



**Malden Public Schools**

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# **CONTINUED DISTRICT RESPONSES**

**Successor Contract Negotiations with the  
Malden Education Association  
Units A, B and C**

**April 10, 2025**



# Agenda

School Committee Responses  
to MEA Proposals/Responses



# Responses to MEA Proposals

## ***Proposals from March 26***

- Proposal Group #28
- Proposal Group #29
- Proposal Group #30

## ***Other Financially Relevant Proposals***

- Proposal Group #7
- Proposal Group #9
- Proposal Group #10
- Proposal Group #18
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# Malden School Committee's Commitment to Educators

Malden Public Schools is committed to continuing to provide competitive compensation to our educators and maintaining a financially sustainable budget for our district and city.



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# Unit A - Current Salary

Malden educator salaries are currently above statewide salary averages.

Unit A	Malden SY24-25	Statewide Average SY24-25
Lowest step and lane	\$56,452	\$54,625
Highest step and lane	\$111,986	\$106,714

*\*based on analysis of publicly available contracts*

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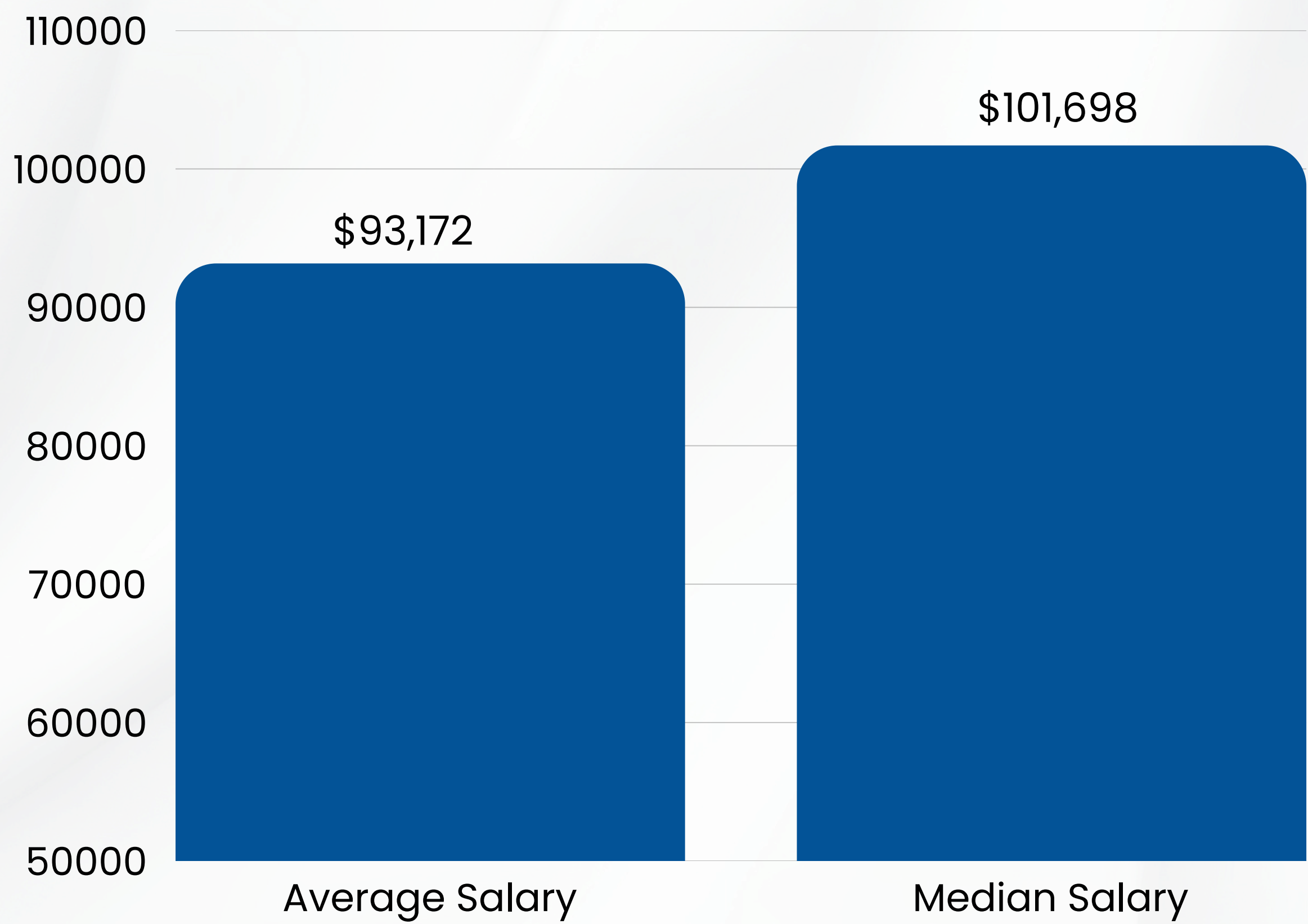
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# Unit A - Current Salary Distribution





