



## Georgetown School Committee

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**Michael Hinchliffe, Chair**  
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Dear Georgetown Community:

As you may know, over the last several months the Georgetown School Committee and the Georgetown Education Association, which represents our teachers, have been in the process of negotiating a successor contract. Each member of the School Committee has children in our schools, and values the important work that our teachers do for our students. When teachers returned to school this year, they did so without a new contract in place, which we know can feel unsettling. While we finalize the details of a new agreement, our teachers continue to work and be paid under the provisions of the old contract.

The School Committee entered negotiations this year with a few simple areas of focus:

- 1) We want to find time during the work day to allow for Common Planning so that our teachers and administration can collaborate to deliver our new curricula at the highest level possible so that our students can thrive.
- 2) We want to provide our teachers with competitive wages and to develop a compensation package that will attract the best teachers to Georgetown.
- 3) We need to live within our means. We have heard time and again that the overall town budget is exceptionally tight, and just a few months ago, the town voted against an override.

The Georgetown Education Association came to us with their priorities. We have worked collaboratively to come to solid agreements on Parental Leave and Health and Safety language. These two initiatives are important, and we're happy to have found common ground.

The Health and Safety language clarifies the reporting process on safety incidents, provides all staff with ongoing training, and reinforces that a safe learning environment depends on staff and administration working together for our students. The language on Parental Leave allows teachers to be at home for up to 12 weeks, two weeks will be paid by the district, and up to eight weeks from accrued sick time.

We have worked together with the Association to develop a structure for Common Planning. It provides time for teachers and administration to collaborate on curriculum implementation.

Compensation is important. Paying our teachers a competitive wage highlights their value, and helps us recruit the best teachers to Georgetown! We crafted a wage proposal that makes first year teachers the highest paid compared to our neighboring districts, and recognizes the time and service that our veteran teachers have given to our district.

Below is a sampling (4 step/scale categories) of the School Committee's current proposed salary scale, reflecting both proposed cost-of-living adjustments and contractual step increases.

Teacher's degree (scale) and year of experience (step):	2023-2024 (current contract)	2024-2025 (step/scale moves included)	2025-2026 (added step for 2nd year of teaching)	2026-2027 (added step for 3rd year of teaching)	Total %: 3 year increase compared to 23/24
Bachelors	\$52,538 1st Step	\$63,088 2nd Step	\$66,778 3rd Step	\$71,132 4th Step	+35.4% (avg 10.6%/yr)
Masters	\$57,168 1st Step	\$67,516 2nd Step	\$71,642 3rd Step	\$76,476 2nd Step	+33.7% (avg 10.2%/yr)
Masters	\$68,525 5th Step	\$78,429 6th Step	\$83,131 7th Step	\$91,143 8th Step	+33.0% (avg 10.0%/yr)
Masters (the 11th step is the top of the pay scale)	\$91,033 11th step	\$93,308 11th step	\$96,174 11th step	\$99,819 11th step	+9.7% (avg 3.1%/yr)
<b>Total Budget Impact</b>		\$250,424	\$449,157	\$410,996	\$1,110,548

**(example:** This chart shows the change in salary a teacher will earn each year of the 3 year contract. A teacher who was hired last year with a bachelors degree and no experience earned \$52,538. With the proposed wage increase that same teacher will earn \$63,088 this year. Next year the teacher will be on step 3 with a salary of \$66,778 and in the following year they will be on step 4 will given a salary of \$71,132)

Finally, we recognize the challenging financial situation our town is in, and are working with the Town Administrator and Finance Committee to build a sustainable budget that prioritizes the modernization and improvement of our schools. Based upon conversations with the Finance Committee, there is a realistic possibility that the schools will be level-funded next year. This means our budget will be the same in the 2025-2026 school year as it is this year, resulting in significant budget reductions due to inflationary costs and contractual obligations. We have sought to find balance between resources and improving student outcomes.

If you would like more details regarding the negotiations you are able to do so in different ways. You are invited to attend our negotiating sessions in person or watch them on GCTV. The next bargaining sessions are scheduled for Monday, October 7 from 5-7 pm and Wednesday, October 30 from 5:30-7:30 pm at the Georgetown Middle High School library. If you are unable to attend, recordings of these meetings are typically available about 24 hours after the meeting takes place on GCTV (at <http://gctv.georgetownma.gov/>) .

The Committee will continue to bargain in good faith. We value the dedication of our teachers, and recognize that we share the common vision of ensuring each Georgetown student is able to reach their full potential.

We are confident that we will be able to come to an agreement with the Georgetown Education Association soon, and look forward to celebrating school successes with you over the coming months and years!

Thank you!

John Cancellara  
Michael Hinchliffe  
Georgetown School Committee Negotiations Subcommittee