

Education Support Personnel MAJOR FINANCIAL IMPACT Contract Items - BY YEAR

Financial Summary of Collective Bargaining

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
FY25 TOTALS	\$ 2,636,223	\$ 626,333	FY25 TOTALS	\$ 3,683,121	\$ 1,673,231	FY25 TOTALS	\$ 1,046,898	\$ 1,046,898
FY26 TOTALS	\$ 3,093,165	\$ 456,943	FY26 TOTALS	\$ 4,298,357	\$ 615,236	FY26 TOTALS	\$ 1,205,191	\$ 158,293
FY27 TOTALS	\$ 3,708,915	\$ 615,749	FY27 TOTALS	\$ 4,954,815	\$ 656,458	FY27 TOTALS	\$ 1,245,900	\$ 40,709
Totals	\$ 9,438,303	\$ 1,699,025	Totals	\$ 12,936,292	\$ 2,944,925	TOTALS	\$ 3,497,989	\$ 1,245,900

SUMMARY OF MAJOR ITEMS INCLUDED ABOVE

Tewksbury School Comm. Proposals	ITEM	Tewksbury Teachers Assn. Proposals
Year 1: ADD \$2 PER HOUR (THEN ROUND TO \$0.50), ADD RBT TABLE AT \$2 PER HOUR HIGHER THAN DEGREE TABLE; Year 2: ADD \$1 PER HOUR; Year 3: ADD \$1 PER HOUR. OFFER 2 TABLES (NON-RBT): 6 HR 20 MIN 182 DAY (SAME AS CURRENT, PLUS 1 PD DAY) OR 7 HR 184 DAY. ALL NEW HIRES GO ON 7 HR TABLE. CURRENT ESP'S HAVE OPTION OF BOTH FOR YEARS 1 & 2; ALL MOVE TO 7 HOURS IN YEAR 3. PHASE OUT USE OF CONTRACTED SERVICE OVER THREE YRS.	<u>Base Pay</u>	New Salary Tables as proposed. PHASE OUT USE OF CONTRACTED SERVICE OVER THREE YEARS
No Change Proposed @ this time. Increases shown occur due to progression of time. After 7 YRS - \$1,100; 11 Yrs - \$1,300; 14 YRS - \$1,500; 17 YRS -\$1,700; 19 YRS \$2,000; 23 YRS - \$2,500	<u>Longevity</u>	Change to percentage based longevity where longevity is calculated as a % of employee's base pay. After 7 YRS - 4%; 11 Yrs - 5%; 14 YRS - 6%; 17 YRS - 7%; 19 YRS - 8%; 23 YRS - 9%
\$25 for duties between 1/2-1 hour, \$10/hr. each hour after, to a max of \$75. This estimate is costed at \$75 per occurrence (MAX). Found 2 year average of 1096 occurrences of Step Up pay at an average cost of \$63,635 (FY22 & 23)	<u>Step Up Coverage</u>	\$100 per day for weeks 1-4, \$150 per day after 4 weeks. This summary costed out at \$100 for all employees who covered less than 20 times, \$150 for those covering over 20 days. Found 2 year average of 1096 occurrences of Step Up pay at an average cost of \$63,635 (FY22 & 23)