Winthrop School Committee Response to Comprehensive Settlement Proposal
March 18, 2026

Tentative Agreements (green)

Proposal	Title	SC Response
UP6	Stipend Cleanup	SC agrees (Teacher Unit Only)
UP13	Bereavement	SC disagrees (Teacher & ESP)
UP28	Interventionist & Counselor Subbing	SC agrees (Teacher Unit Only)
UP29	Lead ESP	SC agrees (ESP Unit Only)
UP30	Release Time	SC agrees (ESP, Nurse, Secretary)
UP31	Orientation	SC agrees (all units)
UP33	Curriculum Consultation	SC disagrees (Teacher only)
UP34	Calendar Consultation	SC disagrees (all units)
UP37	Respectful Work Environment	SC disagrees
UP51	Bilingual Job Posting	SC agrees (all units)
UP52	Para to Teacher Pipeline	SC agrees (Esp Unit Only)
UP53	Alignment of Contracts	SC disagrees
UP54	Administrative Changes	SC disagrees

The School Committee's records differ from the Unions in the following instances:

UP13 – Bereavement - The School Committee believes a TA was reached for Teachers and ESPs related to Bereavement. The School Committee believes different language was agreed to than what was shared on 3/4/26.

Replace Article 9(1)(c) in the ESP Contract and replace Article 26 in the Teachers contract with the following language:

Employees may be allowed up to five (5) days leave of absence, to be taken within thirty (30) days, without loss of pay, on account of a death in the immediate family. The thirty (30) day timeframe may be extended with the approval of the superintendent. Days need not be consecutive. Immediate family is interpreted as meaning mother, mother-in-law, father, father-in-law, child, stepchild, foster child, domestic partner, husband, wife, brother, sister, grandparents, grand children or any person permanently living in the same home as the employee at the time of death.

This provision includes loss due to an employee's miscarriage or stillbirth, or the miscarriage or stillbirth of the employee's spouse or domestic partner. The superintendent at their discretion may request a doctor's certificate.

An absence of two (2) days may be granted applicable to the grandparents of an employee's spouse.

UP33 – Curriculum Consultation – The School Committee believes a TA was reached for Teachers on 2/5/26. The School Committee believes different language was agreed to than what was shared on 3/4/26. Specifically, the 3rd paragraph, bolded below, is missing.

Curriculum Committees shall be established when major changes to curriculum are being considered. Teachers and Department Heads shall receive notice when a curriculum committee is to be established at their grade level or content area.

Teachers will be solicited to be a member of the Committee before the review process.

The curriculum committee will consider the demographics of the district, the district's priorities and the district's strategic plan when considering changes to the curriculum.

UP34 – Calendar Consultation - The School Committee agrees that a TA was reached for all units. However, the language agreed to in the Teacher's TA is different than the other 3 units.

<u>Language for ESP, Secretary, Nurse:</u>
The Union will be consulted in preparation for the annual school calendar, but it is acknowledged that the final decision in this regard must rest with the Administration (with the approval of the School Committee). The Employer will provide the Union with at least two (2) weeks notice prior to this consultation occurring.

<u>Language for Teacher Contract</u>
The Union will be consulted in preparation for the annual school calendar, but it is acknowledged that the final decision in this regard must rest with the Administration (with the approval of the School Committee). The Employer will provide the Union with at least two (2) weeks notice prior to this consultation occurring.

The last day of school for students will be a half day and a full day for teachers.

UP37 - Respectful Work Environment – The School Committee records indicate that the parties agreed to rename Bullying to Respectful Work Environment. The School Committee records indicate that this TA was reached for Teachers, ESPs and Secretaries, not nurses. Nevertheless, the SC agrees to include this language in the nurse contract, if it is titled Respectful Work Environment.

Respectful Work Environment
The Employer and the Union agree that the work environment shall be characterized by mutual respect for the common dignity to which all employees are entitled.

The SC has no record of agreeing to UP53 Alignment of Contracts and UP54 Administrative Changes. The SC does not agree to the reflected MOA language.
Partial Agreement, Union Agrees to Drop for Remaining Units

Proposal	Title	SC Response
UP45	Meeting times	SC agrees (Secretary and ESP units only)

Request for SC to Agree to Union Proposals

Proposal	Title	SC Response
UP 5	Academic Credentials	Counter
UP8	Substitute Differentials, Secretaries	The SC does not agree to this language due to fiscal constraints
UP10	Leave Equity	The SC does not agree to this language due to fiscal constraints
UP 15	Religious Holidays	The SC does not agree to this language due to fiscal constraints
UP17	Paid Family FMLA	The SC does not agree to this language due to fiscal constraints
UP21	Classroom Setup	Counter
UP27	Time for PD	Counter
UP41	Preschool	Counter

UP5: Academic Credentials - Teacher Unit - SC Counter 3.18.26

With the written approval of the Superintendent, credits earned beyond the initial thirty (30) credits for a Master's degree may be applied toward advancement on the pay scale only if the degree program required more than 30 credits. Requests must be submitted in writing with a transcript, and all credits must be directly relevant to the teacher's job responsibilities in Winthrop Public Schools. The Superintendent has sole discretion to determine whether such credits qualify for advancement.

