Questions Regarding the Salary Proposal Presented on 8/24/26

1. How will we specifically move from 12 steps (current salary table) to 6 steps (proposed salary table)?
2. How are the varying hours per day reflected in the proposed salary table?

Current (varied) Hours:

- **ABECC Preschool**: 26-29 hours/week (Monday-Thursday 6 hours, 30 minutes, Friday 3 hours/day)
- **ABECC: Kindergarten:** 33 hours, 20 minutes/week (Monday-Friday 6 hours, 40 minutes per day)
- **Elementary:** 32 hours, 30 minutes/week (Monday-Friday 6 hours, 30 minutes per day)
- **Middle:** 32 hours, 30 minutes/week (Monday-Friday 6 hours, 30 minutes per day)
- **High School**: 32 hours, 30 minutes/week (Monday-Friday 6 hours, 30 minutes per day)
- **LAUNCH:** 34 hours, 10 minutes/week (Monday-Friday 6 hours, 40 minutes per day)

3. Does the salary table presented reflect the following:
    a. Requested 15 vacation days?
    b. Requested 3 additional holidays (for a total of 15 holidays)?
    c. Or does the salary schedule reflect the current 182 days and 12 holidays and the additional 18 days (15 vacation days and 3 additional holidays to total 30 non-work paid days) will be in addition to this salary table
    d. Are the requested stipends rolled into the proposed salary table, or are those additive to the salary table?

4. What is the definition of ‘HQ” in the wage table?
5. Given the substantial salary increases proposed, what changes—if any—does the union believe should accompany this adjustment in terms of responsibilities, training, or expectations for the TA role?
6. With two consecutive 5% increases layered on top of the market adjustment, what is the union’s estimate of the total multi-year cost impact, and how do you see this aligning with the town’s projected revenue growth?
7. Can you walk us through the data or benchmarks used to justify the initial living-wage market adjustment—specifically the jump to $55,000–$65,000 (stated as hourly, not annual) at Step 1?
8. Which comparable districts or roles were used to determine these starting points? Also, what criteria were used to determine comparable districts?
9. What is the rationale for maintaining a six-step structure at these new salary levels, and how does the union envision step progression supporting retention and career development for TAs?
10. The district does not keep a list of TA educational advancements since they are not required for the position. Does the union have data showing how many members would fall into each category of the proposed salary chart?

Additional Information Needed

- Proposals that could involve joint discussion between Units A and C