

This MEMORANDUM OF AGREEMENT is entered into by and between the Westford Education Association ("Association") and the Westford School Committee ("Committee").

WHEREAS, the Association and the Committee have entered into a Collective Bargaining Agreement for Units A for a three year period through and including June 30, 2026; and

WHEREAS, the duly authorized representatives of the Committee and the duly authorized representatives of the Association have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed to a successor agreement;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree all terms and conditions of the 2023-2026 Collective Bargaining Agreements shall continue in full force and effect except as modified below:

1. Housekeeping

- a. During integration, by mutual agreement of the parties:
- b. Modify the Duration to July 1, 2026 - June 30, 2029
- c. Continue to correct and use gender neutral language
- d. Change the format of referring to sections from "Section" to "ARTICLE Number. Section number". For example under ARTICLE IV GRIEVANCES, Section 1 will now be referred to as "4.1"; Section 2 will be "4.2"; etc...
- e. Make other editorial changes as appropriate

2. Article IX 9.3

- a. The teachers' work year shall consist of one hundred eighty- four (184) days, consisting of one hundred eighty (180) classroom days and four (4) days for other professional duties. Guidance counselors at the high school work an additional four (4) days and guidance counselors at the middle school work an additional three (3) days. The days beyond one hundred eighty (180) in this paragraph will not be scheduled during vacations or on holidays. **In the event that the counselor's professional obligation has been met, the requirement for additional days may be reduced at the request of the guidance counselor and with permission from the building principal.**

3. Article XV.6 - Recall Rights

A person who has recall rights under Section 5 shall be notified of such vacancy by **phone call, email, and certified or letter. If notification is made by phone, confirmation will be documented by email.** Emails, phone calls and letters will be **sent/made to the last contact information provided by the employee.** ~~by means of a certified letter, return receipt requested, sent to their last address of record.~~ The person shall have seven (7) days from the receipt of notice of recall to notify the Superintendent of their desire to return. If notification of acceptance of the vacant position is not received within this seven (7) day period, that person shall forfeit all rights and benefits provided for in this Article.

4. Article XII - Compensation and Salary Schedule

Add a new 7.1.a: Upon application and hire the employee will present all required transcripts. The employee will be placed on an appropriate step and column according to official transcripts from an accredited institution. The district will not approve any degree or course which were earned prior to hire and not disclosed via an official transcript.

Current 7.1a will become 7.1b; Current 7.1b will become 7.1c and replaced with the following: Promotion from the Bachelors column to the Masters column and from the Masters column to the Masters plus 30 column and step increment will be authorized twice annually. Employees are required to notify the district by October 1 of the current fiscal year, when a lane change is predicted for the following fiscal year. The first authorization shall be submitted no later than October 1st, with a retro allowance effective September 1. The second authorization shall be submitted no later than February 1st and will be paid out on the first pay period of February. Note: the payroll date covering the first pay period in February is typically the second payroll in February.

5. Article X.3 Tuition Reimbursement

Strike the first paragraph ("In support... in Westford") and replace as follows:

The District will pay for fees and tuition for courses taken for the purpose of professional learning. Acceptance of degrees and course credits for reimbursement shall be subject to the approval of the Superintendent. Said approval shall be sought in advance by teachers whenever possible. All degrees and credits shall be graduate level, taken directly from an accredited college and is accepted at that college or university towards a degree, or university or from a district in-service program. For the purposes of this section, "accredited" shall normally be defined as an institution accredited by a regional agency approved by the Council on Higher Education Accreditation (CHEA); this definition may be expanded at the discretion of the Superintendent. Teachers may not exceed 15 credits for reimbursement in any fiscal year. Credits taken in excess of 15 credits in a single fiscal year may not be carried over into the next year for reimbursement.

6. Article VI Sick Leave

Replace the current language with the following.