UP21: Classroom Setup – Teacher/Nurse Unit - SC Counter, as proposed on 2.5.26

All teachers/nurses shall be provided with a total of three (3) hours of time within the first two (2) days of a contractual school year, during the workday, to set up their classrooms, and workspaces prior to the start of the student's first day of school.

UP27: Time for PD – All Units - SC Counter 3.18.26

Required professional development will be scheduled during the workday as determined by the building Principal or Administration.

UP41: Preschool – All Units - SC Counter 3.18.26

Children of employees enrolled in a WPS preschool program shall receive a ten percent (10%) tuition discount. Such students must follow the standard enrollment process (e.g. lottery) applicable to all applicants and meet the district's residency requirements.

Request for SC to Withdraw SC Proposals

Proposal	Title	SC Response
SC 1	Extended ESP Year	HOLD
SC 2	ESP Insurance	HOLD
SC 4	Early Release Days	Agree

Partial Agreements, SC Agrees to Extend to All Units:

Proposal	Title	SC Response
UP10	Leave Equity	SC agrees (All Units) as detailed below
UP12	Family Sick Leave	UP12 language was agreed to for nurses only. The SC does not agree to this language due to fiscal constraints for other units.
UP32	Union Rights	Counter
UP35	Safety	SC agrees (All Units) as detailed below
UP36	Professional Development	SC agrees (All Units) as detailed below

Union Proposal 10 Leave Equity – previously agreed to for Teacher Unit, agree to extend to Nurse, Secretary, and ESP

Sick leave for first year teachers shall be ten (10) days to be credited on their first official day of attendance. First year teachers will be credited with an additional four (4) sick days on their ninety-first (91st) school day of employment. However, if a teacher terminates his/her contract prior to June, he/she shall be indebted from the last paycheck-one (1) day's pay for every day not earned of sick leave prorated at one (1) day per month.

Teachers currently in the System will be credited with fourteen (14) days' sick leave as of the first official day of attendance of each school year.

Sick leave will be prorated for employees who begin employment after the start of the school year.

Union Proposal 32 Union Rights - Agreed to for Nurse Unit.
Counter 3.18.26 - The SC agrees to the following language for all 4 units

Article 13 of the Teacher contract, Article 11 of the ESP contract, Article 5 of the Secretary Contract, and Article 28 of the Nurse Contract are deleted and replaced with the following Article.

Article XX
Union Rights

1. The District shall provide the union access to individual employees in the bargaining unit on school premises during the workday to investigate and discuss grievances. workplace-related complaints and other workplace issues with advance notice and provided it does not interfere with work or disrupt the operations of the building or the School Department. The District shall provide the union access to members of the bargaining unit on school premises to conduct worksite meetings during lunch breaks and other non-work breaks and before and after the workday on the employer's premises to discuss workplace issues, collective bargaining negotiations, the administration of collective bargaining agreements. other matters related to the duties of an exclusive representative and internal union matters involving the governance or business of the employee organization.

2. Union notices may be posted on school bulletin boards located in the teachers' room if the notice is signed by an authorized representative of the Union and concerns official union-related matters including but not limited to important updates and notices. announcements of recreational or social activities: announcements of elections, appointments, results of elections: meetings: or professional matters.

3. The Union shall have the right to use the email system of a public employer to communicate with bargaining unit members regarding official union-related matters including, but not limited to, elections. election results, meetings and social activities provided, however, that the use does not create an unreasonable burden on network capability or system administration.

4. The Union may prepare, at no cost, to the Town. communications relating to the conduct of the Union and may distribute these through teachers' mailboxes to people covered by this Agreement provided that a copy has first been filed with the superintendent.

5. No surveys of students' progress will be distributed by the Union unless prior approval has been obtained from the superintendent.

6. The- employer will not release any personal contact information of any employee to any third party unless required by law or court order.

7. The Employer shall send a monthly report to the WTA outlining the changes in status and work location. For purposes of this article, status shall be defined by events including, but not limited to, retirement, leave of absence, termination, resignation, job classification, title and promotion.

8. Not later than ten (10) days after a new employee is hired the Employer shall provide the following information to the Union in spreadsheet format or other format agreed to by the Union:
    a. Name of employee (print-last name, first, middle)
    b. Home Address (street and number) (City and State) (Zip Code)
    c. Work site location;
    d. Work telephone number;
    e. Home and personal cellular telephone number on file with the Employer;
    f. Date of Hire.
    g. Work email address;
    h. Personal email address on file with the Employer.

Union Proposal 35 Safety – Previously agreed for Teacher Unit, SC agrees to extend to other 3 units.

The Committee and the Union recognize all employees' right to a safe working and learning environment, including the right to be free from threats of violence, and recognize the parties' obligation to provide a safe working environment.

Union Proposal 36 Professional Development - Previously agreed for Teacher Unit, SC agrees to extend to other 3 units.

The Union will be advised of professional development offerings as soon as practicable, but it is acknowledged that the final decision in this regard must rest with the Administration.
During all curriculum and professional development, all employees shall have access to relevant, high-quality professional development. Teachers may make a request to the Principal to attend an alternative professional development opportunity. The Principal may approve or deny the request and the final decision is not subject to grievance arbitration.

