

EDUCATION SUPPORT PERSONNEL Individual Contractual Increases - PROJECTED

The data below is a summary of the two Base Salary Proposals when applied to the current and predicted employee group populations over the next three years. Data summarized to show the average, high and low salary increases per individual, in dollars and by percentage, year over year

<u>Tewksbury School Comm. Proposals</u>							<u>Tewksbury Teachers Assn. Proposals</u>						
<i>Education Support Personnel Contract Changes by Year</i>							<i>Education Support Personnel Contract Changes by Year</i>						
INCREASES PER INDIVIDUAL							INCREASES PER INDIVIDUAL						
Year	AVE \$\$	AVE %	HIGH \$\$	HIGH %	LOW \$\$	LOW %	Year	AVE \$\$	AVE %	HIGH \$\$	HIGH %	LOW \$\$	LOW %
FY25	\$ 5,651.91	22.03%	\$ 8,953.00	31.9%	\$ 2,906.53	11.0%	FY25	\$ 17,964.97	70.58%	\$ 19,582.00	84.8%	\$ 16,422.00	54.7%
FY26	\$ 1,846.63	6.00%	\$ 2,576.00	8.7%	\$ 1,152.06	3.4%	FY26	\$ 2,241.88	5.18%	\$ 3,336.00	8.0%	\$ 1,785.00	3.8%
FY27	\$ 3,257.30	10.17%	\$ 6,518.26	20.9%	\$ 1,288.00	3.3%	FY27	\$ 2,236.82	4.96%	\$ 3,336.00	7.7%	\$ 1,785.00	3.7%
AVE/YR	\$ 3,585.28	12.73%					AVE/YR	\$ 7,481.22	26.91%				