



MARBLEHEAD SCHOOL COMMITTEE



**Update on
School Committee
Negotiations with
the MEA**

September 19, 2024



Questions in the Community

How did we get here?

Why don't we have new contracts yet?

Where are we in negotiations?

Where do we go from here?



How did we get here?

Negotiations began March 14, 2024

- School Committee had requested to start bargaining in December 2023
- MEA declined and said it was not ready

School Committee requested to bargain more frequently

- MEA 's MTA representative said he was not available

MEA presented its wage goals in June but did not confirm their "goal" was their wage proposal until September 10 for the teachers Unit



Why don't we have new contract yet?

The MEA's wage proposals are unaffordable and unsustainable, resulting in layoffs of employees and negatively impacting students.

The MEA has proposed a **39.5%** increase for **Unit A** (teachers) over a 3-year period. Cost = **\$9,207,499 budget increase by year 3**

The MEA has proposed a **67%** increase for **Custodians** over a 3-year period. Cost = **\$1,265,507 budget increase by year 3**

The MEA has proposed increases for **Tutors** between **28.8%** and **41%** for year one.

The MEA proposed increases for **Paraprofessionals** between **113.2%** and **171.7%** for year one.

The MEA proposed increases for **Permanent Substitutes** between **31.6%** and **41.8%** for year one .

The MEA proposed increases for a new annual longevity benefit.



Where are we in negotiations?

Custodians Unit

- Request for a state mediator filed

Unit A

- On going negotiations

Tutors Unit

- On going negotiations

Paraprofessional Unit

- On going negotiations

Permanent Substitutes Unit

- On going negotiations



Some Other Issues



Parental Leave- The Committee has offered up to 10 calendar days of paid leave in addition to the current benefit of using the employee's own paid personal leave remainder of the up to 12-weeks of leave from the employee's paid leave accruals.



Safety Meetings – The Committee has offered to establish a Safety Advisory Committee to discuss safety issues



Elementary Student Lunch & Recess – The School Committee is obligated to ensure that the statutorily required 900 hours of student learning time during the course of the year is met. Lunch and recess do not count toward the required 900 hours

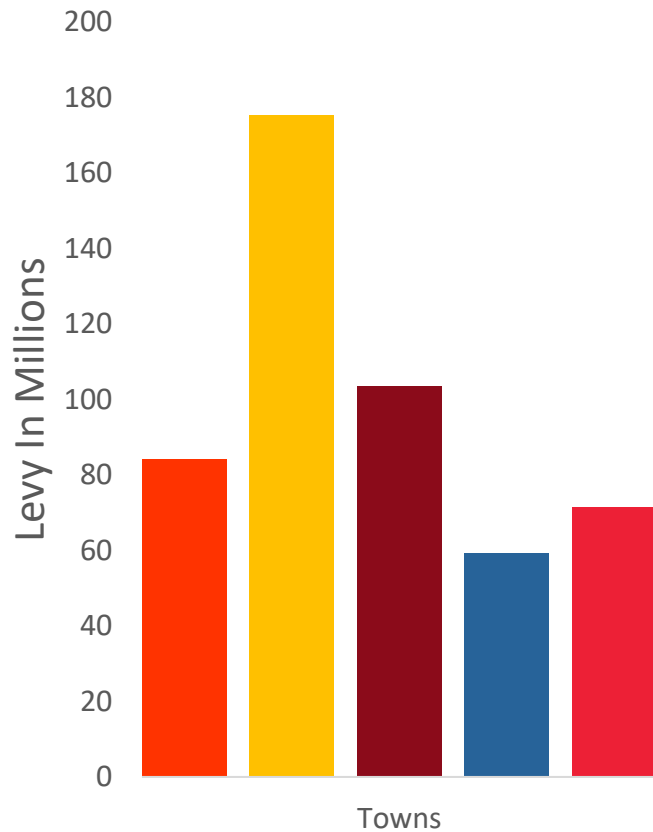


Athletic Fees – These fees are determined by the Committee each year and are not subject to negotiations with the Union.