Union Agrees to SC Proposals

Proposal	Title	SC Response
SC 3	Direct Deposit Requirement	SC agrees, provided it applies to all units
SC 5	Out of District Placement	SC agrees, confirming language below

SC3 Direct Deposit – All Units

Bolded language will be added to Article 14(5) in Teacher's contract.

Teachers' paychecks will be distributed biweekly throughout the calendar year, not to exceed 26 paydays from September 1 to August 31. A lump sum payment, consisting of the balance due on the contract for the current year through August 31, will be available on advance request for persons retiring or resigning or other extraordinary situations approved by the Superintendent. **All employees will be required to enroll in direct deposit effecting all payroll checks after the first live check of the school year.**

The below bolded language will be added as a new section in Article 2 of the ESP contract, Article 11 of the Nurse Contract, and Article 20 of the Secretary contract.

All employees will be required to enroll in direct deposit effecting all payroll checks after the first live check of the school year.

SC 5 Out of District Placement - Teacher Unit

The following language replaces Appendix G, which will be deleted in its entirety.

The parties agree to execute a Side Letter of agreement titled "Non-Resident Employee's Student Enrollment". This language shall only be in effect during the 25 – 28 CBA.

Upon the recommendation of the Superintendent and approval of the School Committee, the school-age children of nonresident teachers employed by the Winthrop Public Schools may apply for enrollment in grades 1-12, without charge for tuition, in the Winthrop Public Schools, subject to the following conditions:

a) Employees must apply for consideration of enrollment in grades 1-12 between April 1st and April 30th of the year prior to requested enrollment in order to be considered as an applicant. The Superintendent will determine the number of seats available in grades 1-12, and within district classrooms only, by May 1 of the school year prior to that of the enrollment considered. No later than May 15th of the year preceding enrollment, a decision will be made based on the availability of seats as determined by the Superintendent of Schools.

b) The child may attend the Winthrop Public Schools only after a determination has been made that there is an available seat in the grade level. If the number of

nonresident students seeking acceptance exceeds the number of available seats, the students shall be selected by lottery.

c) The Winthrop School Committee shall be under no financial obligation or liability for any Chapter 766, bilingual, after school programming, tutoring, or other special program expense in regard to nonresident children.

d) The Winthrop School Committee shall be under no obligation to supply transportation to such non-resident children.

e) A nonresident child enrolled in the Winthrop Public Schools pursuant to this benefit may remain the school system as long as (1) the parent is employed by the Winthrop Public Schools; (2) the child abides by the rules and regulations of the school system; (3) there is no additional cost to the Winthrop Public Schools under paragraphs 1(b) and 1(c); and (4) the terms of this Letter of Understanding remain in effect.
f) The Committee shall be under no obligation to overcrowd a classroom or hire additional staff to fulfill the terms of this side letter.
g) Any decision of the Winthrop School Committee and or Superintendent made pursuant to the terms and conditions of enrollment shall not be subject to grievance or abirritation.

Parties Agree to Amended Proposals Below

Proposal	Title	SC Response
UP1	Teacher Compensation	Counter
UP2	ESP Compensation	Counter
UP3	Secretary Compensation	The SC does not agree to this language due to fiscal constraints.
UP4	Nurse Compensation	The SC does not agree to this language due to fiscal constraints.
UP7	Sub Differential ESP	Counter
UP11	Paid Parental Leave	Counter
UP19	Half Day Equity	The SC does not agree to this language.
UP20	Overflow Report Writing	The SC does not agree to this language.
UP22	Class Size	Counter
UP23	Class Size	The SC does not agree to this language.
UP24	Caseloads	The SC does not agree to this language.
UP26	CPT	The SC does not agree to this language.
UP38	Discipline Referral	Counter
UP39	Job Descriptions	The SC does not agree to this language.
UP46	Transfers	Counter
UP48	Bilingual Stipend	The SC does not agree to this language.

UP1: Teacher Compensation - SC Counter 3.18.26

Attached

UP2: ESP Compensation - SC Counter 3.18.26

Attached

UP3: Secretary Compensation - SC holds on the counter offered November 13, 2025

Step	FY26 Salary	FY27 Salary	FY28 Salary
1	$39,956	$41,154	$42,389
2	$41,162	$42,397	$43,669
3	$42,437	$43,710	$45,021
4	$43,857	$45,173	$46,528
5	$45,574	$46,942	$48,350
6	$47,012	$48,423	$49,875
7	$49,497	$50,982	$52,511
8	$51,405	$52,947	$54,535
9	$52,947	$54,535	$56,171

UP4: Nurse Compensation - SC holds on the counter offered October 23, 2025

2025-2026:
Add a New Step (8) $64,000 to reflect a 1x Market Increase for Nurses covered by Appendix C

2026-2027:
Add a New Step (9) $68,000 to reflect a 1x Market Increase for Nurses covered by Appendix C

2027-2028:
3% COLA on Step 9, only in Appendix C

This proposal does not impact the Nurses who are on the Teachers' Salary Schedule.

UP7: Sub Differential ESPs - ESP Unit - SC Counter 3.18.26

Replace the second paragraph of Section 4 of Article 7 with the following language. ***New language proposed to section is bolded.***

Educational support personnel who serve as substitutes for teachers shall receive twenty ($20) dollars per hour for full or partial periods of substituting. **Effective SY26-27, this rate will be increased to twenty-two dollars ($22.00) per hour. Effective SY27-28, this rate will be increased to twenty-forty dollars ($24.00) per hour.** Partial periods substituting can be added together to make a full period with the approval of the building principal/ administrator. This compensation will be over and above their regular daily pay. An ESP who works in a classroom that is in need of coverage will be given first opportunity to substitute, upon the discretion of the building principal.

