

FACT SHEET: HOW HAVE TALKS PROGRESSED?

Our first bargaining session began on December 7, 2021, and since that time, we've held 14 multi-hour negotiations sessions, received multiple proposals and provided a myriad of responses. Despite our best efforts and shared interests to support students, faculty and the district, we are still apart on a few key issues, namely wages that are financially sustainable for the town and our schools, and the core ask of our Superintendent and leadership, adjusting use of personal time to fit the common definition and use of the time to ensure educators are in the classroom when students are.

	MEETING CONTENT - UNIT A	MEETING CONTENT - UNIT E
December 7, 2021	Introduction, Ground Rules	Introduction, Ground Rules
January 19, 2022	Initial Proposals by SC (includes restriction on use of personal days) and by CTA	Initial Proposals by SC and by CTA
February 8, 2022	Initial Proposals by SC and CTA	Initial Proposals by SC and CTA
March 2, 2022	Initial Proposals by SC and CTA completed SC raises approximately 10 issues (other than housekeeping) CTA raises approximately 30 issues; CTA gives initial wage proposal at 5/5/5 (15% over 3 years)	Initial Proposals by SC and CTA completed. SC raises approximately 3 issues (other than housekeeping) Key issue is restricting use of personal days. CTA raises approximately 40 issues; <ul style="list-style-type: none"> CTA's initial wage proposal has the following components Ed Asst: 67%/5%/5% retains 5 steps, but eliminates multiple years for each. Hourly rate for year 1 is \$32.16 – \$34.81. ABA Tutor: Creates 5 steps (previously no steps) At step 1 increase is 67%/5%/5% Also seeks new holidays and vacation time, at .5% per day Hourly rate for year 1 is \$40 – \$43.47 at BA and \$42.46 – \$46.03 at MA
March 16, 2022		SC accepts or provides positive counters on many issues raised by CTA (e.g., New Preamble, Revised Management Rights Article, Add Union Rights Article, Increases pay for those who substitute for teachers, Provides for Unit E representation on the Health and Safety Committee.) SC holds on most leave requests. SC provides wage counteroffer that incorporates pay for holidays and vacation into the hourly rate, including: adding these days for ABA tutors <ul style="list-style-type: none"> Ed Asst: increase of 7/3/3, for year 1 hourly rate of \$22.25 – \$24.63 ABA tutors: greater increase due addition of holidays/vacations, for year 1 hourly rate of \$29.71- \$31.82 for BA and \$32.84- \$35.21 for MA.
March 30, 2022	SC accepts or provides positive counters on many issues raised by CTA , (e.g., increase Common Planning, add SPED testing block, increase guaranteed longevity credit at 50% if transfer from another unit, increase bereavement, increase hourly rate, add process for addressing assaults, guarantee member on health and safety committee.) SC provides wage counter offer at 2/2/2.	CTA provides responses on language. ➔ No change to financial proposal.
April 13, 2022	➔ CTA rejects most of the SC counters from March 30. Director of Finance and Operations presents an overview – Town finances (Reebok – Tufts). CTA states focus on the “living wage” goal for Unit E.	Parties finalize change in preamble, management rights clause to match Unit A, using “Education Support Professionals.” CTA focuses on the “living wage” goal for Unit E.
May 4, 2022	SC presents package on leaves and data on use of personal days. Professional culture – Importance of having a teacher in class. Includes increase to paid parental leave and bereavement.	SC presents packages on leaves and data on use of personal days. Professional culture – Importance of having ESPs in class.
