Negotiations Following A Successful Override Amount of 9.3 million dollars

February 24, 2026

CONTEXT

Where We Were

The School Committee and Bargaining Units (Educators, Educational Support Personnel and Clerical) entered negotiations in the Fall of 2024 before the first proposed override in the Spring of 2025 and continued to negotiate after that override failed.

Because the operating budget would not be increased, the district was not able to entertain a deep fiscal conversation and engaged in negotiating other benefits.

The SEA and SSC did not reach an agreement

Salary Proposals

December 17th, 2024 the SEA proposed the following for educators

FY26: 10%
FY 27: 10%
FY28: 8%

SSC rejected this offer and verbally proposed 5% for one year for eductors (FY26) with all other CBA terms remaining unchanged and to begin negotiations for successor contract for 26-29 in fall of 2025. (post override)

SEA rejected this offer

Salary Proposals

On January 7th, 2025 the SSC presented for educators:

Scenario 1:

5% for one year (FY26) with all other CBA terms remaining unchanged and to begin negotiations for successor contract for 26-29 in fall of 2025. (post override)

Scenario 2:

Three-year contract
FY26: 2.0 percent increase to the salary schedules.
FY: 27: 2.0 percent increase to the salary schedules.
FY:28 : 2.0 percent increase to the salary schedules.

(This offer took into consideration the reductions that would be faced if the override failed)

SEA rejected both of these offers

Where We Are

The SEA has been working at stay put contract since July, 1 2025. Groups in the town of Stoneham worked to educate about school budget and low salaries across the district in order to help the town voters understand the impact of a successful override vs. a failed override.

SEA and SSC re-entered negotiations to review ground rules and current tentative agreements prior to the override vote to be ready for what we hoped would be a successful override.

The $9.3 override passed and the SEA and SSC entered financial negotiations again with the SSC first offer presented on December 16th.

Where We Are Going

We are working toward the following:

- Common understanding of our comparable districts and why they are our comparable districts.
- Common understanding about historically underfunding all budget lines in order to fiscally project what we really need.
- Bringing all employees to mid market (one of the three middle districts within our comp districts) with the information we have now.
- Settling contracts with all units that take the above into consideration.

Comparable Districts for Salary

Stoneham Comparable Districts					
District Name	Number of Students	Overrides	Commercial Tax	Single Home Assessment	Two Family Assessment
Bedford	2,397	0	23%	$1,039,668	$1,063,575
Wakefield (ML)	3,379	0	18%	$825,700	$788,057
Wilmington (ML)	2,782	0	42%	$751,428	$749,041
Saugus	2,614	0	16%	$683,849	$712,450
Tewksbury	3,271	0	15%	$685,343	$662,800
Medford	4,120	1	10%	$807,845	$935,600
Stoneham	**2,296**	**1**	**10%**	**$801,126**	**$809,331**
North Reading	2,335	1	11%	$855,002	$900,500
Lynnfield	2,159	2	11%	$1,053,184	$1,070,350
Reading (ML)	3,862	3	10%	$944,000	$878,723
Melrose (ML)	3,730	3	5%	$870,000	$873,095

Understanding School Needs & Educating About Those Needs

- Recruitment and Retention
- High quality curriculum and instructional materials linked to high quality PD
- Multi-Tiered Systems of Support with tier 1 focus
- Providing specialized instruction in least restrictive environments

WHY: These are all in service of the students we serve and supporting the educators who educate them.

UNDERSTANDING MARKET SALARY

Bachelors

Lowest Step

District	Rank	Salary
Medford	1	$67,581
Bedford	2	$67,069
Wakefield	3	$63,302
Reading	4	$61,044
North Reading	5	$59,923
Tewksbury	6	$58,062
Wilmington	7	$57,271

Step 5

District	Rank	Salary
Bedford	1	$81,925
Medford	2	$78,074
Tewksbury	3	$75,048
Wakefield	4	$74,607
North Reading	5	$73,969
Reading	6	$70,750
Wilmington	7	$69,614

Highest Step

District	Rank	Salary
Medford	1	$108,931
Bedford	2	$108,597
North Reading	3	$100,342
Wilmington	4	$95,431
Wakefield	5	$95,202
Reading	6	$95,042
Tewksbury	7	$88,372