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# Unit B - Current Salary

Unit B	AP/HP/PM (206 days)	Directors (220 Days)
SY24-25	\$140,191	\$145,355

*\*Statewide comparisons are not available due to the variability of Unit B roles and positions in other unions*

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# Unit C - Past Salary Increases

Malden School Committee is proud of the significant increases to our Unit C educators' salaries over the last 3-years

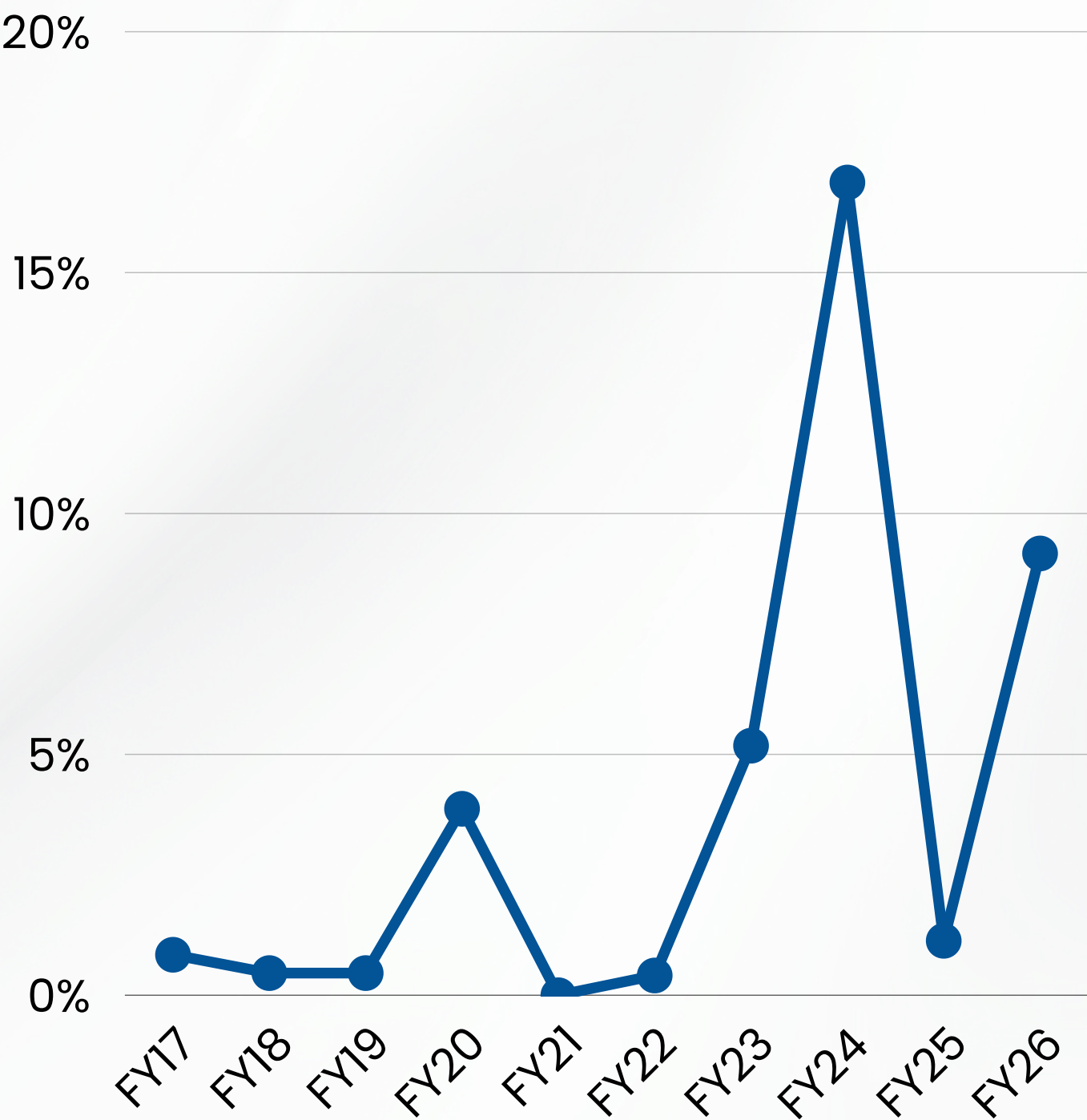
Unit C Hourly Rates	Malden SY21-22	Malden SY24-25	% Increase
Lowest	\$22,998	\$31,693	39%
Highest	\$33,052	\$40,989	24%

