

**Westerly Public Schools
Westerly Teachers' Association Contract
Fiscal Impact FY2026 - FY2028
In Accordance with RIGL 16-2-21-6**

June 9, 2025

Wages and Benefits	Fiscal Impact FY2026	Fiscal Impact FY2027	Fiscal Impact FY2028	Total Fiscal Impact
Wages	\$ 879,873	\$ 1,458,540	\$ 2,173,041	\$ 4,511,454
Pension	\$ 155,210	\$ 257,286	\$ 383,324	\$ 795,820
Payroll Taxes	\$ 12,758	\$ 21,149	\$ 31,509	\$ 65,416
Total	\$ 1,047,841	\$ 1,736,975	\$ 2,587,875	\$ 5,372,691

Wages and Benefits	Budget Impact FY2026	Budget Impact FY2027	Budget Impact FY2028	Total Budget Impact
Wages	\$ 879,873	\$ 578,667	\$ 714,502	\$ 2,173,041
Pension	\$ 155,210	\$ 102,077	\$ 126,038	\$ 383,324
Payroll Taxes	\$ 12,758	\$ 8,391	\$ 10,360	\$ 31,509
Total	\$ 1,047,841	\$ 689,134	\$ 850,900	\$ 2,587,875

Appendix A - Salary Schedules

FY2025 - \$1,250 signing bonus, prorated by fte

1. Base Salary

FY2026 - 3.5% increase - steps 1,2,3 and 11

FY2027 - 2% increase - step 11

FY2028 - 2.5% increase - step 11

Step	FY2025	FY2026	FY2027	FY2028
1	\$49,450.80	\$51,181.58	\$51,181.58	\$51,181.58
2	\$49,450.80	\$51,181.58	\$51,181.58	\$51,181.58
3	\$50,673.00	\$52,446.56	\$52,446.56	\$52,446.56
4	\$57,411.00	\$57,411.00	\$57,411.00	\$57,411.00
5	\$60,500.00	\$60,500.00	\$60,500.00	\$60,500.00
6	\$64,700.00	\$64,700.00	\$64,700.00	\$64,700.00
7	\$67,540.00	\$67,540.00	\$67,540.00	\$67,540.00
8	\$71,500.00	\$71,500.00	\$71,500.00	\$71,500.00
9	\$75,500.00	\$75,500.00	\$75,500.00	\$75,500.00
10	\$79,500.00	\$79,500.00	\$79,500.00	\$79,500.00
11	\$90,675.86	\$93,849.52	\$95,726.51	\$98,119.67

3. Supplemental Income

Longevity - increase \$500 in FY2027, Members hired after 11/1/2012 are now eligible

	FY2025	FY2026	FY2027	FY2028
12 Years	\$500	\$500	\$1,000	\$1,000
15 Years	\$900	\$900	\$1,400	\$1,400
20 years	\$1,300	\$1,300	\$1,800	\$1,800
25 years	\$3,000	\$3,000	\$3,500	\$3,500

4. Mandated/Remedial Programs

	FY2025	FY2026 - FY2028
MS Intramural Programs, class coverage, extended school day, Saturday detention, class coverage by a co-teacher when a substitute is not present	\$30 per hour	\$35 per hour

Teachers who assume the class of an absent colleague and provide instruction, afterschool enrichment programs, afterschool intervention	\$45 per hour	\$50 per hour
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Article 15 - Teacher Evaluation	FY2025	FY2026 - FY2028
Mentor stipend	\$0	\$1,100

Article 18 - Time Off

B. Sick Leave

Retirement Payout Options (new)

	FY2025	FY2026 - FY2028
Sick Payout	\$0	\$100 p/day up to 180 days
Individual Health Coverage	\$0	5 sick days buys 1 month of individual coverage
Family Health Coverage	\$0	15 sick days buys 1 month of family coverage

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Article 19 - Notice of Intent to Retire	FY2025	FY2026 - FY2028
Notification by December 1	\$10,000	\$12,000

Article 25 - Subject Area Courses	FY2025	FY2026 - FY2028
Reimbursement for 1 course per year	\$600 maximum	\$1,000 maximum

Article 31 - Educator Leadership Positions		
Stipends	FY2025	FY2026 - FY2028
Dean of Students	\$1,600	\$3,000
Dean of Teaching and Learning	\$1,600	\$3,000
District Coordinator with Teaching Duties	\$0	\$1,500
District Coordinator without Teaching Duties	\$0	\$0
District Department Chair with Teaching Duties	\$1,600	\$4,500
District Department Chair without Teaching Duties	\$1,600	\$0
Department Chair (High School)	\$1,600	\$4,500
Department Chair (Middle School - new)	\$0	\$4,500

Article 32 - Staff Development and Curriculum Committees		
	FY2025	FY2026 - FY2028
Staff development and curriculum committee participant	\$15 per hour	\$25 per hour
Staff development presenter	\$30 per hour	\$50 per hour
Conference reimbursement	not to exceed \$1,000	not to exceed \$3,000