

PROPOSED CHANGES TO THE AGREEMENT BETWEEN THE
PEMBROKE SCHOOL COMMITTEE
AND THE
PEMBROKE TEACHERS ASSOCIATION, UNIT A/B

[Stipends, Proposals 10 and 11]

PSC Responses October 15, 2025

The Pembroke Teachers Association proposes that the Unit A Collective Bargaining Agreement (CBA) between the Pembroke Teachers Association (Association) and the Pembroke School Committee (Committee), currently in effect from July 1, 2022 through June 30, 2025, remain unchanged except as detailed below and previously proposed. All changes are effective July 1, 2025.

[In modified text, deletions are denoted by ~~strike through~~ and additions are denoted by **bold underline**.]

PTA #10) (AB6) Appendix B modify as follows:

- **Increase all stipends by the same percentage as agreed in Appendix A each year.**
AGREE
- **Amend "Assistant Track Coach Boys/Girls" to read "Cross Country Asst Boys/Girls"**
AGREE
- **Adjust the pay for "Cross Country Head Coach Boys/Girls" to match that of the Indoor and Outdoor Track Head Coach positions** **AGREE**
- **Adjust the pay for "Golf Coach" to match that of the Gymnastics Coach Girls** **AGREE**
- **Relabel the current "Golf Coach" stipend to "Assistant Golf Coach"** **AGREE**
- **Review overall stipends for market adjustments (Tennis, Cheer, Unified Sports)** **See Below**
- **Add the following new language: "When a member is serving in two roles for the same trip or activity the member will be entitled to be compensated for one full stipend and 50% of the lesser stipend on a prorated basis until the position is filled. The Committee will agree to bargain over stipends for any future athletic stipends."**
- ~~3% increases each year of the CBA across all positions (total 9% increase over three years)~~
- ~~Review to determine what additional positions are needed~~
- ~~Addition of the following language: **Compensation for any new athletic coaching positions created by the Article 8.11 JLMC during the term of this Agreement shall be negotiated with the Association, to be paid at a rate not lower than the current salary of the Field Hockey Coach.**~~

PSC Response 10/15:

PSC Unit A Appendix B & C Response 10.15.25

Position	Step 1	Step 2	Step 3	Step 4
Football Head Coach	\$7987	\$9971	\$11970	\$13967
Assistant Coach Football	\$3984	\$4990	\$5997	\$6981
Basketball Head Coach Boys/Girls	\$6742	\$7987	\$9310	\$10649
JV Basketball Coach Boys/Girls	\$3318	\$3984	\$4649	\$5328
Freshman Basketball Coach Boys/Girls	\$3071	\$3318	\$3652	\$3984
Baseball Head Coach	\$4458	\$5155	\$5997	\$6983
JV Baseball Coach	\$2343	\$2809	\$3289	\$3758
Freshman Baseball Coach	\$1672	\$1998	\$2328	\$2665
Softball Head Coach	\$4458	\$5155	\$5997	\$6983
JV Softball Coach	\$2343	\$2809	\$3289	\$3758
Ice Hockey Coach Boys/Girls	\$6742	\$7987	\$9310	\$10651
JV Hockey Coach	\$3318	\$3984	\$4649	\$5328
Field Hockey Head Coach	\$4458	\$5155	\$5997	\$6983
JV Field Hockey Coach	\$2343	\$2809	\$3289	\$3758
Soccer Head Coach Boys/Girls	\$4458	\$5155	\$5997	\$6983
JV Soccer Coach Boys/Girls	\$2343	\$2809	\$3289	\$3758
Freshman Soccer Coach Boys/Girls	\$1672	\$1998	\$2328	\$2665

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Outdoor Track Head Coach Boys/Girls	\$4458	\$5155	\$5997	\$6983
Outdoor Track Asst Coach Boys/Girls	\$2343	\$2809	\$3289	\$3758
Indoor Track Head Coach Boys/Girls	\$4458	\$5155	\$5997	\$6983
Indoor Track Asst Coach Boys/Girls	\$2343	\$2809	\$3289	\$3758
Cross Country Head Coach Boys/Girls	\$2343 \$4458	\$2809 \$5155	\$3289 \$5997	\$3758 \$6983
Assistant Cross Country Track Coach Boys/Girls	\$2343	\$2809	\$3289	\$3758
Wrestling Head Coach	\$4458	\$5155	\$5997	\$6983
Assistant Wrestling Coach	\$2343	\$2809	\$3289	\$3758
Gymnastic Coach Girls	\$2803	\$3520	\$4219	\$4931
Tennis Coach Boys/Girls	\$2343 \$4458	\$2809 \$5155	\$3289 \$5997	\$3758 \$6983
Golf Coach	\$2098 \$2803	\$2585 \$3520	\$3054 \$4219	\$3520 \$4931
Assistant Golf Coach	\$2098	\$2585	\$3054	\$3520
Cheerleading Coach Football	\$2098 \$2678	\$2585 \$3165	\$3054 \$3634	\$3520 \$4100
Cheerleading Coach Basketball	\$2098 \$2678	\$2585 \$3165	\$3054 \$3634	\$3520 \$4100
Volleyball Head Coach	\$4458	\$5155	\$5997	\$6983
JV Volleyball Coach	\$2343	\$2809	\$3289	\$3758
Freshman Volleyball Coach	\$1672	\$1999	\$2328	\$2663
Swimming Head Coach Girls/Boys	\$4458	\$5155	\$5998	\$6983

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Lacrosse Head Coach Girls/Boys	\$4458	\$5155	\$5998	\$6983
Trainer (per season)	\$6638			
Equipment Manager (Per Season)	\$893			

PTA #11) (AB6) Appendix C modify as follows:

- Increase all stipends by the same percentage as agreed in Appendix A each year.
AGREE
- ~~Add "Camp Bournedale" to "Elementary" Stipend list at same rate as other elementary stipends. Reject~~
- ~~Add "Workshop Rate" (at actual per diem rate) to "Other" Stipend list (housekeeping)~~
- Unit A/B Members who agree to participate in district identified summer curriculum work or who are required to attend a course/workshop identified by the district, shall be paid at the hourly rate of \$50/ hour.
- Add the following new language: "When a member is serving in two roles for the same trip or activity the member will be entitled to be compensated for one full stipend and 50% of the lesser stipend on a prorated basis until the position is filled. The Committee will agree to bargain over stipends for any future extracurricular activities."
- ~~3% increases each year of the CBA across all positions (total 9% increase over three years)~~
- ~~Review to determine what additional positions are needed~~
- ~~Addition of the following language: Compensation for any new extracurricular clubs or activities created by the Article 8.11 JLMC during the term of this Agreement shall be negotiated with the Association, to be paid at a rate not lower than the current salary of the Field Hockey Coach.~~