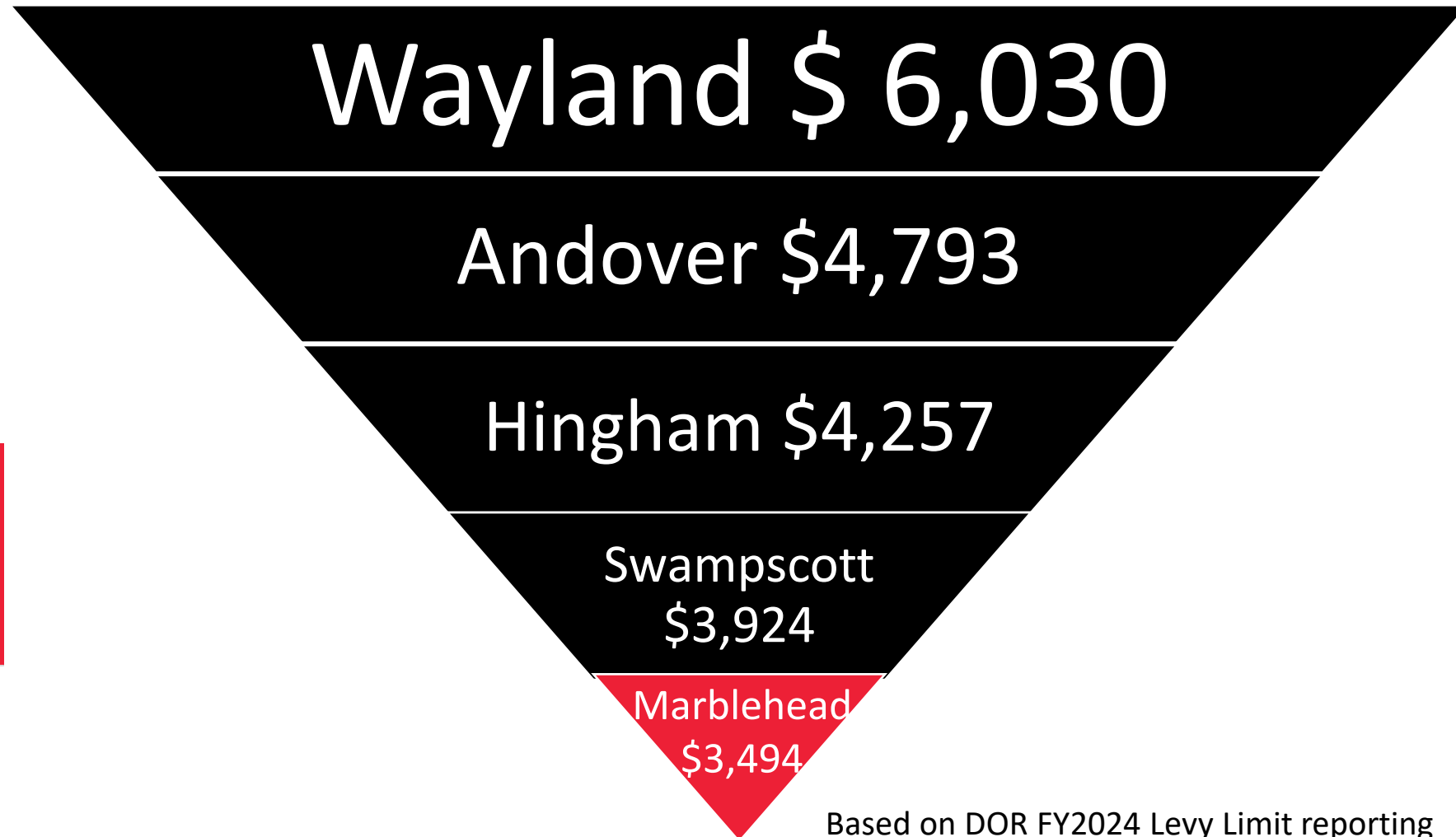
Tax Levy Comparison

Total Tax Levy



Wayland Andover Hingham
Swampscott Marblehead

Tax Levy Per Resident

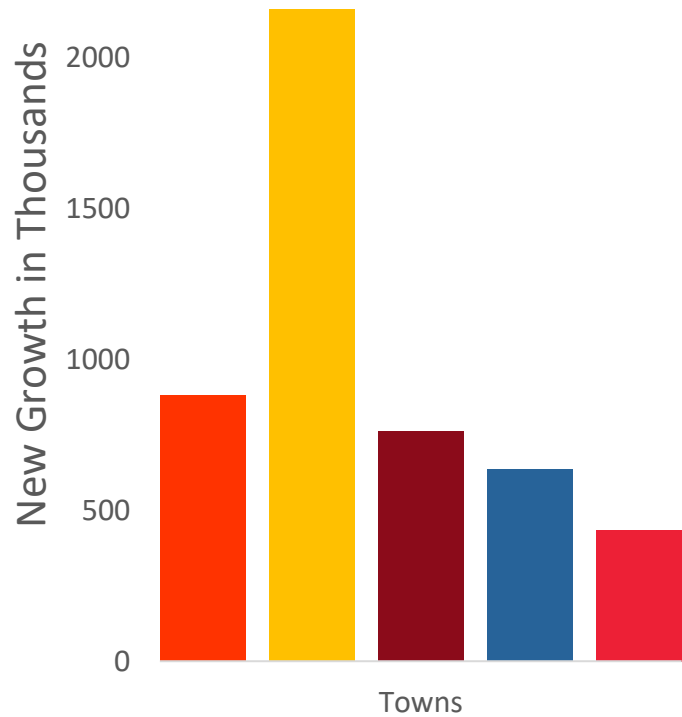


