

Exhibit D

| Natick Public Schools | | | | |
|-------------------------------|--------------------|----------|---------------|-----------------|
| Employee | Kitchen Mgr/Worker | School | Contract Step | Scheduled hours |
| DESJARDIN, ARLENE | Worker | Ben Hem | E8-15 | 4.25 |
| PARKHURST, MICHELLE (Manager) | Manger | Ben Hem | E3-6 | 7.50 |
| Golden, Margaret | Worker | BenHem | E8-2 | 4.50 |
| DEDOMING, TONI | Worker | Brown | E8-10 | 4.00 |
| DUNN, PATRICIA | Worker | Brown | E8-15 | 4.00 |
| MURRAY, DONNA | Worker | Johnson | E8-6 | 4.00 |
| SCOCOZZA, ANGELINA | Worker | Kenendy | E8-3 | 6.50 |
| BAILEY, NICOLE (Manager) | Manager | Kennedy | E5-15 | 7.50 |
| CRONE, ROBYN | Worker | Kennedy | E8-5 | 4.00 |
| THAMILI, ANGELA | Worker | Kennedy | E8-6 | 3.00 |
| YEE KWOK, DORIS | Worker | Kennedy | E8-6 | 5 |
| HARROW, CHARLENE (Manager) | Manager | Lilja | E8-15 | 4.00 |
| Harless, Judy | Worker | Lilja | E8-3 | 4 |
| COLLINS, JODI (Manager) | Manager | Memorial | E3-5 | 7.50 |
| Soukasian, Harry | Worker | Memorial | E8-3 | |
| FEBUS, VIRGINIA | Worker | NHS | E3-10 | 6.50 |
| JENCUNAS, ANN (Manager) | Manager | NHS | E6-15 | 8.00 |
| AGOSTINELLI, HYEYOON | Worker | NHS | E8-3 | 6.50 |
| BURNHAM, ROBYN | Worker | NHS | E8-3 | 5.25 |
| ENDICOTT, LISA | Worker | NHS | E4-3 | 6.50 |
| Rosario, Cynthia | Worker | NHS | E8-6 | 6.5 |
| Nunez, Nelfa | Worker | NHS | E8-3 | 6.5 |
| Anzick, Ray | Worker | NHS | E8-3 | 4 |
| TINGLEY, SALLY | Worker | Sub | E8-2 | 4.50 |
| WONG, BETTY | Worker | Sub | E8-6 | 5 |
| Dratch, Pam | Worker | Sub | E8-2 | 0.00 |
| BIGELOW, KATHERINE | Worker | Wilson | E8-3 | 5.00 |
| FAIR, KRISTINE (Manager) | Manager | Wilson | E5-10 | 7.50 |
| FRITZ, LINDA | Worker | Wilson | E4-3 | 6.00 |
| HERTZBERG, MARTHA | Worker | Wilson | E8-6 | 4.00 |
| KEEFE, ELIZABETH | Worker | Wilson | E8-4 | 3.75 |
| Pascucci-Delisle, Catherine | Worker | Wilson | E8-2 | 3.75 |

The Johnson School is closing in June of 2024, these staff can be assigned to another school next year.

| FSA Staff Work Year | |
|----------------------------------|-----|
| Days for Kitchen Managers | 185 |
| Days of work for union employees | 182 |
| Days - Summer Program (optional) | 20 |

FY24
Staff, Step & Linc,
& #s, See next
page for FY25 Rates

Natick Public Schools

FY25

| Step | Elementary Manager | Satellite Cook/Senior FSW | Middle School Manager | High School Manager | Junior FSW |
|----------|--------------------|---------------------------|-----------------------|---------------------|------------|
| Category | E3 | E4 | E5 | E6 | E8 |
| 1 | \$23.50 | \$22.62 | \$24.31 | \$24.77 | \$19.63 |
| 2 | \$24.33 | \$23.43 | \$25.17 | \$25.66 | \$20.33 |
| 3 | \$25.20 | \$24.25 | \$26.06 | \$26.56 | \$21.05 |
| 4 | \$26.08 | \$25.10 | \$27.00 | \$27.50 | \$21.80 |
| 5 | \$27.01 | \$26.21 | \$17.54 | \$28.48 | \$22.45 |
| 6 | \$27.97 | \$26.92 | \$28.93 | \$29.48 | \$23.13 |
| 7 | \$27.97 | \$26.92 | \$28.93 | \$29.48 | \$23.13 |
| 8 | \$27.97 | \$26.92 | \$28.93 | \$29.48 | \$23.13 |
| 9 | \$27.97 | \$26.92 | \$28.93 | \$29.48 | \$23.13 |
| 10 | \$28.81 | \$27.73 | \$29.80 | \$30.37 | \$23.81 |
| 11 | \$28.81 | \$27.73 | \$29.80 | \$30.37 | \$23.81 |
| 12 | \$28.81 | \$27.73 | \$29.80 | \$30.37 | \$23.81 |
| 13 | \$28.81 | \$27.73 | \$29.80 | \$30.37 | \$23.81 |
| 14 | \$28.81 | \$27.73 | \$29.80 | \$30.37 | \$23.81 |
| 15 | \$29.67 | \$28.56 | \$30.69 | \$31.27 | \$24.53 |
| 16 | \$29.67 | \$28.56 | \$30.69 | \$31.27 | \$24.53 |
| 17 | \$29.67 | \$28.56 | \$30.69 | \$31.27 | \$24.53 |
| 18 | \$29.67 | \$28.56 | \$30.69 | \$31.27 | \$24.53 |
| 19 | \$29.67 | \$28.56 | \$30.69 | \$31.27 | \$24.53 |
| 20 | \$30.56 | \$29.42 | \$31.62 | \$32.21 | \$25.27 |