6.1 Sick Leave: The annual sick leave allowance for professional status licensed educators and all registered nurses shall be fifteen (15) days per school year, cumulative to one hundred eighty (180 days). Employees who have accumulated the maximum number of sick days at the start of any school year, shall have the fifteen (15) days held in escrow for their use during the year with the understanding that these sick days will be used before the accumulated sick days and that these sick days cannot be accumulated beyond 180 prior to the start of the next school year.

The annual sick leave allowance for non-professional status, licensed educators shall be ~~ten (10)~~ **fifteen (15)** days per school year during the first three (3) years of employment without accumulation from year to year. Upon receipt of professional status all unused sick days accumulated during the three non-professional status years will become available to the employees. Should a non-professional status employee exhaust their allotment of sick days in one of the first three years, upon notification to the Superintendent of Schools, the employee may apply unused sick days accumulated up to the date of notification to absences due to prolonged illness or disability when additional days are necessary to make a full recovery. The number of days eligible for use may not exceed the total number of sick days the employee had when the illness or disability began. If this option is exercised by the employee, and remaining unused sick days accumulated during the three non-professional status years will become available upon attainment of professional status.

6.2 All employees eligible for sick leave shall be credited with their annual sick leave allocation on **the first day they report to work in a school year**, ~~the first school day of a new school year~~, provided that the employee is ~~not on leave status, reports to work on the first day of a new school year and is scheduled to work a full year~~. Any employee whose term of employment begins after the first month of the school year will have sick leave computed on a pro-rated basis. **An employee scheduled to work a partial year shall receive their pro-rated leave allocation.**

6.3 Up to seven (7) days of sick leave per year may be used for family related emergencies involving the employee's mother, father, husband, wife, children and any person when the care of such persons is the primary responsibility of the employee. Each new parent may apply unused sick leave of up to five (5) consecutive days following the birth or adoption of a child; such time to run concurrently with sick leave available for childbirth through other provisions of this contract.

6.4 Employees who transfer into Unit A from other positions will be allowed to maintain any sick leave accumulated prior to the transfer and will accrue additional sick leave as set forth above. Employees without professional status will be permitted to use only the amount of sick leave accrued during their employment in that position. Their prior accumulated sick leave will become available for their use if they obtain professional status.

6.5 The Superintendent may require documentation from a regularly licensed and practicing physician in the event of any illness resulting in five (5) or more consecutive work days. ~~The Superintendent may also require medical documentation when circumstances warrant.~~

7. Article IX.18 Resignation

Add section 18 as follows

Employees wishing to resign from Westford Public Schools during the school year or within 1 month to the start of a new school year, ~~are required~~ **shall make best efforts** to provide ~~no less than~~ a 1 month notice.

8. Article XI Job Openings

Modify Section 3 as follows

Job Openings - All job openings within the system will be announced to all Westford employees at the same time as outside the system. The Committee may fulfill its duty under this paragraph by posting job openings on the district's web site, ~~or~~ **and** sending electronic notification. All employees will be notified when the posting occurs. ~~Whenever a permanent vacancy occurs for a Nursing position... five (5) school days prior to filling the vacancy. Employees who desire the position will notify the Superintendent.~~ The Committee, in its discretion, will determine whether said vacancy will be filled by the interested candidate.

9. IX.3 Work Year

Modify Section IX.3 as follows: The teachers' work year shall consist of one hundred eighty four (184) days, consisting of one hundred eighty (180) classroom days and four (4) days for other professional duties. **On the first official day of the school year (when staff return and students are not present) the administration may schedule educators for up to three (3) hours which may be used for District-wide and/or building-based meetings. The remainder of the time will be educator-directed and may be used to set up their work spaces, and meet with their building and grade level teams, complete any mandated training, and otherwise prepare for the start of the school year. Lunch period will be scheduled during the educator-directed portion of the day.**

10. IX.4 Half Day Schedule

Add the following at the end of IX.4: During an early release day or a delayed opening, except for an emergency early release, each elementary school will follow a truncated daily schedule, abbreviating the time allocated for subject classes, integrated arts, lunch, and preparation periods. This schedule shall be prepared at the beginning of the year for each day of the week and followed during the year whenever necessary.

