

**USA Proposal #14
Farm Superintendent Pay Grade**

Presented to mgmt. 11.20.2024

- Job Title 'Farm Superintendent' within the union re-graded from a grade 16 to a grade 2017.

Rationale:

- ~~— Farm Superintendent responsibilities and duties depart significantly from state classification specifications and are reflective of a higher grade, specifically of a grade 20 (i.e. Institutional Maintenance Foreman).~~
- ~~— Farm Superintendents report to a director and no longer an intermediate supervisor (Farm Manager) and receive little oversight and direction. Management of all facility aspects and staff/student supervision exercised is underrepresented as a grade 16.~~
- ~~— A grade 20 most accurately reflects the pay rate conducive to similar job titles across UMass campuses and farm superintendent roles within other higher education institutions.~~
- ~~— Departmental (Center for Agriculture, Food, and the Environment) support of reclassification requests to IMF.~~
- There is no clear or logical job title for Farm Superintendent reclassification to account for changes in duties and responsibilities, nullifying a fair reclassification request.