is recommending that districts continue hourly pay particularly in light of the need to keep workers employed and ready to serve children for when the closure is lifted.

The wages described have been budgeted for in the FY20 operating budget. The exceptions are Solutions and cafeteria staff who are paid out of revolving accounts. These revolving accounts, at this time, can cover the wages during this part of the closure.

“Destiny is not a matter of chance, it is a matter of choice”
Equal Opportunity Employer