

## Union Contract Settlements

### ***School Contract Settlements***

The School Committee and the five educational unions reached a contract settlement in May 2023 totaling \$11.57 million over four years (FY 2023 – FY 2026). The settlement includes the following:

#### Cost of Living Adjustments (COLA)

Union	FY23	FY24	FY25	FY26	Total
Unit A (Teachers/Nurses)	2.75%	2.5%	2.75%	3%	11%
Unit B (Administrators)	2.75%	2.5%	2.75%	3%	11%
Unit C (Instructional Support Professionals)	5.25%	4%	2.75%	3%	15%
Unit D/E (Administrative Professionals)	4%	4%	2.75%	3%	13.75%

#### Longevity Increases

Union	FY23	FY24	FY25	FY26	Total
Unit A	5%	5%	5%	2%	17%
Unit B	5%	5%	5%	2%	17%
Unit C	5.25%	4%	2.75%	3%	15%
Unit D/E	4%	4%	2.75%	3%	13.75%

#### Retention Payments

Union	FY23	FY24	FY25	FY26	Total
Unit C	\$4K/3K	\$3K/2K	\$2K/1K	\$1K/\$0	\$1.59M
Unit D/E	\$4K/3K	\$3K/2K	\$2K/1K	\$1K/\$0	\$170K

#### Longevity payment for FY 2023 (following which, payment increased by the table above)

- Unit A – Adjustments based on 20 years of service equal \$3,284 or 3% of Base Pay (increased based on table above)
- Unit B – Adjustments based on 13 years of service receive \$1,639 or 1% of Base Pay, 20 years of service same as Unit A (increased based on table above)
- Unit C – 7 Years - \$750; 10 Years - \$1,000; 20 Years - \$2,000; 30 Years - \$3,000
- Unit D (1,820 hours) – 15-19 Years - \$1,580; 20-24 Years - \$1,710; 25+ Years - \$1,840
- Unit D (1,695 hours) – 15-19 Years - \$1,461; 20-24 Years - \$1,584; 25+ Years - \$1,698

Retention Payments (following payments are decreased over the duration of the contract) are payments to individuals who work through the end of the school year (% paid is based on total hours worked). Employees must work through the last day of the school year to be eligible for a retention payment.

### ***Town Union Settlements***

The nine Town union contracts expired on June 30, 2026. Based on Town Bylaws, pay schedules for Town staff must be approved by Town Meeting to adjust personal service appropriations. (School Department union contracts do not require Town Meeting action due to the School Committee's ability to transfer funds between personal services and expenses.) The table below provides a summary of approved COLA adjustments in settled union contracts approved by Town Meeting.

During the last round of collective bargaining, compensation of the Town's union personnel was found to be considerably below the median. The resulting negotiated settlements all reflect an effort to bring the unions to the median (or closer to median) of appropriate comparable communities over the three-year contract duration. With the union contracts expiring at the end of FY 2026, all Town unions will commence bargaining in the fall of 2025.

**Cost of Living Adjustments (COLA)**

Union	FY24	FY25	FY26	Total
Superior Officers (Police)	6%	3%	3%	12%
Patrol Officers	6%	3%+1% EMT	3%	13%
Dispatch	4%+ 1% EMD	3%+ 1% EMD	2%	11%
Firefighters	4% +1% EMT	3%+1% EMT	3%+1% EMT	13%
DPW Supervisors	5%	3%	1% + New Step (4%) for 10 Years	13%
DPW Production	5%	2%	2%+ New Step (4%) for 10 Years	13%
Library (Supervisor and Staff)	4%	3%	3%	10%
FMD Custodians	4%	3%	2%	9%

\*Emergency Medical Technician (EMT) and Emergency Medical Dispatch (EMD) are stipends