



# MARBLEHEAD SCHOOL COMMITTEE

## Comparison of Marblehead Educators Association and Marblehead School Committee Proposals

MEA DEMAND	SCHOOL COMMITTEE RESPONSE
Change in Teacher Work Year Language	Agreed
Safety Committee	Agreed
Increase Tuition Reimbursement	Agreed
Increase in Lead Nurse Work Year	Agreed
Enrollment of Non-resident employees' children subject to available space	Agreed
Compensation for Teachers who miss prep period	Agreed
Training suggestions	Agreed
Teacher Summer Hourly Rate Increases	Offered increases in FY 26, 27, and 28
Parental Leave	<ul style="list-style-type: none"> <li>• New benefit of up to first 12 days paid by employer (previously none paid by employer)</li> <li>• Increase to balance of 12 week available to be paid by Employee's accrued time</li> <li>• Previously limited to a maximum of 8 weeks and was entirely paid by Employee's accrued time.</li> </ul>
One Sick Leave Bank for all employees	Maintain Sick Leave Bank for Teachers and create a new combined Sick Leave Bank for Tutors, Paraprofessionals, Permanent Substitutes and Custodians.
<p style="text-align: center;"><b>Teacher Salaries</b></p> <p>33.9% increase for teachers</p>	<p style="text-align: center;"><b>Teacher Salaries</b></p> <ul style="list-style-type: none"> <li>• 10.5% increase, plus new top "step" in salary scale resulting in 12% increase for two-thirds of teachers who are at the top of the pay scale.</li> <li>• Committee offer would increase average salary to \$98,000 and maximum salary to \$109,000.</li> </ul>
32% increase for Custodians	<ul style="list-style-type: none"> <li>• Reclassify wage groupings in year 1 to provide up to 16% wage increase in year 1</li> <li>• Additional 4 ½ % wage increase over next 2 years.</li> <li>• Increase sick leave by 20%</li> </ul>



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	<ul style="list-style-type: none"><li>● Increase night differential by over 350% by end of the contract</li></ul>
27.8% increase for Tutors	<ul style="list-style-type: none"><li>● Up to 26% increases depending on years of experience</li><li>● Rename as “Instructional Assistants”</li><li>● Removing multi- year requirement prior to step advancement</li><li>● Proposing quicker step advancement so employees now advance a wage step each year</li></ul>
83.2% increases for Paraprofessionals	<ul style="list-style-type: none"><li>● Reclassify wage table bringing Pre-K, Kindergarten and Special Ed Para to top pay level</li><li>● Up to 65% increase for starting wages and 34% wage increase for top wage scale</li><li>● Increase rate of stepping to higher wage levels</li></ul>
52% increases for Permanent Substitutes	<ul style="list-style-type: none"><li>● Addition of steps and reduction of time between steps to allow for faster wage advancement</li><li>● 23% wage increase for starting wage over 3 years</li><li>● 17% increase for top step over 3 years</li></ul>
<b>Financial Impact</b>  Total cost of proposal = \$11.59M  Teachers’ proposals would require a \$7,591,107 tax override or layoffs of more than 75 staff members or 15% of the staff.	<b>Financial Impact</b>  Total cost of proposal = \$4.89M  In line with Town’s ability to afford without layoffs and cuts to services.