MARKET SALARY FY 27

Masters

Lowest Step

District	Rank	Salary
Medford		$73,756
Bedford		$70,178
Wakefield		$67,901
North Reading		$67,186
Reading	5	$65,520
Wilmington	6	$62,994
Tewksbury	7	$62,732

Step 5

District	Rank	Salary
Bedford	1	$85,750
Medford	2	$84,260
North Reading	3	$82,204
Tewksbury	4	$81,022
Wakefield	5	$80,011
Wilmington	6	$76,571
Reading	7	$76,534

Highest Step

District	Rank	Salary
Bedford	1	$120,526
Medford	2	$116,930
North Reading	3	$110,338
Reading	4	$104,424
Wakefield	5	$101,996
Wilmington	6	$101,378
Tewksbury	7	$100,833

Proposals and Tentative Agreements

Proposals and Responses Beginning 12/16

- Tentative Agreements
- FY 27 Budget Approved by School Committee
- Salary Proposals
- Other Items with Financial Impact
  - Parental Leave
  - ESP Holiday Pay
- Additional Items
  - Adding additional positions to the unit
  - Payroll Schedule

Tentative Agreements

- Change Stoneham Teachers Association to Stoneham Education Association throughout the contract.

- The Stoneham Educators' Association has ratified their health insurance agreement through the Public Employee Committee with the Town of Stoneham to enroll in health insurance through the Massachusetts Group Insurance Commission from July 1, 2024 to June 30, 2027.

- For those employees opting into the town health insurance, premium payments will be divided into 26 equal installments and deducted from payroll in each of the 26 payroll installments throughout the year.

Tentative Agreements

- Three (3) of the above leave days may be taken for personal reasons. The reasons for personal days are personal and confidential. However, except for one (1) of these three (3) personal leave days, personal leave days cannot be used the first or last day of the school year or the day preceding or following a school holiday or vacation or long weekend without a stated reason, and permission from the Superintendent.

- There will be a twenty (20) minutes recess for kindergarten through grades four (4). Teachers will be free from supervision of pupils for one-half of the recess period.

- The parties agree to form a Joint Labor Management Committee (JLMC) to review and revise the school schedule at the High School and make recommendations, if any, for modifications of such schedule to take effect for the 2027-2028 school year. Any and all recommendations by the JLMC shall be submitted to the principals of each party for a ratification vote to occur no later than December 31, 2026. The JLMC will be convened by no later than September 30, 2026

Tentative Agreements

- **Delete Article 7(J)(2)**

- The Committee will consist of one member from each school building appointed by the president of the Teachers' Association and two administrators appointed by the Superintendent. The Committee will consist of two subgroups: Elementary/PreK PD and Secondary PD.

- PDP's used for salary scale advancement must be earned after the teacher has commenced teaching in the Stoneham Public Schools. In the event a teacher separates from employment with Stoneham Public Schools, PDPs previously earned will not be used for salary scale advancement upon rehire, with the exception of teachers laid off pursuant to a RIF who are recalled within the contractual recall period, or teachers who resign and are rehired within one (1) year. PDPs issued/endorsed/required by the Stoneham Public Schools may be used prior to earning a Master's degree.

Tentative Agreements

- Peer Coaching/UDL Coaching (added UDL Coaching)
- For the 2026-2027 school year, a Joint Labor Management Committee will be formed to recommend rewrites to the Stoneham Public Schools Evaluation Procedures and Documents Handbook and to negotiate implementation of the new DESE Evaluation Rubrics.
- Delete Subcommittee stipend language
- If needed and upon request, the Superintendent or their designee will provide to the Association president a seniority list for each seniority area

Budget Cost Centers

Development of High Level Cost Centers

- Salaries
- Professional Development and Learning
- Curriculum, Instruction and Assessment
- General Education Student Facing Expenses
- Specialized Instruction Student Facing Expenses
- Technology, Facilities and Administration

Creating A Preliminary Financial Narrative that Supports Level Service in the District and Represents Our Budget Narrative for the General Fund