UP11: Paid Parental Leave – All Units - SC Counter 3.18.26

The proposed language would replace: the Parental Leave portion of Article 23 in the Teacher's contract. The proposed language would be added as a new section to: article 10 in the ESP contract, article 19 in the Secretary contract, and article 14 of the Nurse contract.

PARENTAL LEAVE - FOR EMPLOYEES WHO HAVE COMPLETED 1 FULL YEAR OF SERVICE

Birthing Parent

Beginning July 1, 2026 (FY27), a birthing parent who has been employed for a minimum of twelve (12) months shall be entitled to a parental leave of absence of up to twelve (12) weeks upon the birth or adoption of a child, or the placement of a child under the age of eighteen (18) in the home of the employee.

If the child is born in June, the twelve (12) weeks begin immediately after birth and may continue in September. If the child is born during the summer recess, the twelve (12) weeks will start at the beginning of school new school year.

During an approved twelve (12) consecutive weeks of Parental Leave, the birthing parent shall be entitled to the following:

1. The first ten (10) days of leave shall be compensated at 100% of the employee's regular compensation without utilizing the employee's accrued sick or personal time.

2.The employee may use the employee's accrued sick and personal days for the remaining fifty (50) days of approved leave.

3. Employees who exhaust their accrued sick and personal time during this leave will be granted five (5) days to replenish their available accrued sick time upon returning from leave.

4. Any such leave is dependent upon the submission of appropriate medical documentation.

5. This leave will be concurrent with any available leave under the Family Medical Leave Act and/or the Massachusetts Parental Leave Act.

This leave must be taken within twelve (12) months of the birth, adoption or placement of a child.

Should the Town of Winthrop opt into the Massachusetts Paid Family Medical Leave Act provision, the parties will meet to negotiate over this provision.

Per the Massachusetts General Law, Chapter 149 any teacher intending to take a maternity or parental leave of absence (See Appendix X) shall notify the Superintendent in writing as soon as practicable of the anticipated commencement of the leave.

When an employee takes parental leave under this collective bargaining agreement, whether paid or unpaid, the employee shall provide the employer with an intended date of return four weeks prior to the intended date of return.

Changes to the intended date of return shall be made at least four weeks before the anticipated date of return. Changes to the intended date of return may only be made within the four weeks notice period with appropriate medical documentation or the approval of the Superintendent.

Non-Birthing Parent

Beginning July 1, 2026 (FY27), a non-birthing parent who has been employed for a minimum of twelve (12) months shall be entitled to a parental leave of absence of up to twelve (12) weeks upon the birth or adoption of a child, or the placement of a child under the age of eighteen (18) in the home of the employee.

During an approved twelve (12) consecutive weeks of Parental Leave, the non-birthing parent shall be entitled to the following:

1. The first ten (10) days of leave shall be compensated at 100% of the employee's regular compensation without utilizing the employee's accrued sick or personal time.

2.The employee may use the employee’s accrued sick and personal days for an additional twenty (20) consecutive days of approved leave. The remaining thirty (30) days are unpaid days.

3. Employees who exhaust their accrued sick and personal time during this leave will be granted five (5) days to replenish their available accrued sick time upon returning from leave.

4. Any such leave is dependent upon the submission of appropriate medical documentation.

5. This leave will be concurrent with any available leave under the Family Medical Leave Act and/or the Massachusetts Parental Leave Act.

This leave must be taken within twelve (12) months of the birth, adoption or placement of a child.

Should the Town of Winthrop opt into the Massachusetts Paid Family Medical Leave Act provision, the parties will meet to negotiate over this provision.

Per the Massachusetts General Law, Chapter 149 any teacher intending to take a maternity or parental leave of absence (See Appendix X) shall notify the Superintendent in writing as soon as practicable of the anticipated commencement of the leave.

When an employee takes parental leave under this collective bargaining agreement, whether paid or unpaid, the employee shall provide the employer with an intended date of return four weeks prior to the intended date of return.

Changes to the intended date of return shall be made at least four weeks before the anticipated date of return. Changes to the intended date of return may only be made within the four weeks notice period with appropriate medical documentation or the approval of the Superintendent

UP22: Class Size, General Education - Teacher Unit - SC Counter 3.18.26

The parties agree to execute a MOA, which shall remain in effect during the 25 – 28 CBA and sunset at the end of the agreement. The MOA shall state:

Recognizing that, in general, class size is related to improvements in education, the Committee will strive, to the extent possible and in the judgment of the Committee, to achieve an average of not more than twenty-five (25) pupils per elementary and middle school assigned classrooms, exclusive of specials.

For special education classrooms, class size will be determined by State Law.

This provision is not subject to grievance or arbitration.