11. X.4 Course Approval

Modify the language in Article X, Section 4 as follows:

Section 4. Course Approval Process

In order to ensure that the opportunity to take classes and advance professionally is offered to all employees, the process to sign up for course reimbursement is outlined below.

a. Prior to taking a class, the employee must complete a course approval form and receive approval from the Principal and the Superintendent or their designee at least two (2) weeks prior to the start date of the class to be reimbursed. A rationale for taking the course and how it will enhance the educational experience of the students ~~should~~ **must** be included on the course approval form. **The District shall provide its formal approval or denial of any course approval form within 14 calendar days of receipt of an accurately completed form. A graduate course shall be approved if said course:**

i. Is in the teacher's major or teaching field OR part of a graduate program of studies leading to a higher degree OR will enhance the professional skills of the staff person and/or the educational experience of students

ii. Provide graduate credits through an accredited college, university, or otherwise pre-approved institution (e.g. the University of Westford)

iii. Is taken in person. (Online course requirements are outlined in Section 5

iv. does not require additional funds from the district per section 3 Part b of the contract.

b. Upon completion of any course, a grade must be submitted to the Curriculum Office within ninety (90) calendar days. This process applies to a reimbursed or non-reimbursed course request. Any judgment to approve an extension beyond the ninety (90) calendar days shall not be made arbitrarily or in a capricious manner but shall be determined with an explanation by the Superintendent or their designee.

Sections c-d no change

e. Employees, with approval of the Superintendent or their designee, may be able to attend one (1) workshop or one (1) conference a year and receive up to ~~two hundred dollars (\$200)~~ **three hundred fifty dollars (\$350)** reimbursement in lieu of courses taken for credit or audit that are reimbursed. **Attendance at requested conference may be denied if additional funds from the district are required.**

No further changes

12. X.5 On Line Course Approval

Modify Article X, Section 5 as follows:

Section 5: On-line Courses

On-line Graduate Courses shall be approved and reimbursed for column changes when they meet the following criteria:

1. **Credits are graduate courses; “graduate courses” are those which are eligible for credits awarded by an accredited college or university, and is accepted at that college or university towards a degree, or from a District in-service program. For the purposes of this section, “accredited” shall normally be defined as an institution accredited by a regional agency approved by the Council on Higher Education Accreditation (CHEA); this definition may be expanded at the discretion of the Superintendent.**
2. The online course has a specific start and end date with a minimum of fifteen (15) hours of work for one (1) graduate credit. ~~Courses must begin and end in the same fiscal year.~~
3. The **graduate** course requires interaction with the professor, and the course assignments are graded by the professor.
4. The **graduate** course is in the teacher’s major or teaching field OR part of a graduate program of studies leading to a higher degree OR will enhance the professional skills of the staff person and/or the educational experience of students.

Courses that do not meet the above required criteria may still be used for PDPs.

The course approval form can be found on the school website.

13. XV.4 Reduction in Force

Modify XV.4 as follows:

In the event a reduction in the number of professional personnel covered by this Agreement is deemed advisable by the Committee, a qualified person holding a **valid DESE provisional, initial or professional license in a core academic subject** with professional status shall have the right to bump the following persons occupying positions covered by this Agreement.

- a. A person without professional status whose position the person with professional status is qualified to fill.
- b. A person with professional status in a classification which said teacher is certified to teach but is not currently assigned who **has less seniority than has less than 60 percent (60%) of the seniority of the former teacher**. Said teacher will have one year to become highly qualified, if not already, in order to remain in the position.

14. XVI Parental Leave

Strike XVI Section 1 and 2 and replace as follows:

Section 1: Parental Leave

Parental leaves of absence will be provided to educators to the extent required by, and subject to the provision of, applicable laws, including the Massachusetts Parental Leave Act General Laws Chapter 149, Section 105D ("MPLA"), and the Family and Medical Leave Act, 29 USC 2601 et seq ("FMLA"). Whenever possible, such leave under MPLA and FMLA and any leaves taken under the terms of Section 9.1 shall run concurrently.