Voting Categories	FY23 Final Expense	FY24 Final Expense	FY25 Final Expense	FY26 Budget	FY26 Projection as of 1.5.26	FY27 Budget Proposal
Salary	26,068,650	28,486,615	29,801,117	30,435,155	31,109,827	35,972,537
Professsional Development	165,152	107,244	125,952	245,000	205,957	340,877
Curriculum Development	101,077	117,034	193,470	96,100	79,058	226,100
Regular Ed Student Facing Expense	886,035	858,344	411,400	1,011,845	938,333	944,645
Special Ed Student Facing Expenses	2,883,035	2,724,672	3,765,183	5,053,237	4,964,483	5,324,946
Technology, Facilities & Administration*	2,000,305	2,094,907	1,826,856	2,618,907	3,045,406	3,209,800
Grand Total	**32,104,255**	**34,388,816**	**36,123,978**	**39,460,244**	**40,343,063**	**46,018,906**

*Breakout of Utilities	FY23 Final Expense	FY24 Final Expense	FY25 Final Expense	FY26 Budget	FY26 Projection as of 1.5.26	FY27 Budget Proposal
Utilities Expenses reported in General Fund	811,107	734,286	515,342	1,065,000	1,565,097	1,587,000
Utilities Expenses transferred out to other funding sources		250,000	500,000			
Total Utilities expenses	**811,107**	**984,286**	**1,015,342**	**1,065,000**	**1,565,097**	**1,587,000**

Salaries

Superintendent
Assistant Superintendent
Other District Wide Admin
Business Finance
Human Resources
Admin Technology
Department Heads
School Leadership
Teachers
Therapeutic Services
Short Term Subs
Paraprofessionals

Library Media Directors
Guidance Adjustment Counselors
Psych Services
Medical Services
Athletics
Custodial
Maintenance Grounds
Maintenance Buildings
Tech Infrastructure
Employee Separation Costs

Budget Proposals

December 16th School Committee Proposal

Educators:

- FY26: 3% retro
- FY27: 16% across the board
- FY28: 2%
- FY29: 2%

The SEA rejected this proposal

Budget Proposals

December 16th School Committee Proposal

Educational Support Personnel (ESPs)

- FY26: 3% retro
- FY27: 4%
- FY28: 2%
- FY29: 2%

The SEA rejected this proposal

Budget Proposals

December 16th School Committee Proposal

Clerical (Secretaries)

- FY26: 3% retro
- FY27: 4%
- FY28: 2%
- FY29: 2%

The SEA rejected this proposal

Feedback and Conversations

Following these proposals we received feedback on several of the non salary items. We responded to the feedback

At our January 20th Meeting

- We reached tentative agreements for several non-salary items
- We continued to discuss a few additional non-salary items
- SSC did not propose anything different for salary

Feedback and Conversations

Following these proposals we received feedback on several of the non salary items. We responded to the feedback

At our February 3rd Meeting

- We confirmed our tentative agreements for several non-salary items
- We continued to discuss a few additional non salary items
- SSC did not propose anything different for salary
- We received feedback on the middle of our salary tables and the tables in the out years of the contract not staying at mid-market
- Dr. DeFrancisco presented Thinking Out Loud: Understanding the full budget picture.
- SEA presented where they hoped their numbers would be
- SSC did not accept the recommendation from the SEA

Bachelors Step 1 FY 29

SC Proposal

Local	Bachelors 1
Stoneham SEA Proposal	**$71,367.00**
Medford	$70,655
Bedford	$69,752
Wakefield	$65,834
Lynnfield	$64,977
Median	**$63,486**
Reading	$63,485.67
Stoneham SC Offer	**$62,966.00**
North Reading	$62,320
Saugus	$61,358
Tewksbury	$60,384
Wilmington	$60,023

SEA Proposal

Local	Bachelors 1
Watertown	$72,618.48
Stoneham SEA Proposal	**$71,367.00**
Burlington	$68,031.60
Wakefield	$65,834
Woburn	$65,774.80
Lexington	$63,809.88
Median	**63,647.77**
Reading	$63,485.67
Winchester (negotiating*)	$63,412.38
Stoneham SC Offer	**$62,966.00**
Belmont (negotiating*)	$60,435.90
Wilmington	$60,023
Melrose (negotiating*)	$59,856.08

Local	Bachelors 1
Watertown	$72,618.48
Stoneham SEA Proposal	**$71,367.00**
Medford	$70,655
Bedford	$69,752
Burlington	$68,031.60
Wakefield	$65,834
Woburn	$65,774.80
Lynnfield	$64,977
Lexington	$63,809.88
Median	**$63,647.77**
Reading	$63,485.67
Winchester (negotiating*)	$63,412.38
Stoneham SC Offer	**$62,966.00**
North Reading	$62,320
Saugus	$61,358
Belmont (negotiating*)	$60,435.90
Tewksbury	$60,384
Wilmington	$60,023
Melrose (negotiating*)	$59,856.08