UP38: Discipline Referral - Teacher Unit - SC Counter 3.18.26

The parties agree to execute a MOA, which shall remain in effect during the 25 – 28 CBA and sunset at the end of the agreement. The MOA shall state:

The Building Administrator responsible for processing a formal Student Discipline Referral shall, within, (2) two school days, respond verbally or in writing, to the teacher who submitted the referral providing the teacher with information related to the administrative decision and/or action taken. The information provided to the referring teacher will be a substantive summary

and shall comply with all privacy laws. The content of the response from the administrator will not be subject to arbitration.

This provision is only grievable when an established pattern is identified.

UP46: Transfers - All Units - SC Counter 3.18.26

No involuntary transfers will take place if there is a qualified volunteer available. Under most circumstances, qualified volunteers will be considered first. Where the Administration seeks to transfer a member involuntarily, without soliciting volunteers, it shall provide the member with reasons for the transfer. The Superintendent shall meet with the member within five (5) school days of the involuntary transfer. The Superintendent's judgment is final and binding unless reasons for the proposed transfer were arbitrary and capricious.

The following terms apply to transfers:

- Transfers will only be made when such transfer is in the best interest of the teacher and/or the school system in the judgment of the Superintendent of Schools or his/her designee. Whenever possible, and consistent with the above paragraph, transfers shall be voluntary.
- When involuntary transfers are necessary, a teacher's area of competence, a major and/or minor field of study, quality of teaching performance, and length of service in the Winthrop Public School system will be considered in determining which teacher is to be transferred. Employees being involuntarily transferred will be transferred to a comparable position to the extent possible. A teacher who was involuntarily transferred solely due to a reduction in force or position elimination will be returned to the original position if restored within two (2) years of the involuntary transfer unless the Superintendent has cause to deny the transfer.
- Notice of involuntary transfers will be given in writing to teachers as soon as practicable. The Association will be notified in writing of all such transfers.
- Employees desiring a transfer will submit a written request to the Superintendent stating the assignment preferred. Such requests must be submitted between September 1 and March 1 of each school year to be considered for the next school year. Requests must be renewed each year.

Teacher Wage Option A: 3 % across the board for everyone all 3 years

2025 - 2026	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 54,777.46	$56,281.26	$58,754.29	$60,073.72	$ 61,409.63	$ 63,021.58	$ 63,843.52	$ 64,664.43	$ 66,033.30
2	$ 60,179.81	$61,699.06	$64,150.46	$65,475.04	$ 66,806.83	$ 68,420.84	$ 69,241.75	$ 70,061.63	$ 71,433.59
3	$ 63,195.65	$64,722.11	$67,180.72	$68,515.60	$ 69,829.88	$ 71,443.89	$ 72,266.86	$ 73,087.77	$ 74,455.61
4	$ 66,137.33	$67,663.79	$70,122.40	$71,454.19	$ 72,772.59	$ 74,387.63	$ 75,206.48	$ 76,028.42	$ 77,397.29
5	$ 72,960.05	$74,479.30	$76,854.48	$78,169.79	$ 79,508.79	$ 81,121.77	$ 81,943.71	$ 82,764.62	$ 84,133.49
6	$ 80,022.76	$81,652.22	$84,001.65	$84,998.69	$ 85,996.76	$ 87,679.78	$ 88,499.66	$ 89,320.57	$ 90,689.44
7	$ -	$ -	$87,664.33	$89,096.03	$ 89,269.07	$ 90,883.08	$ 91,705.02	$ 92,526.96	$ 93,895.83
8	$ -	$ -	$ -	$ -	$ 96,246.29	$ 97,860.30	$ 98,681.21	$ 99,503.15	$100,870.99

2026 - 2027	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 56,420.78	$57,969.70	$60,516.92	$61,875.93	$ 63,251.92	$ 64,912.23	$ 65,758.83	$ 66,604.36	$ 68,014.30
2	$ 61,985.20	$63,550.03	$66,074.97	$67,439.29	$ 68,811.03	$ 70,473.47	$ 71,319.00	$ 72,163.48	$ 73,576.60
3	$ 65,091.52	$66,663.77	$69,196.14	$70,571.07	$ 71,924.78	$ 73,587.21	$ 74,434.87	$ 75,280.40	$ 76,689.28
4	$ 68,121.45	$69,693.70	$72,226.07	$73,597.82	$ 74,955.77	$ 76,619.26	$ 77,462.67	$ 78,309.27	$ 79,719.21
5	$ 75,148.85	$76,713.68	$79,160.11	$80,514.88	$ 81,894.05	$ 83,555.42	$ 84,402.02	$ 85,247.56	$ 86,657.49
6	$ 82,423.44	$84,101.79	$86,521.70	$87,548.65	$ 88,576.66	$ 90,310.17	$ 91,154.65	$ 92,000.19	$ 93,410.12
7	$ -	$ -	$90,294.26	$91,768.91	$ 91,947.14	$ 93,609.57	$ 94,456.17	$ 95,302.77	$ 96,712.70
8	$ -	$ -	$ -	$ -	$ 99,133.68	$100,796.11	$101,641.65	$102,488.24	$103,897.12