Based on DOR FY2024 Levy Limit reporting



New Growth Comparison

Total New Growth

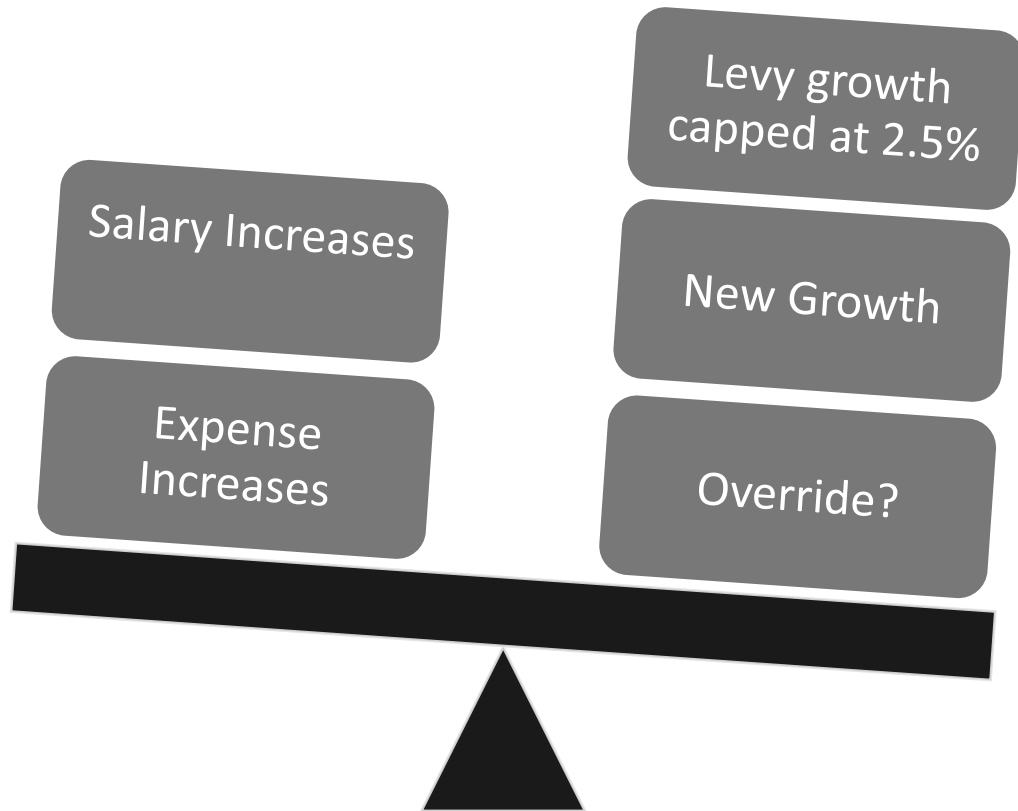


Wayland Andover Hingham
Swampsott Marblehead