Masters Step 1- FY 29

SC Proposal

Local	Masters 1
Medford	$77,112
Stoneham SEA Proposal	**$76,335.00**
Wakefield	$70,617
Bedford	70,178
North Reading	$69,873
Median	**$69,292**
Lynnfield	$69,292
Reading	$68,140.92
Stoneham SC Offer	**$67,892.00**
Saugus	$66,112
Wilmington	$66,022
Tewksbury	$65,241

SEA Proposal

Local	Masters 1
Watertown	$77,789.16
Stoneham SEA Proposal	**$76,335.00**
Burlington	$75,219.04
Winchester (negotiating*)	$72,823.06
Woburn	$70,683.60
Wakefield	$70,617
Median	**$69,378.98**
Reading	$68,140.92
Lexington	$68,117.72
Stoneham SC Offer	**$67,892.00**
Wilmington	$66,022
Melrose (negotiating*)	$65,733.78
Belmont (negotiating*)	$64,888.96

Local	Masters 1
Watertown	$77,789.16
Medford	$77,112
Stoneham SEA Proposal	**$76,335.00**
Burlington	$75,219.04
Winchester (negotiating*)	$72,823.06
Woburn	$70,683.60
Wakefield	$70,617
Bedford	70,178
North Reading	$69,873
Median	**$69,582.55**
Lynnfield	$69,292
Reading	$68,140.92
Lexington	$68,117.72
Stoneham SC Offer	**$67,892.00**
Saugus	$66,112
Wilmington	$66,022
Melrose (negotiating*)	$65,733.78
Tewksbury	$65,241
Belmont (negotiating*)	$64,888.96

	FY26	FY27	FY28	FY29
Average ESP salary at proposed Union rate	34,429	36,636	38,548	40,433
Average Teacher at proposed Union rate	84,798	101,311	105,221	109,888
	FY26	FY27	FY28	FY29
Union requested amount beyond available funding capacity	429,715	963,096	1,118,898	1,376,388
Teacher layoffs estimated to close budget gap	**5**	**10**	**11**	**13**
OR				
ESP/ABA layoffs estimated to close budget gap	**12**	**26**	**29**	**34**

Also of note: Teacher unit now numbers 254 and ESP unit numbers 107 due to additions to union and/or new hires needed

Feedback and Conversations

Following these proposals we received feedback on several of the non salary items. We responded to the feedback

At our February 24th Meeting

- SSC proposed new salary tables based on the feedback about middle of the tables and out years .
- This places our educators at mid market which meanings falling in one of the three middle spots of our comparable districts at all levels of the contract.

BACHELORS

B1

	Town	FY27			FY28			FY29
1	Medford	65,932		Medford	67,251		Medford	68,596
2	Wakefield	63,302		Wakefield	64,568		Wakefield	65,859
3	Lynnfield	61,848		Lynnfield	63,703		Lynnfield	64,977
4	Melrose	61,639		Melrose	62,872		Melrose	64,129
5	Bedford	61,521		Bedford	62,751		Bedford	64,006
6	Reading	61,044		Reading	62,264		Reading	63,509
7	Stoneham	60,511		Stoneham	61,721		Stoneham	62,955
8	North Reading	59,923		North Reading	61,121		North Reading	62343.42
9	Tewksbury	58,062		Saugus	60,155		Saugus	61,358
10	Saugus	57,291		Tewksbury	59,223		Tewksbury	60,408
11	Wilmington	57,271		Wilmington	58,846		Wilmington	60,023

B5

	Town	FY27			FY28			FY29
1	Bedford	81,925		Bedford	83,564		Bedford	85,235
2	Medford	78,074		Medford	80,026		Medford	81,627
3	Tewksbury	75,048		Tewksbury	76,549		Tewksbury	78,080
4	Wakefield	74,607		Lynnfield	76,391		Lynnfield	77,919
5	Lynnfield	74,166		Wakefield	76,099		Wakefield	77,621
6	Melrose	74,166		Melrose	75,649		Melrose	77,162
7	Stoneham	73,970		Stoneham	75,449		Stoneham	76,958
8	North Reading	73,969		North Reading	75,448		North Reading	76,957
9	Reading	70,750		Saugus	73,117		Saugus	74,579
10	Saugus	69,635		Reading	72,165		Reading	73,608
11	Wilmington	69,614		Wilmington	71,529		Wilmington	72,960