2027 - 2028	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 58,113.41	$59,708.79	$62,332.43	$63,732.21	$ 65,149.48	$ 66,859.59	$ 67,731.59	$ 68,602.49	$ 70,054.73
2	$ 63,844.76	$65,456.53	$68,057.22	$69,462.47	$ 70,875.37	$ 72,587.67	$ 73,458.57	$ 74,328.38	$ 75,783.90
3	$ 67,044.27	$68,663.69	$71,272.03	$72,688.20	$ 74,082.52	$ 75,794.82	$ 76,667.91	$ 77,538.82	$ 78,989.96
4	$ 70,165.09	$71,784.51	$74,392.85	$75,805.75	$ 77,204.44	$ 78,917.84	$ 79,786.55	$ 80,658.55	$ 82,110.78
5	$ 77,403.32	$79,015.09	$81,534.92	$82,930.33	$ 84,350.88	$ 86,062.09	$ 86,934.08	$ 87,804.99	$ 89,257.22
6	$ 84,896.15	$86,624.84	$89,117.35	$90,175.11	$ 91,233.96	$ 93,019.48	$ 93,889.29	$ 94,760.19	$ 96,212.43
7	$ -	$ -	$93,003.09	$94,521.98	$ 94,705.56	$ 96,417.86	$ 97,289.86	$ 98,161.85	$ 99,614.09
8	$ -	$ -	$ -	$ -	$102,107.69	$103,819.99	$104,690.90	$105,562.89	$107,014.03

Teacher Wage Option B:

- Step 1 – 1.9% Increase each year
- Steps 2 & 3 – 2.2% Increase each year
- Steps 4 &5 – 2.5% Increase each year
- Step 6 - 2.75% Increase each year
- Step 7 – 3% Increase each year
- Step 8 – 3.5% Increase each year

2025 - 2026	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 54,192.46	$55,680.20	$58,126.82	$59,432.16	$ 60,753.80	$ 62,348.53	$ 63,161.70	$ 63,973.84	$ 65,328.09
2	$ 59,712.39	$61,219.84	$63,652.20	$64,966.50	$ 66,287.94	$ 67,889.42	$ 68,703.95	$ 69,517.46	$ 70,878.77
3	$ 62,704.81	$64,219.41	$66,658.93	$67,983.44	$ 69,287.51	$ 70,888.99	$ 71,705.56	$ 72,520.10	$ 73,877.31
4	$ 65,816.28	$67,335.33	$69,782.00	$71,107.33	$ 72,419.33	$ 74,026.53	$ 74,841.40	$ 75,659.35	$ 77,021.58
5	$ 72,605.88	$74,117.75	$76,481.40	$77,790.33	$ 79,122.83	$ 80,727.98	$ 81,545.93	$ 82,362.85	$ 83,725.08
6	$ 79,828.53	$81,454.04	$83,797.76	$84,792.38	$ 85,788.03	$ 87,466.97	$ 88,284.86	$ 89,103.77	$ 90,469.32
7	$ -	$ -	$87,664.33	$89,096.03	$ 89,269.07	$ 90,883.08	$ 91,705.02	$ 92,526.96	$ 93,895.83
8	$ -	$ -	$ -	$ -	$ 96,713.51	$ 98,335.35	$ 99,160.25	$ 99,986.18	$101,360.66

2026 - 2027	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 55,222.11	$56,738.12	$59,231.23	$60,561.37	$ 61,908.12	$ 63,533.16	$ 64,361.77	$ 65,189.34	$ 66,569.32
2	$ 61,026.07	$62,566.68	$65,052.55	$66,395.76	$ 67,746.28	$ 69,382.98	$ 70,215.44	$ 71,046.85	$ 72,438.10
3	$ 64,084.32	$65,632.24	$68,125.42	$69,479.08	$ 70,811.84	$ 72,448.54	$ 73,283.09	$ 74,115.54	$ 75,502.61
4	$ 67,461.68	$69,018.71	$71,526.55	$72,885.01	$ 74,229.81	$ 75,877.19	$ 76,712.44	$ 77,550.83	$ 78,947.11
5	$ 74,421.02	$75,970.69	$78,393.44	$79,735.08	$ 81,100.90	$ 82,746.17	$ 83,584.57	$ 84,421.92	$ 85,818.20
6	$ 82,023.81	$83,694.02	$86,102.20	$87,124.17	$ 88,147.20	$ 89,872.31	$ 90,712.69	$ 91,554.13	$ 92,957.23
7	$ -	$ -	$90,294.26	$91,768.91	$ 91,947.14	$ 93,609.57	$ 94,456.17	$ 95,302.77	$ 96,712.70
8	$ -	$ -	$ -	$ -	$100,098.48	$101,777.09	$102,630.85	$103,485.69	$104,908.28

2027 - 2028	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 56,271.33	$57,816.15	$60,356.62	$61,712.03	$ 63,084.38	$ 64,740.29	$ 65,584.64	$ 66,427.94	$ 67,834.14
2	$ 62,368.64	$63,943.15	$66,483.71	$67,856.47	$ 69,236.69	$ 70,909.41	$ 71,760.18	$ 72,609.88	$ 74,031.74
3	$ 65,494.17	$67,076.15	$69,624.18	$71,007.62	$ 72,369.70	$ 74,042.41	$ 74,895.31	$ 75,746.08	$ 77,163.67
4	$ 69,148.22	$70,744.18	$73,314.71	$74,707.13	$ 76,085.55	$ 77,774.12	$ 78,630.25	$ 79,489.60	$ 80,920.79
5	$ 76,281.55	$77,869.96	$80,353.27	$81,728.46	$ 83,128.42	$ 84,814.83	$ 85,674.19	$ 86,532.47	$ 87,963.66
6	$ 84,279.47	$85,995.61	$88,470.01	$89,520.09	$ 90,571.25	$ 92,343.79	$ 93,207.29	$ 94,071.86	$ 95,513.55
7	$ -	$ -	$93,003.09	$94,521.98	$ 94,705.56	$ 96,417.86	$ 97,289.86	$ 98,161.85	$ 99,614.09
8	$ -	$ -	$ -	$ -	$103,601.92	$105,339.29	$106,222.93	$107,107.69	$108,580.07