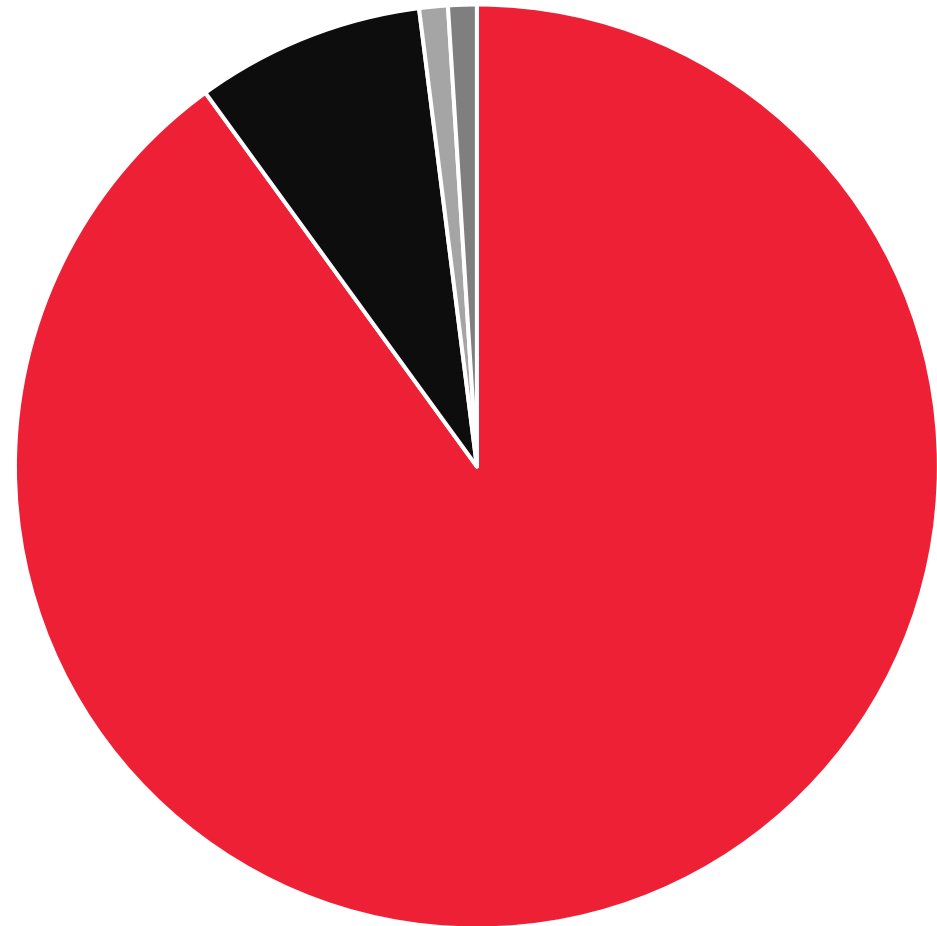
Marblehead's anemic new growth is its greatest financial challenge
- Thatcher Kezer
Town Administrator



How do we balance the budget?