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# Fiscal Constraints and Realities

Fluctuation in Chapter 70 funding increases\*



*\*State Chapter 70 funding accounts for more than half of the annual revenue for the Malden Public Schools' budget.*

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# MEA Salary Range Goal - Unit A

Unit A	MEA proposed salary goal for 2027-28	Proposed % increase over 3-years
Minimum	\$81,000	43.5%
Maximum	\$134,000	19.7%



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# MEA Salary Range Goal - Unit B

Unit B	MEA proposed salary goal for 2027-28	Proposed % increase over 3-years
Minimum	\$158,000	12.6%
Maximum	\$164,000	12.8%

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# MEA Salary Range Goal - Unit C

Unit C	MEA proposed salary goal for 2027-28	Proposed % increase over 3-years
Minimum	\$51,000	60.9%
Maximum	\$61,000	48.8%

*\*based on current contract yearly salary of 6 hour day, 182 days*



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# 3-year Additional Cost of MEA Salary Goals

Unit	Lowest Proposed 3-year increase by MEA	Estimated 3-year increase in costs (applied to whole salary table)
Unit A	19.7%	\$23,135,160 increase
Unit B (206 days)	12.6%	\$411,862 increase
Unit B (220 days)	12.8%	\$174,695 increase
Unit C	48.8%	\$3,660,989 increase
Total 3-Year Increase in Cost		<b>\$27,382,706</b>

*\*all totals are in addition to current salary costs*

# Other MEA proposals have significant financial implications apart from MEA base salary goals:

Proposal Summary	Estimated increase in costs over 3-years
Unit A Longevity	\$7,188,000 increase
Doubling Parental Leave	\$6,480,000 increase
Additional 4 non-work days	\$5,099,726 increase
Floating Teacher and ESP at each school	\$2,740,437 increase
<b>Total estimated 3-year increase in cost of just some additional proposals</b>	<b>\$21,508,163 increase</b>

We are continuing to develop projections for the following:

- Units B & C longevity
- Increased Family Sick Leave
- Payment for classroom coverage
- Additional prep time for special education
- Educational advancement awards
- Stipends (athletics, hourly)

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# 3-year cost increase of lowest proposed MEA salary goal over current budget

Current FY25 Budget	Total 3-Year Cost of Base Salary Increases (All Units)	% increase to current budget over 3-years
\$93,389,664	\$27,382,706	29.3%

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# Malden School Committee

## Initial Counter Proposal: SY27-28 Salary Range Goals

<b>SY27-28</b>	<b>Unit A</b> (184 days)	<b>Unit B</b> (206 or 220 days)	<b>Unit C</b> (182 days, hourly employees)
Minimum	\$59,907	\$148,772	\$30.80 per hour
Maximum	\$118,840	\$154,252	\$39.84 per hour



# Thank you