B highest step

	Town	FY27			FY28			FY29
1	Medford	108,931		Medford	111,654		Medford	113,887
2	Bedford	108,597		Bedford	110,769		Bedford	112,984
3	North Reading	100,342		North Reading	102,349		North Reading	104,396
4	Lynnfield	98,497		Lynnfield	101,452		Lynnfield	103,481
5	Wilmington	95,455		Wilmington	99,511		Wilmington	101,501
6	Wakefield	95,202		Wakefield	97,106		Wakefield	99,048
7	Stoneham	95,064		Stoneham	96,966		Stoneham	98,905
8	Reading	95,042		Reading	96,943		Reading	98,882
9	Melrose	91,786		Saugus	94,719		Saugus	96,613
10	Saugus	90,208		Melrose	93,622		Melrose	95,495
11	Tewksbury	88,372		Tewksbury	90,139		Tewksbury	91,942

MASTERS

M1

	Town	FY27			FY28			FY29
1	Medford	73,756		Medford	75,600		Medford	77,112
2	Bedford	70,178		Bedford	71,582		Bedford	73,013
3	Wakefield	67,901		Wakefield	69,259		Wakefield	70,644
4	Melrose	67,442		Melrose	68,791		Melrose	70,167
5	North Reading	67,186		Lynnfield	67,933		Lynnfield	69,292
6	Stoneham	66,021		Stoneham	67,341		Stoneham	68,688
7	Lynnfield	65,955		Saugus	64,816		Saugus	66,112
8	Reading	65,520		Wilmington	64,727		Wilmington	66,022
9	Wilmington	62,994		Tewksbury	63,987		Tewksbury	65,266
10	Tewksbury	62,732		Reading	62,264		Reading	63,509
11	Saugus	61,729		North Reading	61,121		North Reading	62,343

M5

	Town	FY27			FY28			FY29
1	Bedford	85,750		Bedford	87,465		Bedford	89,214
2	Medford	84,260		Medford	86,366		Medford	88,093
3	North Reading	82,204		North Reading	83,848		North Reading	85,525
4	Melrose	81,137		Melrose	82,759		Melrose	84,415
5	Tewksbury	81,022		Tewksbury	82,642		Tewksbury	84,295
6	Wakefield	80,011		Wakefield	81,611		Wakefield	83,243
7	Stoneham	79,101		Stoneham	80,683		Stoneham	82,297
8	Lynnfield	77,993		Lynnfield	80,333		Lynnfield	81,940
9	Wilmington	76,571		Saugus	78,781		Saugus	80,357
10	Reading	76,534		Wilmington	78,676		Wilmington	80,250
11	Saugus	75,030		Reading	78,065		Reading	79,626

M highest step

	Town	FY27			FY28			FY29
1	Bedford	120,526		Bedford	122,937		Bedford	125,395
2	Medford	116,930		Medford	119,853		Medford	122,250
3	North Reading	110,338		North Reading	112,545		North Reading	114,796
4	Lynnfield	108,852		Lynnfield	112,118		Lynnfield	114,360
5	Stoneham	106,675		Stoneham	108,809		Stoneham	110,985
6	Reading	104,424		Reading	106,512		Reading	108,643
7	Melrose	102,114		Wilmington	105,712		Wilmington	107,826
8	Wakefield	101,996		Saugus	105,712		Saugus	107,826
9	Wilmington	101,402		Melrose	104,156		Melrose	106,240
10	Tewksbury	100,833		Wakefield	104,036		Wakefield	106,117
11	Saugus	97,197		Tewksbury	102,850		Tewksbury	104,907

MASTERS 30

M30 1

	Town	FY27			FY28			FY29
1	Medford	78,409		Medford	80,369		Medford	81,976
2	Wakefield	72,509		Wakefield	73,959		Wakefield	75,438
3	Bedford	72,458		Bedford	73,907		Bedford	75,385
4	Lynnfield	70,605		Lynnfield	72,723		Lynnfield	74,177
5	Melrose	70,599		Melrose	72,011		Melrose	73,451
6	Stoneham	68,666		Stoneham	70,040		Stoneham	71,440
7	North Reading	68,367		Saugus	68,992		Saugus	70,372
8	Reading	67,209		Tewksbury	68,089		Tewksbury	69,451
9	Tewksbury	66,754		Wilmington	67,671		Wilmington	69,024
10	Wilmington	65,859		Reading	62,264		Reading	63,509
11	Saugus	65,707		North Reading	61,121		North Reading	62,343