Contractual parental leave will also be provided under the following conditions:

1. Up to twelve (12) weeks may be taken for parental leave. The first two (2) weeks will be paid parental leave, which will be paid at 100% of regular wages, without deduction from sick leave. The following up to ten (10) weeks are unpaid leave EXCEPT that educators may apply their own accrued sick leave and/or personal leave days, fully or in half-day increments, to be paid during their leave.
2. The twelve weeks of leave under this policy shall commence within one calendar year of the adoption of the child or the birth of the child.
3. Educators must be employed a minimum of one (1) year to be eligible for this benefit
4. If both parents are employees of Westford Public Schools, both members will be entitled to parental leave individually.

The Educator shall provide written notice to the Superintendent regarding their intent to take leave under this provision. Such notice shall include the anticipated date of departure, intent to return to work, and anticipated length of leave. When possible, the educator shall provide notice at least sixty (60) days prior to the intended leave (or as soon as possible). In the event of extenuating circumstances, the sixty (60) day written

notice period shall be waived. In the event the educator cannot provide sixty (60) days of notice, the educator shall provide as much advance notice as possible.

Section 2: FMLA Leave and Military Family Leave

FMLA: All eligible members of the bargaining unit shall, in addition to the provisions of this Article, be eligible for leaves of absence in accordance with the Family and Medical Leave Act of 1993. FMLA currently includes leaves for:

- a. The birth of a child and in order to care for the newborn.
- b. The adoption or placement of a child for foster care with the employee.
- c. To care for a child, spouse, or parent with a serious health condition.
- d. Because of the employee's own serious health condition that makes the employee unable to perform the essential functions of their position.

All full-time bargaining unit members shall presumptively be considered to have met the 1250 hour eligibility threshold on an annual basis.

Military Leave: Military Family Leave Entitlements: Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their twelve (12) week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings. FMLA also includes a special leave entitlement that permits eligible employees to take up to twenty-six (26) weeks of leave to care for a covered service member during a single twelve (12) month period. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the service member medically unfit to perform their duties for which the service member is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Delete Section Entitled "Eligibility Requirements" ; no other language changes thereafter

15. XII.6 Teachers as Substitutes

Modify XII.6 as follows:

Once every good faith effort has been exhausted to utilize a substitute teacher to fill an unsupervised classroom/student setting, those who have previously submitted their name to be an emergency substitute may be selected to fill-in for that period. When possible, teachers shall be selected on a rotating basis and provided with the right to decline. A staff member may be assigned by the school administration if no other solution is available. **If this temporary assignment is an increase to daily expectations compensation shall be \$15.00-\$30.00 for each assignment. (This does**

not account for a time when a unit member's daily expectations have been canceled due to classes being out of the building, such as a field trip or senior Capstone, etc). Teachers performing services as a short-term substitute teacher for five days or less shall not be expected to plan and grade for the class in which the teacher is providing short-term substitute teaching services during that five day or less period.

16. Stipend Appendix - Correction

Modify the Group for Nordic Ski from 3 to 2, and change the rate from \$5,221 to \$6,161.

17. Article XII.8 - Head Nurse

The parties agree to modify the recognition language to move the Head Nurse position from Unit A to Unit B. References to Head Nurse duties in the Unit A contract shall be removed. Unit B and the Committee shall bargain further terms of this change in their successor negotiations. The current Head Nurse shall be offered the new Unit B position and, if she accepts the position, shall transfer all earned benefits into her new role.

18. XII.8 Nurse Summer Work

Modify XII.8 as follows:

A total of ~~eighteen (18) days~~ **twenty (20) days - or two days per nurse, whichever number is higher** - for summer work for registered nurses shall be budgeted by the Committee. Such appropriation will be divided between registered nurses at all levels. Nurses will be paid at a per diem rate. Nurses are asked to submit a request to use the days to the Head Nurse and Director of Special Education and Social Emotional Learning. All requests will be considered reasonable if the expectation is to work a full day within the clinic performing essential duties necessary for compliance.

