April 14 , 2026

Winthrop School Committee Response to the Comprehensive Proposal from the Winthrop Teachers Association

This proposal is a package proposal that must be accepted in its entirety by each individual bargaining unit as the proposal applies to each unit. The Committee reserves the right to modify any part of the proposal if not accepted by the Union in its entirety. This proposal responds to the Winthrop Teachers Association Proposal of March 26, 2026.
The Committee is requesting that the Winthrop Teachers Association place this counterproposal as it applies to each bargaining unit before each bargaining unit of the WTA for a ratification vote.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the Winthrop School Committee ("Employer") and the Teachers unit of the Winthrop Teachers Association ("Union"), collectively the Parties ("Parties").

RECITALS

1. The Employer and the Union are parties to a Collective Bargaining Agreement for the period of September 1, 2022, through and including August 31, 2025.
2. The duly authorized representatives of the Employer and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement.
3. The School Committee has requested, that the representatives of the Winthrop Teachers Association, Teachers Unit to place this proposal before the Teachers Bargaining Unit for a ratification vote. The proposal covers the period of September 1, 2025, through August 31, 2028.
4. The Parties agree to integrate the changes set forth herein into a single merged Collective Bargaining Agreement for the Teachers Unit.

AGREEMENT

In consideration of mutual promises and covenants set forth herein, the Parties, subject to ratification, hereto agree as follows:

1. PRIOR AGREEMENT & DURATION

   a. The Collective Bargaining Agreement in effect for the period September 1, 2022, through and including August 31, 2025, shall be in full force and effect for the period September 1, 2025, through and including August 31, 2028, except as modified by this MEMORANDUM OF AGREEMENT.
   b. The changes set forth herein are effective September 1, 2025, unless otherwise specified.

2. HOUSEKEEPING UPDATE. MOA Language.

   Fix any typographical errors discovered during the proofreading of the new collective agreement by mutual consent.

3. BEREAVEMENT LEAVE. Amended Provision.

   Replace Article 26

   Employees may be allowed up to five 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-in-law, child, stepchild, foster child, domestic partner, husband, wife, brother, sister, grandparents, grandchildren 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.

4. CALENDAR CONSULTATION. New Provision.

   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.

5. RESPECTFUL WORK ENVIRONMENT. New Provision.

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

6. UNION ORIENTATION. New Provision.

1. Prior to the start of each school year on one of the two (2) days before the students are in the buildings the employer will provide one (l) hour of Union Meeting time for the Union officers or representatives to meet with all members of all bargaining units represented by the Union and all potential bargaining unit members. The meeting with all units will occur simultaneously. The one (l) hour of meeting time shall occur during the regular workday and space at the High School shall be provided to hold the meeting. The Union can use this time to: conduct vital union business, sign up new members, meet with union representatives, update members on communications from state and national affiliates, and provide benefit services and consultation, and other Union activities. No management personnel shall attend the meeting without the approval of the Union.

2. Should a new hire orientation for bargaining unit employees be held, The union shall be given no less than thirty (30) minutes of time to meet with new hires during such orientation. No management personnel shall attend the meeting without the approval of the Union.

3. The Union shall be granted time to convene a new hire orientation meeting every other month during the school year, on a building by building basis at each building. The meeting shall be scheduled in collaboration with the building Principal. The meeting will occur at an agreed upon time. The Union will be given thirty (30) minutes of time to meet with new hires during this meeting without management personnel in attendance without the approval of the Union. If no new employees have been hired since the previous orientation, or if the orientation is waived by the Union, the orientation meeting will be cancelled. These orientation meetings will be combined for all bargaining units represented by the Union.

7. BILINGUAL JOB POSTINGS. New Provision

Job postings shall be posted, whenever possible, in both English and in Spanish. If the posting is not fully translated, the Employer shall provide an abbreviated version of the posting in Spanish. The postings shall set forth the qualifications, requirements, duties, number of hours, salary range and other pertinent information.

8. UNION RIGHTS. Amended Provision.

Replace Article 13

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 the 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 the 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.

9. RELIGIOUS HOLIDAYS. New Provision.

Employees may use up to three (3) Personal Days per year to observe Religious Holidays, deducted from accrued Personal Time, there will be no deduction from sick leave for the third day, with prior notice to the employer. Personal Days for Religious Holidays need not be consecutive days. A Religious Holiday shall be defined as a day when an absence from work is required to properly comply with the tenets of one's religion. The Superintendent at her discretion may limit the request for a personal day for Religious Holidays to ten (10%) per cent of the staff to keep schools open.

10. FAMILY ILLNESS DAYS

The Committee maintains the current language in Article 17 Section 10.

11. TIME FOR PROFESSIONAL DEVELOPMENT. New Provision

Required professional development and training will be scheduled during the workday as determined by the building Principal or Administration. Employees will not be expected to complete other work assignments concurrently with professional development or training.

12. PRESCHOOL. New Provision.

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

13. SCHOOL SAFETY. New Provision.

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.

14. PROFESSIONAL DEVELOPMENT. New Provision

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.

15. DIRECT DEPOSIT. Amended Provision.

Article 14(5)

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.**

16. PARENTAL LEAVE.

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

Birthing Parent Replaces Birthing Parent Language in Article 23

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 Replaces Non-Birthing Parent Language in Article 23

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.

