

APRIL 2, 2025

**Tentative Agreements  
between  
Methuen Public Schools  
and  
The Methuen Education Association  
Unit A and Unit C  
for  
July 1st 2024-June 30, 2025  
July 1st 2025- June 30th 2028**



# TABLE OF *CONTENTS*

01	TIMELINE	05	"RIGHTING" THE WRONG
02	WHAT WE WE ACCOMPLISHED	06	BY THE END OF THE DEAL
03	HIGHLIGHTS	07	MORE INFORMATION
04	RETRO PAY	08	LEGISLATIVE PRIORITIES




OUR *UNION*



# TIME *LINE*

---



## **JULY 2024: WON AN UNFAIR LABOR PRACTICE CHARGE**

The district claimed we were at an impasse with bargaining and filed for mediation with the state. This was rejected and they were ordered to return to bargain with us.

## **SEPTEMBER 2024 NEGOTATION RESET**

Combined bargaining teams and increased inclusion of silent representatives in decision-making

## **ACTION AND ESCALATION**

Opening up the bargaining process and coming together to take action is what made the difference

## **ELECTRONIC VOTE APRIL 3RD**

If you do not receive a ballot, send an email request to:  
**[tracyswiniarski@yahoo.com](mailto:tracyswiniarski@yahoo.com)**

## **RETRO PAY MAY 1ST**

The Superintendent will present the tentative agreement to the SC on April 14th



# WHAT WE ACCOMPLISHED *TOGETHER*

---

## **PAY RAISES**

Significant increases to all salaries but also top step pay, compensating experienced veterans who have committed to a career in Methuen; this helps attract skilled veterans from around the region. Stipends are pensionable.

## **LONGEVITY BENEFIT**

Extended longevity benefits to everyone currently employed by Methuen, acknowledging the service of current staff and creating an incentive to finish their careers in the district.

Longevity payments create additional money by year 4 for 63% of the membership!  
The payments range from \$1,000 to \$7,000. Longevity is pensionable.

## **RETENTION AND RECRUITMENT**

The significant increase in starting teacher pay by the end of this deal will attract more candidates and help to address staff turnover.

**Methuen's pay is now VERY competitive within the Merrimack Valley!**

# HIGHLIGHTS

*This is a one year AND a three year contract!*



- Significant pay increases for all members
- Improvements in personal day language
- Increase in sick day buy back
- Incremental sick and personal time
- FMLA Language
- Stipends were expanded and increased
- Significant longevity increases and now extends to anyone hired before July, 2025
- Extra recess for Kindergarten
- Health and Workplace Safety Language
- 4 Weeks Paid Parental Leave (up to 12 total w/ accrued sick time)
- Access to technology for all staff
- 55-minute prep time for Grammar Schools
- Reduction in after-school meetings
- Better language for substituting extra classes and pay for both units.



# UNIT C PAY

## 2025 Starting and Top Hourly Rates:

- Starting Hourly Rate: \$27.47 - a 44% increase!
- Top Hourly Rate: \$30.22
- **Projected Hourly Rates for 2026-2027 (Step 1):**
- Andover: \$32.72 (no degree, 6.5 hour day)
- Methuen: \$29.88 (no degree, 6 hour day)
- Tewksbury: \$26.79 (with degree); \$25.28 (no degree); 7 hr. day/182 days
- North Andover: \$23.67 (no degree)





# UNIT C RETRO PAY

This School Yr 24-25	New Contract Rate	Current Biweekly	New Contract biweekly	Difference Per paycheck	Retro if paid on 5/1 for 17 checks
\$24,970.00	\$33,000.00	\$960.38	\$1,269.23	\$308.85	\$5,250.38



# Unit A Retro Pay



## Retro Pay for M 75 step 11

Old Rate	Blended	New Biweekly	Old Biweekly	Difference	Retro if pd on 5 /1
\$99,334.00	\$101,827.00	\$3,916.44	\$3,820.54	\$95.90	\$1,630.37
		Fy'25 1st 91	FY'25 2nd 91		
		\$50,660.50	\$51,167.00		

# ***“RIGHTING” THE WRONG FOR OUR VETERANS***

Sample Wage Growth: **2017 → 2024**

M2 - \$49,622 → M9 - \$82,677 = +\$33,055 (67%)

M11 - \$80,835 → M11 - \$90,150 = +\$9,315 (11.5%)

A member at Master's Step 2 in 2017 has seen their compensation grow 67% since then; a member at Master's Step 11 in 2017 has seen their compensation increase by only 11.5% since then