19. IX.7 Nurse Lunches

Modify IX.7 as follows:

Nurses will receive a twenty-five (25) minute, duty-free lunch period, **which should be interrupted only for medical emergencies. The nurse and building principal will collaborate to determine the most ideal time for the lunch period.**

20. XI.11 Nurse Uniform Allowance

Add new section XI.11 as follows:

Each nurse shall be reimbursed up to \$700 per year for uniform expenses, such as the purchase of appropriate scrubs and shoes. Employees must provide proof of purchase in accordance with the WPS Finance Department's practices, and procedures. Part-time employees will be reimbursed at a prorated amount consistent with their FTE allocation. Any employee hired after the start of the fiscal year will receive prorated monthly reimbursement.

21. X.6.6.4 Nurse Conference/Tuition Reimbursement

Strike current language for nurse specific reimbursements. Replace with the following:

Nurses will follow the same tuition/conference/workshop reimbursement rates as other Unit A members.

22. IX.17 Class Size

Add a new article IX.17 Class Sizes as follows:

The Committee recognizes the impact that class size can have on quality education and will, whenever possible, subject to space availability and other educational/programmatic considerations, ensure that class size is of the most effective number for both teachers and students. Ideally the goal will be to maintain class sizes of 22 or below at the K- 5 level and 25 or below at the 6-12 level.

In the event that a classroom teacher's class size exceeds these guidelines, they may request a review by the Class Size Committee. This committee shall meet outside of the school day within fifteen (15) school days of the request and may consist of the teacher, union leadership or designee, building administration, a curriculum coordinator, the Superintendent or designee, and one member of the School Committee. The committee will consider whether or not additional resources or the reallocation of current resources is appropriate and make a recommendation to the Superintendent within five days of the meeting.

23. IX.7 Special Education Planning Time

Add the following to Article IX.7 Planning Time:

Special Education Caseload Educators and Related Service providers PK-12 shall receive an additional 60 minutes of preparation time per cycle. These periods will be utilized for required meetings and paperwork, such as: writing and updating IEPs, progress reports and documentation, data collection, testing, team coordination, consultation with related service providers, etc.

24. XIV.5 Caseload Balance

Add the following as XIV.5 Caseload Balance:

If requested by the educator within fifteen (15) school days, while the students continue to receive services, the SST team in the building shall meet outside of the school day to review the balance of caseloads based on the level of student need. Based on the review, recommendations will be made to the Director of Special Education and Social Emotional Learning as to how resources could be reallocated, if applicable. This may include realigning caseloads, reassigning staff, or additional measures if funding allows. (Level of student need considers the whole child and is not determined solely by the DESE designation. Level of student need is determined by service delivery grid time and

frequency, individualized instruction, in-class and out of class support, accommodations, modifications, data collection, lesson preparation, home-school communication, meeting social-emotional needs significant changes programming, coordinating and/or reviewing outside evaluations, consultations and communication/coordinating with internal/external educators and/or providers.)

25. XIV.3 Special Education Meetings

Modify XIV.3 as follows:

~~Section 3: Efforts will be made to schedule team evaluations during the regular workday.~~ IEP, 504, and team meetings shall not be scheduled before or after work hours, or during a teacher's lunch break. A staff member shall not be deprived of their daily preparation period for such a meeting. **Staff members will be informed of the scheduled duration at the start of the meeting.** If any IEP, 504, manifestation determination, or special education meeting exceeds the scheduled duration by more than ten (10) minutes, the teacher shall receive equivalent release time.

26. IX.6 Meetings and Conferences

~~Strike the following sentence in paragraph 1 in IX.6: Prior to October 15th and prior to April 15th educators shall be allowed to utilize one of the scheduled monthly meetings for the purpose of preparing the appropriate evaluation paperwork.~~

Replace paragraphs 2-4 of IX.6 with the following:

All Unit A members at the elementary and middle school level shall participate in two (2) parent conference days in November of each year. The first conference day will be scheduled on the first Tuesday of November (voting day) of which there will be no school for the students. 15-minute elementary conference blocks and 10-minute middle school conference blocks will be scheduled during the time of the typical school day. Unit A members will receive their regular 25-minute duty free lunch period. On the second conference day, there shall be a delayed start for the students. Conference blocks will be scheduled to start at the regular start to the school day and continue throughout the duration of a typical delayed start day and ending when students arrive.

