



MARBLEHEAD PUBLIC SCHOOLS

Marblehead School Committee – Bargaining Subcommittee

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FOR IMMEDIATE RELEASE

October 21, 2024

The Marblehead School Committee Bargaining Sub-committee (Sub-committee) met with the Marblehead Education Association (Union) in a bargaining session today, October 21st, 2024. The majority of the evening was dedicated to the Custodians Unit in an effort to reach a contract. The Sub-committee was hopeful the two parties could reach an agreement with Custodians however, the Union refused to move on their wage proposals. Please see below the Sub-committee’s proposed wage tables.

The bargaining session ended shortly after 8PM when the MEA informed the Sub-committee the members were no longer willing to bargain further.

The Sub-Committee was hopeful both parties would be able to reach an agreement tonight and continues to work towards this goal, in the best interest of our students, staff and community.

The committee is scheduled to meet again to bargain on October 28th.

Custodians

FY24 (School Year 2023-2024) Hourly							
Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7	\$ 18.11	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01		
8	\$ 18.11	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	
9	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	
10	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	
11	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	
12	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	
13	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	
14	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	
15	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	
16	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	\$ 34.14	
17	\$ 28.08	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14	\$ 35.85	

← **Current Wage Table**
(School Year 2023-2024)

- Wage scale in use until new contract is ratified

FY25 (School Year 2024-2025) Hourly							
Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7							
8							
9	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11		
10	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	
11	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	
12	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	
13	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	
14	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	
15	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	\$ 33.17
16	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	\$ 34.14	\$ 34.82
17	\$ 28.08	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14	\$ 35.85	\$ 36.57

← **Year 1** →
(School Year 2024-2025)

- Reclassified all groups resulting in a wage increase up to 16% in year 1

GROUP	Position
9	Custodians
	Van or Small Bus Driver
10	Custodians (merit)
	Van or Small Bus Driver (merit)
11	Assistant Head Custodian
	Large Bus Drier (CDL Licensed)
12	Assistant Head Custodian (merit)
	Large Bus Drier (CDL Licensed) (merit)
13	Head Custodian
14	Head Custodian (merit)
	Maintenance Worker (unlicensed)
15	Maintenance Worker (unlicensed) (merit)
	Maintenance Worker (licensed)
	Maintenance Supervisor (unlicensed)
16	Maintenance Worker (licensed) (merit)
	Maintenance Supervisor (unlicensed) (merit)
	Maintenance Supervisor (licensed)
17	Maintenance Supervisor (licensed) (merit)



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Custodians

FY26 (School Year 2025-2026) Hourly 2.00% COLA							
Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7							
8							
9	\$ 19.39	\$ 20.36	\$ 21.38	\$ 22.45	\$ 23.57		
10	\$ 20.36	\$ 21.38	\$ 22.45	\$ 23.57	\$ 24.76	\$ 25.99	
11	\$ 21.38	\$ 22.45	\$ 23.57	\$ 24.76	\$ 25.99	\$ 27.29	
12	\$ 22.45	\$ 23.57	\$ 24.76	\$ 25.99	\$ 27.29	\$ 28.65	
13	\$ 23.57	\$ 24.76	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.09	
14	\$ 24.76	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.09	\$ 31.59	
15	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.09	\$ 31.59	\$ 33.17	\$ 33.83
16	\$ 27.29	\$ 28.65	\$ 30.09	\$ 31.59	\$ 33.17	\$ 34.82	\$ 35.52
17	\$ 28.64	\$ 30.08	\$ 31.59	\$ 33.17	\$ 34.82	\$ 36.57	\$ 37.30



Year 2
(School Year 2025-2026)

- 2% increase for all steps

FY27 (School Year 2026-2027) Hourly 2.50% COLA							
Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7							
8							
9	\$ 19.87	\$ 20.87	\$ 21.91	\$ 23.01	\$ 24.16		
10	\$ 20.87	\$ 21.91	\$ 23.01	\$ 24.16	\$ 25.37	\$ 26.64	
11	\$ 21.91	\$ 23.01	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.97	
12	\$ 23.01	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.97	\$ 29.37	
13	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	
14	\$ 25.37	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38	
15	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38	\$ 34.00	\$ 34.68
16	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38	\$ 34.00	\$ 35.69	\$ 36.41
17	\$ 29.36	\$ 30.83	\$ 32.38	\$ 34.00	\$ 35.69	\$ 37.48	\$ 38.23



Year 3
(School Year 2026-2027)

- 2 ½ % increase to all steps



Custodians

What does this all mean for our Custodians, Bus/Van Drivers, and Maintenance Workers?

- A new evening Custodian that started this year earning \$18.11 per hour would be earning \$ 21.91 per hour at the end of the proposed contract. Additionally their night differential would increase from \$.43 per hour to \$2.00 per hour. (29% increase over 3 years)
- A mid-career evening Custodian with merit at Step 3 started this school year earning \$19.96 per hour would be earning \$25.37 per hour at the end of the proposed contract. Additionally their night differential would increase from \$.43 per hour to \$2.00 per hour. (32% increase over 3 years)
- A daytime Unlicensed Maintenance Worker with merit at step 6 that started this year earning \$29.50 per hour would be earning \$34.68 per hour by the end of the proposed contract. (18% increase over 3 years)
- A new Large Bus Driver started this year earning \$19.10 per hour would be earning \$24.16 per hour by the end of the proposed contract. (26.5% increase over 3 years)