17. JOB DESCRIPTIONS. New Provision.

The Parties will form a joint labor management committee upon the ratification of this agreement to compile existing Teacher unit job descriptions and collaborate on the description of any Teacher job descriptions within the unit that does not exist or is believed to be out of date. Upon completion of this process the Employer will notify the Union President and provide opportunity for feedback relative to the changes of an existing job description, and/or new job description within the unit. The final job descriptions will be made accessible to all employees through the Human Resource website. All job descriptions will be reviewed and approved by the Superintendent prior to becoming a final job description.

18. BILINGUAL DIFFERENTIAL. New Provision

. Effective the 2026 school year, any employee who is asked to perform either written or verbal translation services shall do so on a voluntary basis. If an employee performs written or verbal translation services outside of their assignment, they shall be paid fifty dollars ($50) per hour spent performing such services. Partial hours may be added together for full hours of time. This compensation shall be in addition to their regular rate of pay. A Translation Request for Payment form must be signed by the Administrator who has requested the employee's services prior to submission for payment

19. STIPENDS. New Provision

The parties shall form a joint labor management committee during the 2025-2026 school year in order to review the current stipends of the teachers' contract and make

recommendations to the respective negotiating teams regarding any changes to become effective year 2 of the contract 2026-2027.

20. INTERVENTIONIST & COUNSELOR SUBSTITUTING. New Provision

Adjustment counselors, Guidance Counselors, Reading Specialists, Media Specialists, and Related Service Providers shall only be required to substitute for other teachers under extreme circumstances and without impacting their core job responsibilities. Reassignment of an administrative duty period for temporary coverage is not considered subbing if the time of the reassignment is equal to the time of the administrative duty.

21. CURRICULUM CONSULTATION. New Provision

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.

22. LEAVE EQUITY. New Provision

Amend Article 17(1)

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.

23. ACADEMIC CREDENTIALS. New Provision.

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.

A. Additional credits will only be considered for advancement on the pay scale if the degree program requires more than 30 credits.
B. Requests to consider such credits must be submitted in writing with a transcript.
C. In order to qualify for advancement on the payscale, credits must be directly relevant to the teacher's job responsibilities in Winthrop Public Schools or the degree necessary for the teacher's role in Winthrop Public Schools.
D. The Superintendent has sole discretion to determine whether such credits meet the stated conditions to qualify for advancement. Such discretion will not be applied arbitrarily or inequitably.
E. For current employees, compensation for credits earned beyond the initial thirty (30) credits for a Master's degree will be in effect for Master's degrees earned after September 1, 2026 and must follow Article 14 Section 8 (timeline for notification).
F. Consideration of additional credits earned beyond the 30 credits for a Master's earned prior to September 1, 2026, will be exempt from this new provision.

24. CLASSROOM/WORKSPACE SETUP. New Provision

All employees 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.

25. CLASS SIZE GENERAL EDUCATION. New Provision

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.

26. CLASS SIZE SPECIAL EDUCATION. New Provision.

In the event that the position of a special education teacher is vacant for an extended period of time, all efforts shall be made to fill the role with a qualified educator.

In extraordinary circumstances, if a special education teacher is asked to cover the special education workload of an employee who is absent or on leave, the Superintendent and/or administrative designee will meet to agree on compensation for the defined work prior to the work being dispersed.

Special Education class sizes, caseloads, and staffing ratios shall be maintained within applicable state regulations found at 603 CMR 28.06.

27. CASELOADS. New Provision.

In the event that the position of a related service provider is vacant for an extended period of time, all efforts shall be made to fill the role with a qualified educator.

In extraordinary circumstances, if a special education teacher is asked to cover the special education workload of an employee who is absent or one leave the Superintendent and/or administrative designee, will meet to agree on compensation for the defined work prior to the work being dispersed.

28. COMMON PLANNING TIME. New Provision.

The language contained in the January 2020 MOA (side agreement) related to common planning time shall be superseded by the following language:

The language in Article 15 section 2 paragraph 4 regarding common planning time shall remain the same. The parties shall execute a side letter that incorporates the following understanding:

a. Up to forty percent (40%) of Common Planning Time (CPT) may be teacher directed.
b. CPT for Elementary School Teachers (MS/HS schedule will remain the same.) shall be scheduled as follows: three (3) sessions per week of CPT that will be Principal/Administration directed; one session may be agreed upon jointly by the Principal/ Administration and a teacher designee if requested by the grade level Team; and one session on Fridays that will be teacher directed.
c. In weeks in which there is a half-day holiday on Friday, and in the event that CPT was not available as part of the ½ day schedule on Friday, the schedule will be amended as such: there will be three (3) sessions per week of CPT that shall be

Principal/ Administration directed, one(1) session of CPT on Thursday that will be teacher directed.

29. DISCIPLINE REFERRAL RESPONSE. New Provision.

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 subject to arbitration when an established pattern is identified.

30. TRANSFERS OF TEACHERS. New Provision

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 shall apply to transfers:

a. 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.
b. 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.
c. 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.
d. 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.

31. COMPENSATION.

The parties agree that negotiations shall be reopened solely for the purpose of bargaining over the wages for Fiscal Year 2028 (FY28), and for no other purpose, if the Town Council- approved FY28 appropriation to the School Department is equal to or greater than $44,100,000.

If the above condition is met, either party may reopen negotiations by providing written notice to the other party within thirty (30) days of the FY28 budget approval. Bargaining shall limited strictly to wages for FY28, and all other terms and conditions of the Agreement shall remain in full force and effect. If the condition described above is not met, this Agreement shall remain unchanged, and there shall be no obligation to reopen negotiations.

See attached Wage proposal to the Teachers Bargaining Unit. The Unit can select one option.

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