During the full day of conferences, teachers may leave at the end of scheduled conferences; however, families are given the full range of available time to schedule.

At the Elementary School level, an evening Back to School event shall be held in person, (barring a global pandemic or state-wide emergency order which may trigger the need for virtual). All Unit members are expected to participate in the event; unit members expected participation in the event shall not exceed 30 minutes, and shall be scheduled to end no later than 6:00pm.

At the Middle School level, an evening Back to School event shall be held in person, (barring a global pandemic or state-wide emergency order which may trigger the need for virtual). All Unit members are expected to participate in the event; unit members expected participation in the event shall not exceed 2 hours and shall be scheduled to end no later than 7:00pm.

At the High School level, an evening Back to School event shall be held in person (barring a global pandemic or state-wide emergency order which may trigger the need for virtual). The event will be held on a school day, which will be scheduled as an early release day for students. All Unit members are expected to participate in the event; unit members expected participation in the event shall not exceed 3 hours and shall be scheduled to end no later than 7:00 PM. This event will not be held on the same day as the Middle School event.

Pertains to all Unit Members (nurses, counselors, related service providers, PreK teachers); nurses are expected to attend back to school events for at least 30 minutes, regardless of level.

27. New Article, "Safe Working Conditions"

Add a new Article to the CBA as XXII - Safe Working Conditions

- a. A: Injury Reporting: Staff members will immediately report, in writing, to the building principal or their immediate supervisor when they are injured in the course of their work, including injuries sustained accidentally or in any cases of alleged assault and/or battery. An injured staff member will also seek appropriate medical attention. Should an injured staff member require medical attention beyond what is available in the building, they shall be given immediate release time to obtain medical treatment for the remainder of the work day without any reduction in their pay or their accrued sick time.
- b. B: Broken Item Reimbursement: If a personal item is broken while on duty, the District shall analyze the situation and if appropriate reimburse for the following:
 - i. 1. The replacement cost of any hearing aids, glasses, clothing or other personal property, except cell phones, damaged or destroyed as a result of an injury caused by a student assault or other work-based incident during the workday.
 - ii. 2. Reimbursements under this provision shall be limited to fair market value for the item and will only be paid if there is no insurance coverage for the employee's loss. Cell phones will be reimbursed for a maximum of \$500 and only in instances where staff were using them for work duties.
 - iii. 3. The District may adopt procedures to implement this reimbursement benefit.
- c. C: Personal Protective Equipment (PPE): The District shall provide appropriate Personal Protective Equipment (PPE) to protect staff from reasonably foreseeable injuries based on their work assignment. Such PPE will be provided

in advance of their assignment if feasible. Any staff member may request appropriate PPE from their direct supervisor, who will prioritize ensuring staff and student safety in their procurement recommendation.

- d. D: Injury Prevention: If a staff member is injured at work, the District shall analyze the situation to determine if PPE would have prevented the issue and whether the situation is reasonably likely to reoccur. If so, the appropriate PPE shall be appropriated and supplied as soon as possible.
- e. E: School Safety Concerns: Any individual with concerns regarding school safety shall report those concerns to their building Principal. Any concern so reported shall be acknowledged promptly and investigated in a timely manner, consistent with the seriousness of the concern. The District shall take appropriate corrective action as necessary and shall communicate, to the extent permitted by law, the status and resolution of the concern to the reporting teacher. No teacher shall be subject to retaliation for reporting a good-faith safety concern.

