

Teachers Contract MAJOR FINANCIAL IMPACT Items - **TOTALED BY YEAR**

Financial Summary of Collective Bargaining Proposals

Tewksbury School Comm. Proposals			Tewksbury Teachers Assn. Proposals			Difference Between Proposals		
Fiscal Year	Contract Cost	"New Money"	Fiscal Year	Contract Cost	"New Money"	Fiscal Year	Contract Cost	"New Money"
FY 25 TOTALS	\$ 28,742,875	\$ 813,718	FY 25 TOTALS	\$ 32,573,521	\$ 4,644,364	FY25 VARIANCE	\$ 3,830,646	\$ 3,830,646
FY 26 TOTALS	\$ 29,458,629	\$ 715,754	FY 26 TOTALS	\$ 34,967,378	\$ 2,393,857	FY26 VARIANCE	\$ 5,508,749	\$ 1,678,103
FY 27 TOTALS	\$ 30,477,573	\$ 1,018,944	FY 27 TOTALS	\$ 37,886,481	\$ 2,919,103	FY27 VARIANCE	\$ 7,408,908	\$ 1,900,159
ITEMS COSTED OVER 3 YRS	\$ 1,809,746	\$ -	ITEMS COSTED OVER 3 YRS	\$ 2,622,939	\$ 813,193	ITEMS COSTED OVER 3 YRS	\$ 813,193	\$ 813,193
THREE YEAR TOTALS	\$ 90,488,823	\$ 2,548,416	THREE YEAR TOTALS	\$ 108,050,319	\$ 10,770,516	THREE YEAR TOTALS	\$ 17,561,496	\$ 8,222,101

SUMMARY OF MAJOR ITEMS INCLUDED ABOVE

Tewksbury School Comm. Proposals	ITEM	Tewksbury Teachers Assn. Proposals
3.5% increase to STEPS 1-4; 3% increase to STEPS 5-10	Base Pay	Delete STEPS 1 & 2 from Salary Table; renumber remaining STEPS 1-8; add a new MAX step at 4% increase for Bachelors lanes, 6% increase for Masters lanes. Add 8% to ALL Grades and Steps
No Change Proposed @ this time. Increases shown occur due to progression of time. After 10 YRS - \$500; 13 Yrs - \$1,000; 20 YRS - \$1,500; 25 YRS - \$2,000; 30 YRS - \$3,000	Longevity	Change to percentage based longevity where longevity is calculated as a % of employee's base pay. After 10 YRS - 1%; 13 Yrs - 1.5%; 20 YRS - 3%; 25 YRS - 6%; 30 YRS - 10%
Agreed to changes proposed by joint committee. Assumes all new positions are filled and all new clubs run.	Appendix B	Agreed to changes proposed by joint committee. Assumes all new positions are filled and all new clubs run. Proposed adding 8% to ALL Appendix B. Adding new positions: (6) Bus Duty @ \$3600, TMHS Morning Announcements - \$3762, TMHS Advisory Academic Planner - \$5000
No Change Proposed @ this time. 2 YR AVE hours @ RATE from Payroll = 8614 hours/yr	Hourly Teacher Rate	Proposed Change from \$34.51/hr to \$50.00/hr. 2 YR AVE hours @ RATE from Payroll = 8614 hours/yr
No Change Proposed @ this time. Current rate \$750/course. \$66,000 MAX for Bargaining Unit	Course Reimbrsmnt	Increase Course Reimbursement from \$750 to \$1500. \$132,000 MAX for Bargaining Unit
No Change Proposed @ this time. Employees allowed to use SICK time to the extent available during 12 week MMLA period. Used past 1-1/2 year History to cost out. Calculated Leave Cost plus Substitute Coverage Cost. 23 Parental Leaves taken	Parental Leave (COSTED OVER 3 YRS)	Add 60 days paid Parental Leave. Add ability to use up to 180 days of SICK time after Parental Leave ends to the extent available. Used past 1-1/2 year History to cost out. Calculated Leave Cost plus Substitute Coverage Cost. 23 Parental Leaves taken
No Change Proposed. Used actual BB from past 3 years Retirements	Sick Buy Back (COSTED OVER 3 YRS)	Increase Buy Back Rate from 15% to 30%. Used actual BB from past 3 years Retirements