

As you know, unfortunately, the Malden Education Association voted to strike, placing an incredible hardship on our students and families. Despite this, our negotiating team remains committed to continue to bargain in good faith with union representatives.

There has never been any disagreement about the intent of this process. Our educators and staff deserve a fair contract, and there will never be enough money to pay what their true value is to our city, our students and our society. Anyone who has taught or been in our classrooms knows the incredible work that is done every day for our community. We know that we have to come to an agreement, but also want the public to know the commitment our negotiating team has made in presenting an unprecedented offer that reflects the importance we place on education. Some of that package is listed below.

Negotiation Team Offer 10/16/22

	Education Support Professionals	Teachers	Directors/Asst. Principals
Year 1 Wage Increase	24%	4%	4%
Year 2 Wage Increase	2.5%	3%	3%
Year 3 Wage Increase	2.5%	2.5%	2.5%
COVID19 Bonus	\$2,000	\$2,000	\$2,000
Longevity Increase	\$250	\$250	\$250
Parental Leave	6 Weeks Paid	6 Weeks Paid	6 Weeks Paid
Contract (Low)	\$30,000 (\$27.62 hr)	\$50,862	\$132,093
Pay Range (High)	\$40,764 (\$37.54 hr)	\$108,154	\$144,594

This proposal is not without risk. It relies on one-time sources of funds and places a great bet on Chapter 70 aid increasing commensurate with surrounding cities. That our negotiating team has come as far as we have shows how important it is to send a message of how much we value education.

The union’s initial proposal was for \$20.6 million in salary increases over 3 years. To put that into perspective, that would represent over 100% of the expected TOTAL revenue increases for the City of Malden from all sources over that same period. After almost ten hours of negotiating on Sunday, the union was holding firm at 20% in increases to base wages, plus additional bonus, and longevity compensation. While it’s been reported that our team left the bargaining table, they did so after little movement from the union’s position and we felt it was important to allow our families enough notice to plan for this interruption.

Every city, every town in Massachusetts works to find the right balance between competing priorities. The city works every day to address affordable housing, improve our roads, keep our residents safe, maintain our parks and buildings, and keep classroom sizes contained. It is undeniable that the cost of the union demands, if met, will have a detrimental effect on the city’s ability to continue to address these other important matters. We owe it to our residents to look to the future and be responsible in the decisions we make.

Despite today’s action, our team remains as committed as ever to continuing to negotiate in good faith. Our team has requested the assistance of a mediator in hopes that it will help find common ground as our students are counting on us to do just that.