M30 5

	Town	FY27			FY28			FY29
1	Medford	88,904		Medford	91,127		Medford	92,950
2	Wakefield	85,409		Wakefield	87,117		Wakefield	88,860
3	Tewksbury	85,406		Tewksbury	87,114		Tewksbury	88,856
4	Melrose	84,699		Melrose	86,393		Melrose	88,121
5	North Reading	83,392		Lynnfield	85,403		Lynnfield	87,111
6	Lynnfield	82,915		North Reading	85,060		North Reading	86,761
7	Stoneham	82,221		Stoneham	83,865		Stoneham	85,543
8	Bedford	82,117		Saugus	83,862		Saugus	85,539
9	Wilmington	79,433		Bedford	83,759		Bedford	85,435
10	Saugus	78,308		Wilmington	81,617		Wilmington	83,249
11	Reading	78,308		Reading	79,874		Reading	81,472

M30 highest step

	Town	FY27			FY28			FY29
1	Bedford	123,519		Bedford	125,989		Bedford	128,509
2	Medford	121,735		Medford	124,779		Medford	127,275
3	Lynnfield	113,909		Lynnfield	117,326		Lynnfield	119,673
4	North Reading	111,524		North Reading	113,754		North Reading	116,030
5	Stoneham	110,178		Stoneham	112,382		Stoneham	114,630
6	Wakefield	108,793		Wakefield	110,969		Wakefield	113,188
7	Melrose	106,331		Wilmington	110,308		Wilmington	112,514
8	Reading	106,304		Saugus	108,638		Saugus	110,811
9	Wilmington	105,811		Melrose	108,457		Melrose	110,627
10	Tewksbury	105,484		Reading	108,430		Reading	110,599
11	Saugus	103,465		Tewksbury	107,594		Tewksbury	109,746

HIGHEST LANE

Highest Lane 1

	Town	FY27			FY28			FY29
1	Medford	83,817		Medford	85,913		Medford	87,631
2	Wakefield	79,524		Wakefield	81,114		Wakefield	82,737
3	Tewksbury	78,366		Tewksbury	79,933		Tewksbury	81,532
4	Bedford	75,531		Lynnfield	77,236		Lynnfield	78,781
5	North Reading	75,043		Bedford	77,042		Bedford	78,582
6	Lynnfield	74,987		Stoneham	76,236		Stoneham	77,760
7	Stoneham	74,741		Saugus	75,697		Saugus	77,211
8	Reading	73,909		Melrose	74,993		Melrose	76,493
9	Melrose	73,523		Wilmington	72,874		Wilmington	74,331
10	Saugus	72,092		Reading	62,264		Reading	63,509
11	Wilmington	70,923		North Reading	61,121		North Reading	62,343

Highest Lane 5

	Town	FY27			FY28			FY29
1	Tewksbury	97,211		Tewksbury	99,155		Tewksbury	101,138
2	Medford	94,322		Medford	96,680		Medford	98,614
3	Wakefield	93,322		Wakefield	95,188		Wakefield	97,092
4	Bedford	91,374		Bedford	93,201		Bedford	95,066
5	Stoneham	90,292		Stoneham	92,098		Stoneham	93,940
6	North Reading	90,288		North Reading	92,094		North Reading	93,936
7	Melrose	88,375		Lynnfield	92,007		Lynnfield	93,847
8	Saugus	87,293		Melrose	90,142		Melrose	91,945
9	Lynnfield	87,293		Saugus	89,912		Saugus	91,710
10	Reading	85,499		Reading	87,209		Reading	88,953
11	Wilmington	84,767		Wilmington	87,098		Wilmington	88,840