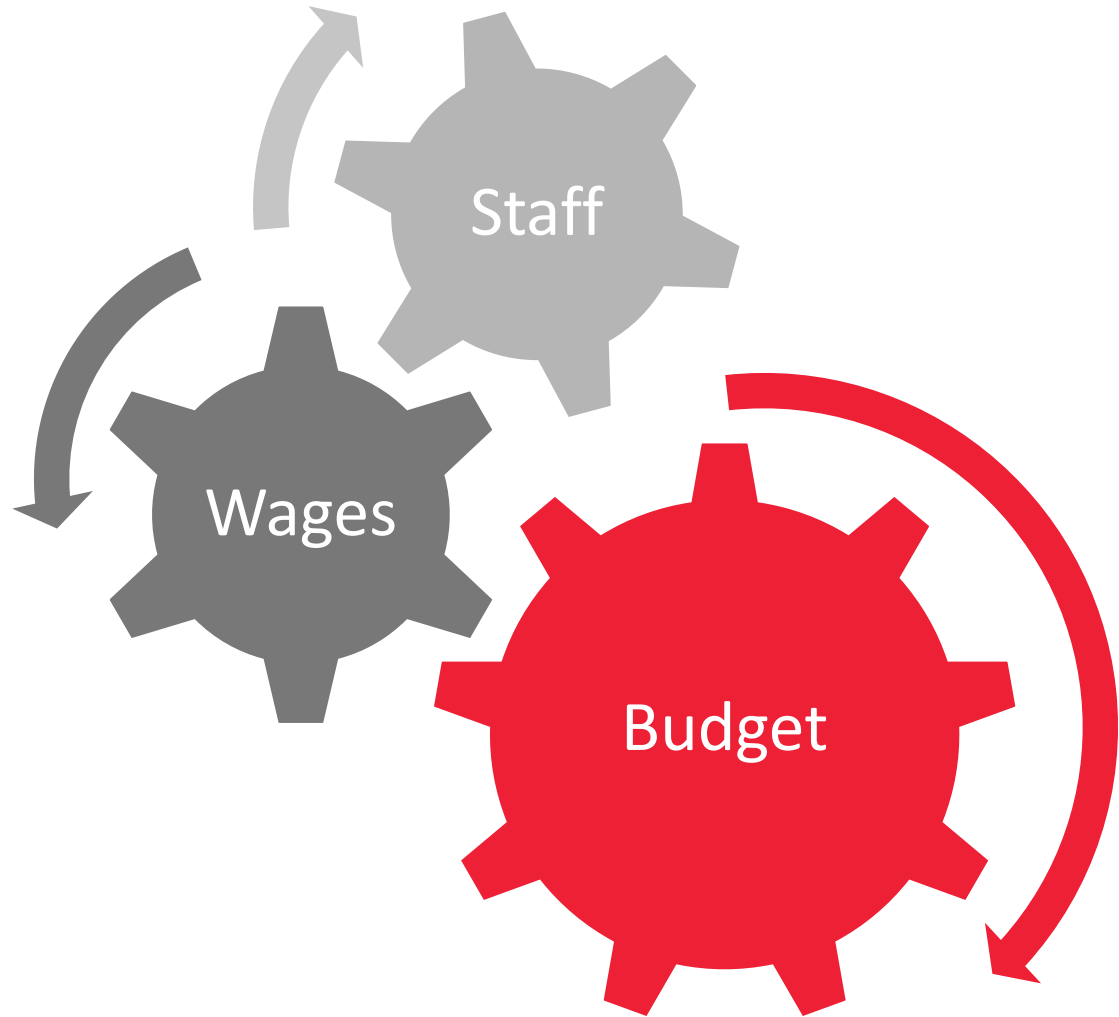
Funding Sources for Budget



■ Town Meeting Appropriation ■ Grants ■ Fees ■ Donations



Formula For Funding the Agreement



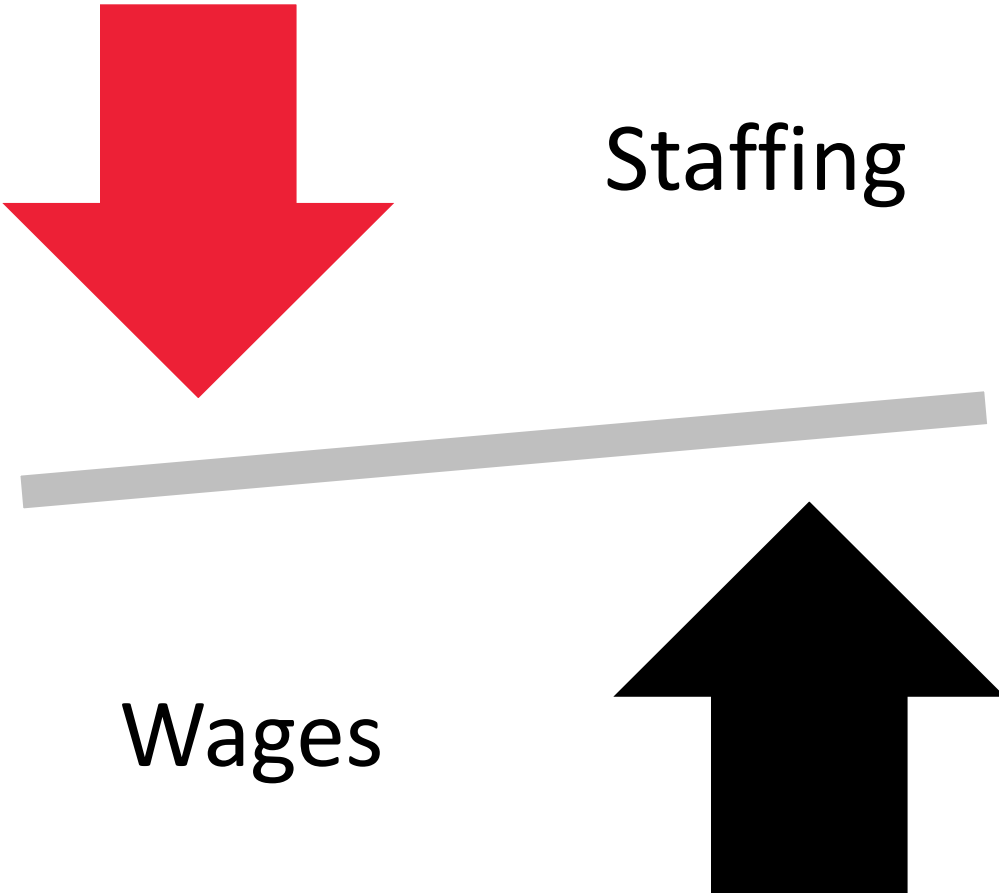
$$A \times B = C$$

Number of Staff Staff Wages Salary Budget

*Salaries account for 80% of the total School budget



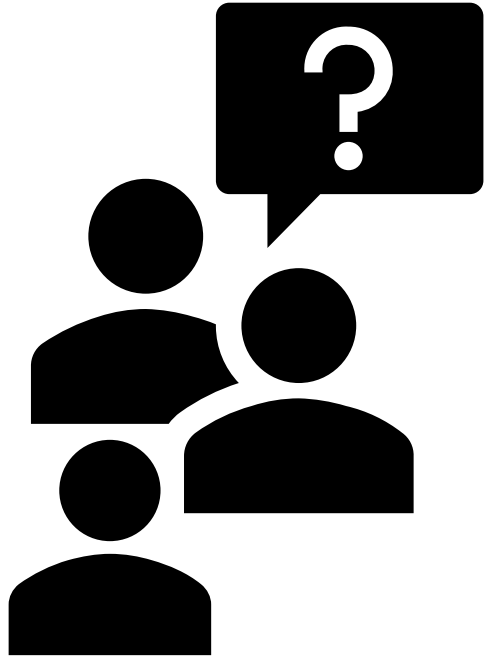
Major Funding Concern



The MEA's wage proposal increases:
40%-170%
require....
14% tax override
or
laying off 42% of staff



The Committee will continue to ask:



How will the proposal impact the education of the students in the Marblehead Public Schools?

Is the proposal affordable and sustainable?

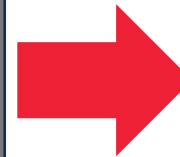


Where do we go from here?

The Committee will continue to bargain in good faith with each of the MEA Units: including Unit A, Tutors, Paraprofessionals and Permanent Substitutes.



The Committee has requested the assistance of a state mediator to help resolve the impasse with the Custodians' unit and is awaiting the assignment of a mediator. (The MEA has objected to mediation.) The Committee will continue to bargain in good faith through the mediation process.



The Committee is committed to bargaining a contract that meets the needs of Marblehead students, staff and the community.