Teacher Wage Option C: All steps get 2 % across all 3 years; Add new top step in 2027; Add new top step in 2028

2025 - 2026	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 54,245.64	$55,734.84	$58,183.86	$59,490.48	$ 60,813.42	$ 62,409.72	$ 63,223.68	$ 64,036.62	$ 65,392.20
2	$ 59,595.54	$61,100.04	$63,527.64	$64,839.36	$ 66,158.22	$ 67,756.56	$ 68,569.50	$ 69,381.42	$ 70,740.06
3	$ 62,582.10	$64,093.74	$66,528.48	$67,850.40	$ 69,151.92	$ 70,750.26	$ 71,565.24	$ 72,378.18	$ 73,732.74
4	$ 65,495.22	$67,006.86	$69,441.60	$70,760.46	$ 72,066.06	$ 73,665.42	$ 74,476.32	$ 75,290.28	$ 76,645.86
5	$ 72,251.70	$73,756.20	$76,108.32	$77,410.86	$ 78,736.86	$ 80,334.18	$ 81,148.14	$ 81,961.08	$ 83,316.66
6	$ 79,245.84	$80,859.48	$83,186.10	$84,173.46	$ 85,161.84	$ 86,828.52	$ 87,640.44	$ 88,453.38	$ 89,808.96
7	$ -	$ -	$86,813.22	$88,231.02	$ 88,402.38	$ 90,000.72	$ 90,814.68	$ 91,628.64	$ 92,984.22
8	$ -	$ -	$ -	$ -	$ 95,311.86	$ 96,910.20	$ 97,723.14	$ 98,537.10	$ 99,891.66

New Step Increase	2.75%								
2026 - 2027	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 55,330.55	$56,849.54	$59,347.54	$60,680.29	$ 62,029.69	$ 63,657.91	$ 64,488.15	$ 65,317.35	$ 66,700.04
2	$ 60,787.45	$62,322.04	$64,798.19	$66,136.15	$ 67,481.38	$ 69,111.69	$ 69,940.89	$ 70,769.05	$ 72,154.86
3	$ 63,833.74	$65,375.61	$67,859.05	$69,207.41	$ 70,534.96	$ 72,165.27	$ 72,996.54	$ 73,825.74	$ 75,207.39
4	$ 66,805.12	$68,347.00	$70,830.43	$72,175.67	$ 73,507.38	$ 75,138.73	$ 75,965.85	$ 76,796.09	$ 78,178.78
5	$ 73,696.73	$75,231.32	$77,630.49	$78,959.08	$ 80,311.60	$ 81,940.86	$ 82,771.10	$ 83,600.30	$ 84,982.99
6	$ 80,830.76	$82,476.67	$84,849.82	$85,856.93	$ 86,865.08	$ 88,565.09	$ 89,393.25	$ 90,222.45	$ 91,605.14
7	$ 83,053.60	$84,744.78	$88,549.48	$89,995.64	$ 90,170.43	$ 91,800.73	$ 92,630.97	$ 93,461.21	$ 94,843.90
8			$90,984.60	$92,470.52	$ 97,218.10	$ 98,848.40	$ 99,677.60	$100,507.84	$101,889.49
9					$ 99,891.59	$101,566.74	$102,418.74	$103,271.81	$104,691.45

New Step Increase	2.75%								
2027 - 2028	B	B+15	M	M15	M30	M45	MM/CAGS	M+60	Doctorate
1	$ 56,437.16	$57,986.53	$60,534.49	$61,893.90	$ 63,270.28	$ 64,931.07	$ 65,777.92	$ 66,623.70	$ 68,034.04
2	$ 62,003.20	$63,568.48	$66,094.16	$67,458.87	$ 68,831.01	$ 70,493.93	$ 71,339.71	$ 72,184.43	$ 73,597.96
3	$ 65,110.42	$66,683.13	$69,216.23	$70,591.56	$ 71,945.66	$ 73,608.57	$ 74,456.48	$ 75,302.26	$ 76,711.54
4	$ 68,141.23	$69,713.94	$72,247.04	$73,619.18	$ 74,977.53	$ 76,641.50	$ 77,485.16	$ 78,332.01	$ 79,742.35
5	$ 75,170.67	$76,735.95	$79,183.10	$80,538.26	$ 81,917.83	$ 83,579.68	$ 84,426.52	$ 85,272.31	$ 86,682.65
6	$ 82,447.37	$84,126.20	$86,546.82	$87,574.07	$ 88,602.38	$ 90,336.39	$ 91,181.11	$ 92,026.90	$ 93,437.24
7	$ 84,714.67	$86,439.67	$90,320.47	$91,795.55	$ 91,973.84	$ 93,636.75	$ 94,483.59	$ 95,330.44	$ 96,740.78
8	$ 87,044.33	$88,816.76	$92,804.29	$94,319.93	$ 99,162.46	$100,825.37	$101,671.15	$102,518.00	$103,927.28
9			$95,356.41	$96,913.73	$101,889.43	$103,598.07	$104,467.11	$105,337.24	$106,785.28
10					$104,691.39	$106,447.02	$107,339.96	$108,234.02	$109,721.88