Highest Lane highest step

	Town	FY27			FY28			FY29
1	Medford	127,326		Medford	130,509		Medford	133,119
2	Bedford	127,066		Bedford	129,607		Bedford	132,199
3	Wakefield	119,318		Lynnfield	122,228		Lynnfield	124,673
4	North Reading	118,875		Wakefield	121,704		Wakefield	124,138
5	Lynnfield	118,668		North Reading	121,253		North Reading	123,678
6	Stoneham	118,281		Stoneham	120,647		Stoneham	123,060
7	Tewksbury	117,843		Tewksbury	120,200		Tewksbury	122,604
8	Reading	114,431		Saugus	119,187		Saugus	121,571
9	Saugus	113,511		Reading	116,720		Reading	119,054
10	Wilmington	111,878		Wilmington	116,633		Wilmington	118,966
11	Melrose	110,509		Melrose	112,720		Melrose	114,974

FISCAL OBLIGATIONS ALSO INCLUDED IN THE SALARY LINE

Financial Impacts of Negotiation Items

Throughout negotiations we have be discussing

- Substitute Costs:
  - In general (Following on slides 47, 48 and 49)
  - Related to Parental Leave (Following on slide 50)

- Parental Leave
  - The SEA has asked for 10 paid weeks by the district and 2 with sick leave.
  - The SSC has countered with 2 paid weeks plus up to 10 weeks of accrued sick leave.

- Holiday pay for ESPs
  - The SEA has asked for 11 holidays (Financial impact slide 51)
  - The SSC has rejected this proposal

Rates for Substitutes in Stoneham by Type				
Sub Classification & Rate	Fiscal Year			
	FY26	FY27	FY28	FY29
Building Sub by day	$125	$125	$125	$125
Daily Sub by day	$100	$125	$125	$125
Long Term Sub by day (B1)	$286.62	$332.48	$339.08	$346.13
Nurse Sub by hour	$35	$35	$35	$35

Understanding Our Substitute Data from FY23 through FY26

Sub Classification	Fiscal Year				
	FY23	FY24	FY25	FY26 (1.30.26)	FY26 (projected)
Building Sub days	232	372	601	328	656
Daily Sub days	1,205	1,075	882	489	977
Long Term Sub days	172	218	194	307	614
Nurse Sub hours	183 hours	987 hours	714 hours	1,245 hours	2,489 hours

Projected Expenses for Subs assuming same number of days as projected in FY26				
Sub Classification	**Fiscal Year**			
	FY26	**FY27**	**FY28**	**FY29**
Building Sub (days)	$82,000	$82,000	$82,000	$82,000
Daily Sub (days)	$97,700	$122,125	$122,125	$122,125
Long Term Sub (days)	$175,982	$204,142	$208,193	$212,522
Nurse Sub (hours)	$87,121	$87,121	$87,121	$87,121
YEAR TOTAL	**$442,802**	**$495,387**	**$499,439**	**$503,767**

Operating and Salary FY26 Comp Districts		
District Name	Sub Lines FY 26	Notes
Bedford	458,000	
Wakefield (ML)	443,550	
Wilmington (ML)	422,507	
Saugus	193,050	Was cut by 85,000 in FY 26
Tewksbury	750,000	
Medford	455,000	
Stoneham	250,000	proposing 442,802 for FY 27
North Reading	592,000	
Lynnfield	212,500	Last available info was FY24
Reading (ML)	397,200	
Melrose (ML)		

Parental Leave Fiscal Obligation			
Number of Leaves	**FY27**	**FY28**	**FY29**
15 educators, 2 weeks, 150 Days	$49,872 Day rate of $332.48 B1	$50,850 Day rate of $339.08 B1	$51,919 Day rate of $346.13 B1
20 educators, 2 weeks, 200 Days	$66,162 Day rate of $332.48 B1	$67,800 Day rate of $339.08 B1	$69,225 Day rate of $346.13 B1

HOLIDAY CALCULATIONS ESP	FTE	FY26	FY27	FY28	FY29
Management ESP/ABA Proposal	107	$3,572,759	$3,799,810	$3,957,788	$4,107,646
Union ESP/ABA Proposal	107	$3,685,295	$3,921,465	$4,126,131	$4,327,921
Difference		($112,537)	($121,655)	($168,343)	($220,275)
Management Average Cost/ Day		$183	$195	$203	$211
Union Average Cost/ Day		$189	$201	$212	$222
Management holiday days cost 11 days		$215,936	$229,659	$239,207	$248,264
Union holiday days cost 11 days		$222,738	$237,012	$249,382	$261,578
For Comparison:					
6% annual increase to proposed Management base cost		$214,366	$227,989	$237,467	$246,459

ADDITIONAL BARGAINING ITEMS

B2. Adding Positions to the Unit

SEA ASK: To include additional positions, Occupational Therapists, Physical Therapists, TLP/STRIDE Clinicians, and Board Certified Behavioral Analysts (BCBA).