May 23, 2022	➔ CTA rejects the concept of packaging leave provisions, the CTA continued to propose 12 paid weeks of parental leave for all (separate from paid sick time) and changes wage proposal to 5/4/3 (12%). SC presents a document on “Concepts” regarding Common Planning Time for discussion.	SC presents overall package and data on comparable wages in other districts and hourly rate for “living wage” at \$24.70 an hour. ➔ CTA reiterates its initial hourly wage proposal (but percentage increases are different than above due to incorporation of holidays and vacation).
June 1, 2022	SC presents revised document on Concepts regarding Common Planning Time and a Status Summary; SC proposes to delay leave package until year 2, adds 1% to year 2, contingent on leave package (so, 2/3/2).	CTA presents adjusted wage proposal (vacations/holidays incorporated) for year 1, ➔ retains 5/5 for years 2 and 3 Ed Asst. Year 1: \$32.98 - \$35.69 ABA Tutor Year 1: BA at \$37.10 - \$40.16 and MA at \$39.38 – \$42.63 5/5
June 13, 2022	CTA presents revised Concepts regarding Common Planning Time, which adds a guarantee of 75 minutes free/week with no lunch duty (in addition to preparation time)	For EAs SC increases wage to 10/3/3. Adds a new step 6 at 4% for all groups. EA Hourly rate for year 1 is \$23.40 – \$26.34. Hourly rate for ABA tutors year 1 is \$29.71 – \$33.09 at BA and \$32.84 – \$36.62 at MA (COTAs and SLPAs year 1 is \$43.85 per hour.
August 10, 2022	Further discussion/proposals on Common Planning. ➔ SC expresses frustration regarding lack of CTA movement on wages and in considering the need to make adjustments for use of paid personal leave based upon educational disruption	CTA adjusts its wage proposal for year 1 as follows. ➔ retains 5/5 for years 2 and 3 Ed Asst. Add lanes and superstep 10 <ul style="list-style-type: none"> Non degree: \$29.59 to \$34.96 BA degree: \$31.07 to \$36.71 ABA tutors: Add superstep 10: <ul style="list-style-type: none"> BA: \$32.62 - \$38.55 MA: \$34.25 - \$40.48
August 17, 2022	SC gives counter to CTA proposal on OT/PT by adding lanes and a new step 7. CTA reiterates its wage proposal, so remains at 5/4/3 or 12%, with no adjustments for personal leave.	CTA presents stories supporting its proposed wage increase
September 29, 2022	SC provides written statement recounting negotiations history and describing potential impasse/mediation as next steps. <ul style="list-style-type: none"> CTA adjusts its wage proposal to 4.5/4/3.5 (remaining at 12%), and then adds a new Superstep 20 at 4%. CTA offers to eliminate carryover of personal days. SC responds by <ul style="list-style-type: none"> dropping its request to eliminate carryover of personal days, explaining it does not address educational disruption of stacking and wrapping); increasing its proposal for parental leave to 4 paid weeks (not from sick leave) adding Superstep 20 at 1% for year 2 to coincide with a proposal to restrict use of personal days. (Thus, SC at 2/3/2 plus 1% Superstep year 2. 	Meeting for Unit A, but Unit E not discussed
October 12, 2022	➔ CTA rejects SC counter, changes Wage proposals to 3/3/2 (8% over 3 years). Drops Superstep. Declines movement on restricting use of personal leave. SC provides updated statement, including suggesting use of mediation to assist in reaching resolution.	CTA adjusts proposal.* Keeps superstep, but drops lanes for EA. Retains 5/5 for years 2 and 3. Year 1 is as follows: Ed Asst. \$25 – \$29.54 ABA tutors: <ul style="list-style-type: none"> BA: \$29.71-\$35.11 MA: \$32.84-\$38.81 *CTA proposal ranges from 17% to 28% for Educational Assistants (top rate of \$29.54/hr.) and 22% to 33.8% for ABA tutors (top rate of \$38.81/hr.) As CTA has proposed an additional 5% increase for each of years 2 and 3, this translates for the 3 years to increases ranging from 27% to 33.8% for Educational Assistants and 37% to 43.8% for ABA Tutors. CTA seeks all leaves in SC's package and other provisions offered but declines any restrictions on use of personal leave. See Unit E Key Issues document for further information.