

**Methuen School Committee  
Unit C - Financial Counter #2  
2.13.2025**

**Unit C - Wage Proposals**

**NEW: Longevity**

**Agree to move longevity benefits to all members employed before July 1, 2025.**

Current Longevity		Proposed to begin July 1, 2025
After:		
5 yrs	\$250	\$500
10 yrs	\$350	\$1,000
15 yrs	\$400	\$2,000
20 yrs	\$475	\$3,000
25 yrs	\$550	\$4,000
30 yrs	\$650	\$5,000

**NEW: Wage scales:**

**FY 25-FY 28: Wage adjustments**

Steps	Current Contract	Base FY 25	Base FY 26	Base FY 27	Base FY 28
1	\$20,808	\$30,000	\$30,985	\$32,632	\$34,283
2	\$21,328	\$30,500	\$31,605	\$33,285	\$34,970
3	\$21,848	\$31,000	\$32,237	\$33,951	\$35,669
4	\$22,889	\$31,500	\$32,882	\$34,629	\$36,381
5	\$23,929	\$32,000	\$33,540	\$35,323	\$37,111
6	\$24,970	\$33,000	\$36,000	\$38,000	\$40,000

## Unit C

### Methuen School Committee Counters on Outstanding Language Union Proposal #3, #12, #13

2.13.2025

#### Proposal #3:

Article 6 Vacancies/Bidding Process

Replace 6.2 both **Vacancy During the Current School Year for Assignment in the Following School Year** and **End of the School Year Bidding Process** with the following:

1. All open Program Assistant openings will be posted beginning March 1.
2. A Google Form will be created for each open position that becomes available between March 1 and the last day of school. This form will act as the member's internal application.
3. Each posting will be open for 5 business days internally, and if not filled by an internal candidate will be posted for external candidates.
4. At the close of each open position, the most senior member who applied will be notified and must accept or decline the offer in writing to the HR department, because acceptance of the open position may trigger another vacancy.
5. If at the time the position closes there are no internal candidates, external candidates will be considered and the position will be open until filled.
6. In the event a member's position is eliminated (i.e. student who needs a 1:1 no longer needs one or student moves or budget reductions) the member, MEA representatives, the Director of HR, and the Superintendent or his/her designee will meet to determine appropriate placement. This may include filling an open position or HR conducting a facilitated transfer.

## Unit C

### Methuen School Committee Counters on Outstanding Language Union Proposal #3, #12, #13

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**Proposal #12**, Employment and Wages Policy, Article 7.7.

Program Assistants will be paid annual stipends accordingly for the following degree/certificates:

SPEDIAC	\$300	\$400
<b>Parapro</b>	<b>\$400</b>	
Associates	\$350	\$600
Bachelor's	\$400	\$800
<del>CPI</del>	<del>\$500</del>	
RBT	\$500	
<del>CPR</del>	<del>\$500</del>	

~~Cardiopulmonary resuscitation (CPR), Registered Behavior Technician (RBT) and Crisis Prevention Institution (CPI) training shall be offered for those who elect to take such training, and paid for by Methuen Public Schools.~~

*Maintain current language for toileting of \$1200 and withdraw any previous proposals.*

#### Union Proposal #13

Reassert language below:

Employment and Wages Policy, Article 7.9.

It is expected that each Program Assistant will work with the appropriate teacher(s) to

- assist in keeping students on task
  - implement student modifications and/or behavior plans
  - provide small-group instruction
  - address educational and physical (including feeding and toileting) demands of assigned student(s)
- Program Assistants will not provide written assessment (grades) for their groups but will provide academic feedback, if necessary.

**Devices will be available and assigned by building administration to be used during the school day as needed.**