SSC Response: Originally accepted all of these positions except for the BCBA position because we questioned whether the individual in this role may be considered an evaluator.

Ultimately, the SSC agreed to accept BCBAs into the bargaining Unit and place each new unit member, including other added positions, at column corresponding to highest level of educational attainment and at step most closely corresponding to salary as of 6/30/26.

B3. Payroll Frequency

SEA ASK: To move from those who select 26 pay periods to receive those payments into the summer when they are not working as opposed to the balloon payout at the end of the school year in 5 checks.

SSC Response: We are not able to accept because:

- Our Payroll department is staffed by one person
- It is difficult to process payroll outside of the fiscal year
- Places an additional burden on both school and town personnel at a time when they are tasked with closing one fiscal year and opening another
- We will be automating several other systems in the district and do not have the bandwidth to entertain this ask at this time
    - Professional Development Platform
    - Evaluation Platform
    - Human Resources
    - Substitute Services
    - Accounts Payable
    - Purchase orders

B9. Bereavement

SEA ASK: To add loss of pregnancy for 5 days (which was accepted by SSC). Additionally, they wanted to remove all the named relationships that constitute family and just state extended family and people of importance to the employee. They also requested to remove the right of the Superintendent to request supporting documentation to extend the leave (which is on hold).

The SSC Response: The SSC proposed the following language inclusions:

- Five (5) days following a death in the immediate family or the employee's loss of pregnancy. (spouse, domestic partner, child, step-child, foster child, sibling, parent, step-sibling, step-parent, anyone who lives in the teacher's household or anyone for whom the employee is the primary caregiver.

- Three (3) days following the death of a relative of an employee who is the employee's aunt, uncle, great- grandparent, grandparent, grandparent of spouse, father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandchildren, niece or nephew. Said bereavement days shall be the day of the funeral and the time so granted for the purpose of attending the said funeral.

- Employees covered by this agreement will be allowed time off without loss of pay for up to one (1) day per school year following the death of people of importance to the employee who are not listed above.

- While employees are ordinarily expected to take bereavement leave in the days immediately following the loss, where warranted the administration shall approve some or all of the allotted days to be taken in days not immediately following the loss.

B24. Response Professional Development

The SEA Ask: Employees will make all reasonable efforts to submit forms at least 20 school days in advance, but in any event all forms must be received at least ten ~~twenty~~ school days prior to the requested day. The Superintendent will make all reasonable efforts to respond within 5 school days of submission, but in any event A response from Superintendent or designee will be received within 10 school days of submission. Any request(s) not meeting this deadline may be forwarded to the Superintendent or designee for consideration

The SSC did not accept this proposal because we are working on creating a more efficient way to request, approve and keep track of PD in the district. We do not have the administrative capacity to support the ask. While we work toward a better system and capacity, we cannot guarantee a response in 5 days. While we will work to respond as quickly as possible, the language in the contract should remain at 10 days for response.

B15. After School Staff Meetings

The SSC Ask: Teachers are expected to remain after the normal work day for necessary staff meetings, up to two (2) times per month at no more than ninety (90) minutes each meeting.

The SEA: Elementary teachers are expected to attend up to (1) hour outside the normal workday for no more than one (1) necessary staff meetings per month, for which district-approved PDPs will be awarded for each respective hour. Secondary teachers are expected to attend up to one (1) hour outside the normal workday for no more than two (2) necessary staff meetings per month, for which district-approved PDPs will be awarded for each respective hour

B16. Additional Evenings

SSC ASK: Teachers will be expected to attend scheduled evening conferences at all levels, Back-to-School night at all levels and two additional evenings at the Principal or Superintendent's request.

The SEA: This proposal was rejected by the SEA

The SSC: After discussion, the SSC revised the language to read, teachers are expected to attend scheduled evening conferences at all levels, back-to-school nights at all levels, and class orientations at the high school.

The SEA: This proposal was rejected and it was stated that high school educators would stay for orientation evenings if they are being compensated for the time at the orientation evening.

The SSC

WITHDRAWN SSC ASKS

B6. Non Renewal
B8. Sick Leave
B19. Start Date of School
28B. Transfers, Vacancies and Promotions