ESP Wage Option A:

- 2.5% increase for steps 1, 2, & 3 each year
- 3% increase for step 4 each year
- 3.5% increase for steps 5 and 6 each year

SY25-26			
Step	**Base**	**A.S.**	**B.A.**
1	$21,782.28	$28,743.05	$30,154.48
2	$23,384.35	$30,027.38	$31,439.83
3	$24,448.30	$31,311.70	$32,726.20
4	$25,327.70	$32,769.45	$34,177.46
5	$26,655.39	$34,214.00	$35,639.19
6	$27,860.13	$35,510.85	$36,907.07

SY26-27			
Step	**Base**	**A.S.**	**B.A.**
1	$22,326.83	$29,461.63	$30,908.34
2	$23,968.96	$30,778.06	$32,225.82
3	$25,059.51	$32,094.49	$33,544.36
4	$26,087.53	$33,752.53	$35,202.78
5	$27,588.33	$35,411.48	$36,886.56
6	$28,835.23	$36,753.73	$38,198.81

SY27-28			
Step	**Base**	**A.S.**	**B.A.**
1	$22,885.00	$30,198.17	$31,681.05
2	$24,568.18	$31,547.51	$33,031.47
3	$25,686.00	$32,896.85	$34,382.96
4	$26,870.16	$34,765.11	$36,258.87
5	$28,553.92	$36,650.89	$38,177.59
6	$29,844.47	$38,040.11	$39,535.77

ESP Wage Option B:

- 3% in SY 25 – 26
- 3% on steps 1-5, 5% on step 6 in SY 26 – 27
- 3% on steps 1-5, 5% on step 6 in SY 27 – 28

SY25-26	3%		
Step	**Base**	**A.S.**	**B.A.**
1	$21,888.53	$28,883.26	$30,301.57
2	$23,498.42	$30,173.85	$31,593.19
3	$24,567.56	$31,464.44	$32,885.84
4	$25,327.70	$32,769.45	$34,177.46
5	$26,526.62	$34,048.71	$35,467.02
6	$27,725.54	$35,339.30	$36,728.77

SY26-27	3% on steps 1-5, 5% on step 6		
Step	**Base**	**A.S.**	**B.A.**
1	$22,545.19	$29,749.76	$31,210.62
2	$24,203.37	$31,079.07	$32,540.99
3	$25,304.59	$32,408.37	$33,872.42
4	$26,087.53	$33,752.53	$35,202.78
5	$27,322.42	$35,070.17	$36,531.03
6	$29,111.82	$37,106.27	$38,565.21

SY27-28	3% on steps 1-5, 5% on step 6		
Step	**Base**	**A.S.**	**B.A.**
1	$23,221.54	$30,642.25	$32,146.94
2	$24,929.47	$32,011.44	$33,517.22
3	$26,063.72	$33,380.62	$34,888.59
4	$26,870.16	$34,765.11	$36,258.87
5	$28,142.09	$36,122.28	$37,626.96
6	$30,567.41	$38,961.58	$40,493.47

ESP Wage Option C: 3% each year, plus a bonus in years 2 and 3

SY25-26	3%		
Step	**Base**	**A.S.**	**B.A.**
1	$21,888.53	$28,883.26	$30,301.57
2	$23,498.42	$30,173.85	$31,593.19
3	$24,567.56	$31,464.44	$32,885.84
4	$25,327.70	$32,769.45	$34,177.46
5	$26,526.62	$34,048.71	$35,467.02
6	$27,725.54	$35,339.30	$36,728.77

SY26-27	3%		
Step	**Base**	**A.S.**	**B.A.**
1	$22,545.19	$29,749.76	$31,210.62
2	$24,203.37	$31,079.07	$32,540.99
3	$25,304.59	$32,408.37	$33,872.42
4	$26,087.53	$33,752.53	$35,202.78
5	$27,322.42	$35,070.17	$36,531.03
6	$28,557.31	$36,399.48	$37,830.63

SY27-28	3%		
Step	**Base**	**A.S.**	**B.A.**
1	$23,221.54	$30,642.25	$32,146.94
2	$24,929.47	$32,011.44	$33,517.22
3	$26,063.72	$33,380.62	$34,888.59
4	$26,870.16	$34,765.11	$36,258.87
5	$28,142.09	$36,122.28	$37,626.96
6	$29,414.03	$37,491.46	$38,965.55

Bonus Amount - SY 26 – 27

- ESP with 10 completed years of service receives a $1,000 bonus payment
- ESP with 6 – 9.99 completed years of service receives a $600 bonus payment

Bonus Amount - SY 27-28

- ESP with 10 completed years of service receives a $1,000 bonus payment
- ESP with 6 – 9.99 completed years of service receives a $600 bonus payment