Questions Regarding the Salary Proposal Presented on 8/24/26 - NAEA Responses 9-22-26

1. How will we specifically move from 12 steps (current salary table) to 6 steps (proposed salary table)?
   -Migration would 1-2 to 1; 3-4 to 2; 5-6 to 3; 7-8 to 4; 9-10 to 5; 11-12 to 6.
2. How are the varying hours per day reflected in the proposed salary table? **- The final hourly rates will be determined after other variables (like paid vacation and holidays etc...) are settled.**

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 **- This is correct.**
   d. Are the requested stipends rolled into the proposed salary table, or are those additive to the salary table? **-Stipends are not rolled into our proposal.**

4. What is the definition of 'HQ" in the wage table? **- Highly Qualified (aka HS diploma or equivalent).**
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? **- The union is proposing a living wage to compensate for the vital and excellent work TAs already provide the district.**
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? **- We are waiting on information requests to update our costing calculations. The employer already possesses this information and should be able to produce its own analysis regardless.**
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? - **Hourly rates would vary based on any additional paid vacation or holidays etc... The benchmark is set by the MIT Living Wage calculator ($67,000/year for a single person living in Essex County) and the salary range sits on either side of that figure.**
8. Which comparable districts or roles were used to determine these starting points? Also, what criteria were used to determine comparable districts? **- We are currently gathering more information from around the state and will be updating comps. But our primary comp is still the MIT Living Wage standard.**
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? **- Steps are a form of deferred compensation. This is especially true of education support professionals like the TAs. The more steps the lower the lifetime earnings, and the longer it takes for a TA to make a dignified wage that they can live on. Districts with better pay (especially a minimum living wage) retain staff longer and have larger pools of applicants to choose from.**
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? **- The Union will survey its membership to acquire this information.**

Additional Information Needed

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