

PTA Proposal E6

Certifications

Presented by Pembroke Teachers Association on Thursday, March 6, 2025

The Pembroke Teachers Association proposes the following changes to Unit E Article XXIII Wage Scale, Section B for the 2025-2028 contract year:

ARTICLE ~~XXIII~~ 23: WAGE SCALE COMPENSATION

B. 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 regulations currently in effect, and which can be found at this link:**
<https://www.boston.gov/departments/inspectional-services/food-manager-certification-program#food-service-regulations>
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.**