28. XII.4 Compensation for Unused Sick Leave

Modify XII.4 as follows:

In recognition of dedicated service to the children of Westford, any employee covered by this Agreement who has taught for twenty (20) years in the Westford School System OR who has spent thirty (30) years total teaching/**nursing**, the last fifteen (15) of which has been consecutive in the Westford School System ~~OR who has worked as a nurse in the Westford School System for ten (10) years~~ shall receive ~~thirty-five dollars (\$35.00)~~ **fifty (\$50.00)** for each accumulated sick day remaining unused on the date of retirement up to a total of ~~one hundred and fifty (150)~~ **one hundred eighty (180) days**. Employees who give a binding notice of their intention to retire prior to the start of the school year after which they intend to retire will receive compensation under this section on July 15th following their retirement [*no change to the following*]

29. Stipend List - Correction

In the stipend list, correct the blank box for the Middle School Athletic Coordinator to \$2,631

30. Summer Pay

Add the following note after "summer pay" on p.42 of the CBA:

Any teacher may choose to work over the summer to set up their classroom during a time approved by their Principal. They shall be paid an hourly rate of fifty dollars (\$50.00) per hour for up to **six (6)** hours for an elementary classroom and up to **three (3)** hours for a middle or high school classroom. All work is performed beyond the contracted work year.

31. Wages

For each year of the contract, a general wage increase shall be applied to the wage scales as follows. FY27: 2.5% FY28: 3.7% FY29: 4.2%

FY27--2.5% COLA

FY27	BA	MA	MA +30
Step 1	\$56,869	\$63,180	\$68,226
Step 2	\$59,399	\$65,824	\$70,944
Step 3	\$62,202	\$68,422	\$73,667
Step 4	\$65,051	\$71,751	\$77,106
Step 5	\$67,803	\$74,618	\$79,882
Step 6	\$70,884	\$77,774	\$83,112
Step 7	\$74,518	\$81,484	\$86,674
Step 8	\$77,799	\$84,935	\$90,484
Step 9	\$81,216	\$88,542	\$93,831
Step 10	\$84,577	\$92,431	\$97,751
Step 11	\$87,877	\$96,778	\$102,398
Step 12	\$90,572	\$100,689	\$107,078
Step 13	\$93,548	\$103,660	\$110,156
Step 14	\$95,661	\$105,384	\$113,605

FY28--3.7% COLA

FY28	BA	MA	MA +30
Step 1	\$58,973	\$65,518	\$70,750
Step 2	\$61,597	\$68,259	\$73,569
Step 3	\$64,503	\$70,954	\$76,393
Step 4	\$67,458	\$74,406	\$79,959
Step 5	\$70,312	\$77,379	\$82,838
Step 6	\$73,507	\$80,652	\$86,187
Step 7	\$77,275	\$84,499	\$89,881
Step 8	\$80,678	\$88,078	\$93,832
Step 9	\$84,221	\$91,818	\$97,303
Step 10	\$87,706	\$95,851	\$101,368
Step 11	\$91,128	\$100,359	\$106,187
Step 12	\$93,923	\$104,414	\$111,040
Step 13	\$97,009	\$107,495	\$114,232
Step 14	\$99,200	\$109,283	\$117,808

FY29--4.2% COLA			
FY29	BA	MA	MA +30
Step 1	\$61,450	\$68,270	\$73,722
Step 2	\$64,184	\$71,126	\$76,659
Step 3	\$67,212	\$73,934	\$79,602
Step 4	\$70,291	\$77,531	\$83,317
Step 5	\$73,265	\$80,629	\$86,317
Step 6	\$76,594	\$84,039	\$89,807
Step 7	\$80,521	\$88,048	\$93,656
Step 8	\$84,066	\$91,777	\$97,773
Step 9	\$87,758	\$95,674	\$101,390
Step 10	\$91,390	\$99,877	\$105,625
Step 11	\$94,955	\$104,574	\$110,647
Step 12	\$97,868	\$108,799	\$115,704
Step 13	\$101,083	\$112,010	\$119,030
Step 14	\$103,366	\$113,873	\$122,756

For the Union:

Kristine Jussame

Date:

6-15-26

For the Committee:

K. Cor

Date:

6/15/26