## Recruitment and Retention - The Final Grid

	Fy'28							
	Bachelor's	Bachelor's+15	Master's	Master's+15	Master's+30	Master's+45	Master's+60	Master's+75
1								
2								
3								
4	65,675	67,620	69,759	71,708	73,662	75,496	77,564	78,920
5	69,296	71,251	73,442	75,406	77,353	79,300	81,257	82,612
6	72,937	74,891	77,140	79,095	81,058	83,015	84,973	86,328
7	76,581	78,557	80,861	82,821	84,790	86,733	88,709	90,068
8	83,290	85,372	87,080	88,666	91,103	93,061	95,030	96,384
9	89,996	92,185	93,298	94,509	97,417	99,385	101,346	102,702
10	92,746	94,940	98,976	101,224	103,484	105,732	107,983	109,339
11	94,601	96,838	101,731	103,976	106,238	108,487	110,737	112,094
12	96,493	98,775	103,765	106,056	108,362	110,656	112,952	114,336
13	99,893	102,175	105,841	108,177	110,530	112,870	115,211	116,623
14			109,241	111,577	113,930	116,270	118,611	120,023

- With each new year of the 3 year deal we ADD ONE new step in order to increase overall compensation
- With each new year of the 3 year deal, we DROP ONE step from the bottom of the grid to increase compensation for new hires
- Doing this made SIGNIFICANT improvements in Methuen Public School's ability to both RECRUIT and RETAIN educators

**Master's Step 5  
w/ 5 Years in  
Methuen**

**+\$1,965**

	Fy'25 1% Day 92- end of year							
	Bachelor's	Bachelor's+15	Master's	Master's+15	Master's+30	Master's+45	Master's+60	Master's+75
1	50,125	51,892	53,698	55,468	57,255	58,996	60,762	61,999
2	53,389	55,157	57,010	58,786	60,558	62,331	64,098	65,336
3	56,657	58,438	60,347	62,124	63,896	65,672	67,444	68,682
4	59,957	61,732	63,685	65,464	67,248	68,922	70,810	72,048
5	63,263	65,047	67,047	68,840	70,617	72,395	74,182	75,419
6	66,586	68,370	70,423	72,208	74,000	75,787	77,574	78,811
7	69,912	71,716	73,820	75,609	77,407	79,181	80,985	82,225
8	76,038	77,939	79,497	80,946	83,170	84,958	86,755	87,991
9	82,159	84,158	85,174	86,279	88,934	90,731	92,521	93,760
10	84,670	86,673	90,358	92,410	94,473	96,526	98,581	99,818
11			92,873	94,923	96,987	99,040	101,095	102,334



**+5,489**

	Fy'26							
	Bachelor's	Bachelor's+15	Master's	Master's+15	Master's+30	Master's+45	Master's+60	Master's+75
1								
2	54,991	56,812	58,721	60,550	62,375	64,201	66,021	67,296
3	58,357	60,191	62,157	63,988	65,813	67,642	69,467	70,743
4	61,755	63,584	65,595	67,428	69,266	70,990	72,934	74,210
5	65,160	66,998	69,059	70,905	72,736	74,567	76,407	77,681
6	68,584	70,421	72,536	74,374	76,220	78,060	79,901	81,176
7	72,010	73,868	76,035	77,878	79,729	81,557	83,415	84,692
8	78,319	80,277	81,882	83,374	85,665	87,506	89,358	90,631
9	84,624	86,683	87,729	88,868	91,602	93,453	95,297	96,572
10	87,210	89,273	93,069	95,182	97,308	99,421	101,538	102,813
11	88,954	91,058	95,659	97,770	99,897	102,012	104,127	105,404
12			97,572	99,726	101,895	104,052	106,210	107,512
13								





+\$5,970

	Fy'27							
	Bachelor's	Bachelor's+15	Master's	Master's+15	Master's+30	Master's+45	Master's+60	Master's+75
1								
2								
3	60,253	62,147	64,178	66,067	67,952	69,841	71,725	73,042
4	63,762	65,650	67,727	69,619	71,517	73,297	75,304	76,621
5	67,278	69,176	71,303	73,210	75,100	76,991	78,890	80,206
6	70,812	72,710	74,894	76,791	78,697	80,597	82,498	83,814
7	74,350	76,269	78,506	80,409	82,321	84,207	86,126	87,445
8	80,865	82,886	84,544	86,084	88,449	90,350	92,262	93,577
9	87,375	89,500	90,580	91,756	94,579	96,490	98,394	99,711
10	90,045	92,174	96,093	98,276	100,470	102,653	104,838	106,154
11	91,845	94,018	98,768	100,948	103,143	105,327	107,512	108,830
12	93,682	95,898	100,743	102,967	105,206	107,433	109,662	111,006
13			102,758	105,026	107,310	109,582	111,855	113,226



By the end of this deal, this educator who has taught in Methuen for more than 7 years be eligible for longevity (+\$2,000) will have received a total increase in compensation of:

+\$23,998

+\$8,574

	Fy'28							
	Bachelor's	Bachelor's+15	Master's	Master's+15	Master's+30	Master's+45	Master's+60	Master's+75
1								
2								
3								
4	65,675	67,620	69,759	71,708	73,662	75,496	77,564	78,920
5	69,296	71,251	73,442	75,406	77,353	79,300	81,257	82,612
6	72,937	74,891	77,140	79,095	81,058	83,015	84,973	86,328
7	76,581	78,557	80,861	82,821	84,790	86,733	88,709	90,068
8	83,290	85,372	87,080	88,666	91,103	93,061	95,030	96,384
9	89,996	92,185	93,298	94,509	97,417	99,385	101,346	102,702
10	92,746	94,940	98,976	101,224	103,484	105,732	107,983	109,339
11	94,601	96,838	101,731	103,976	106,238	108,487	110,737	112,094
12	96,493	98,775	103,765	106,056	108,362	110,656	112,952	114,336
13	99,893	102,175	105,841	108,177	110,530	112,870	115,211	116,623
14			109,241	111,577	113,930	116,270	118,611	120,023



## ***BY THE END OF THE DEAL FOR UNIT A...***

<b>Steps</b>	<b>FY24</b>	<b>FY25</b>	<b>FY28</b>
<b>Bachelor's Step 1</b>	<b>\$48,656.00</b>	<b>\$50,125.00</b>	<b>\$65,675.00</b>
<b>Master's Step 1</b>	<b>\$52,124.00</b>	<b>\$53,116.00</b>	<b>\$69,759.00</b>
<b>Master's Step 11</b>	<b>\$90,105.00</b>	<b>\$92,873.00</b>	<b>\$109,241.00</b>
<b>Master's + 75, Step 11</b>	<b>\$99,334.00</b>	<b>\$102,334.00</b>	<b>\$120,023.00</b>

# OTHER TOWNS COMPARED TO METHUEN



North Andover 2028\* (expires 2027, project 3% COLA)

M1 - \$66,854;	M11 +75 - \$114,618;
M5 - \$75,043	
M11 - \$100,203;	M13 +75 \$123,574

Haverhill 2028\* (expires 2025, project 9.25%)

M1 - \$66,741	M11 +60 - \$101,854;
M5 - \$80,070	
M11 - \$95,845;	M13 +60 \$112,513

Methuen 2028

M1 - \$69,759	
M5 - \$87,080	
M11 - \$109,220	M11 +75 - \$120,023





# ***MORE INFORMATION***



- Longevity is not retroactive.
- Unit A Hourly rates are not pensionable; stipends are.
- If the contract language does not align with your working conditions:
  - Gather data on any violations.
  - Communicate with the building administrator and take notes/document the discussion.
  - If the issue remains unresolved, contact us to file a grievance.
- Our proposals are at the forefront of legislative movements across the state, advocating for improvements in compensation, health and safety, and recess.



# LEGISLATIVE

[H.597](#) | [S.348](#)

## **An Act relative to the long-term fiscal health and sustainability of special education in the Commonwealth**

Lead Sponsors: Rep. Adam Scanlon (D-North Attleboro) & Rep. Mike Kushmerek (D-Fitchburg) | Sen. Jake Oliveira (D-Ludlow)

[H.577](#) | [S.389](#)

## **An Act to establish the Whole Child Grant Program**

Lead Sponsors: Rep. Marjorie Decker (D-Cambridge) | Sen. Adam Gomez (D-Springfield)

- Creates a formula grant to provide per-pupil funding to public school districts to hire more school counselors, education support professionals and other educators, and allow for other critical investments that support the wellbeing of students and educators.

[H.596](#) | [S.426](#) | [Fact Sheet](#)

## **An Act relative to educator pay**

Lead Sponsors: Rep. Erika Uyterhoeven (D-Somerville) & Rep. Tara Hong (D-Lowell) | Sen. Adam Gomez (D-Springfield)

- Establishes a statewide minimum salary of \$55,000 for Education Support Professionals and increases the minimum salary for teachers to \$70,000, while also creating a process for future increases and a multi-year reimbursement schedule for school districts to help cover the associated cost increases.

[H.2078](#) | [S.1311](#) | [Fact Sheet](#)

## **An Act relative to recess for elementary and middle school students**

- Lead Sponsors: Rep. Marjorie Decker (D-Cambridge) | Sen. Patrick O'Connor (R-Weymouth)
- Ensures that all students in grades K-8 receive at least 30 minutes of free-play recess per school day. Presently, the time allotted to recess can vary dramatically from district to district despite the clear benefits associated with students receiving consistent access to recess and physical activity.

[H.543](#) | [S.417](#) | [Fact Sheet](#)

## **An Act to provide paid family and medical leave to all educators**

- Lead Sponsors: Rep. Vanna Howard (D-Lowell) | Sen. Pat Jehlen (D-Somerville)
- Expands the Commonwealth's paid family and medical leave law to cover all public school educators and requires the state pay the employer's share of the cost using funds from the Fair Share Amendment. This legislation also permits creditable service to be accrued during the time that leave is taken.

[massteacher.org/current-initiatives/legislative-action](https://massteacher.org/current-initiatives/legislative-action)





# *THANK YOU*

Negotiation Team, Contract Action Team, Silent  
Representatives, MTA Reps, and all of our  
members who took ACTION to win the best  
settlement Methuen educators have ever seen!

