

**PROPOSED CHANGES TO THE AGREEMENT BETWEEN THE
BELMONT SCHOOL COMMITTEE
AND THE
BELMONT EDUCATION ASSOCIATION, UNIT A**

March 31, 2025

The Belmont Education Association proposes that the Unit A Collective Bargaining Agreement (CBA) between the Belmont Education Association (Association) and the Belmont School Committee (Committee), currently in effect from August 31, 2022 through September 1, 2025, remain unchanged except as previously proposed and as detailed below. All changes are effective September 1, 2025.

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

#78) BEA Appendix B –Pay Scale Amend ~~Appendix B~~ as follows:

Effective September 1, 2025 eliminate step 1 and create a new step 14 at \$2,000 above the current step 14. Increase the salary scale by 3%. Bargaining unit members shall retain their step number from the 2024-2025 school year for the 2025-2026 school year.

BEA Unit A 2025-2026 Salary Scale							
	B	B+15	M	M+15	M+30	M+45	<u>M+60/PHD</u>
1							
1 <u>2</u>	61,517	62,652	66,067	67,775	69,631	71,642	73,652
2 <u>3</u>	64,301	65,474	69,082	70,822	72,753	74,831	76,912
3 <u>4</u>	67,088	68,292	72,094	73,875	75,868	78,019	80,178
4 <u>5</u>	69,874	71,116	75,106	76,920	78,991	81,213	83,441
5 <u>6</u>	72,660	73,933	78,119	79,974	82,111	84,404	86,705
6 <u>7</u>	75,444	76,759	81,131	83,021	85,233	87,590	89,969
7 <u>8</u>	78,236	79,580	84,146	86,075	88,350	90,779	93,229
8 <u>9</u>	81,019	82,401	87,158	89,122	91,469	93,972	96,495
9 <u>10</u>	83,807	85,222	90,172	92,174	94,592	97,160	99,756
10 <u>11</u>	89,848	91,343	93,187	95,222	97,710	100,349	103,021
11 <u>12</u>	96,687	98,262	99,735	101,864	104,473	107,251	110,049
12 <u>13</u>	96,994	98,566	107,391	109,610	112,339	115,257	118,182
13 <u>14</u>	103,966	105,893	115,360	117,958	121,087	124,412	127,743
<u>14</u>	106,026	107,953	117,420	120,018	123,147	126,472	129,803

Effective September 1, 2026 adjust all steps on the salary based on the percentage increase in the Consumer Price Index (CPI) as reported by the Bureau of Labor Statistics during the preceding calendar year for a cost of living adjustment (COLA). After the COLA is applied, increase all steps on the salary scale by 3%

BEA Unit A 2026-2027 Base Salary Scale WITHOUT CPI INFLATION							
	B	B+15	M	M+15	M+30	M+45	M+60/PHD
1	63,362	64,531	68,049	69,808	71,720	73,791	75,862
2	66,230	67,438	71,155	72,946	74,936	77,075	79,220
3	69,101	70,341	74,257	76,091	78,144	80,360	82,584
4	71,970	73,250	77,359	79,228	81,360	83,650	85,945
5	74,840	76,151	80,463	82,374	84,574	86,937	89,307
6	77,708	79,061	83,565	85,512	87,789	90,218	92,669
7	80,583	81,967	86,670	88,657	91,001	93,502	96,026
8	83,449	84,873	89,772	91,795	94,213	96,791	99,389
9	86,321	87,779	92,878	94,939	97,430	100,075	102,748
10	92,543	94,084	95,983	98,079	100,641	103,359	106,111
11	99,588	101,210	102,727	104,920	107,607	110,468	113,351
12	99,904	101,523	110,613	112,898	115,709	118,715	121,728
13	107,085	109,070	118,821	121,496	124,719	128,144	131,575
14	109,207	111,192	120,943	123,618	126,841	130,266	133,697

2026-2027 With Projected CPI (Based on 10 year average of 2.6%)							
	B	B+15	M	M+15	M+30	M+45	M+60/PHD
1	65,010	66,209	69,819	71,623	73,585	75,709	77,834
2	67,952	69,192	73,005	74,843	76,884	79,079	81,279
3	70,897	72,170	76,187	78,069	80,176	82,449	84,731
4	73,842	75,154	79,370	81,288	83,476	85,825	88,179
5	76,786	78,131	82,555	84,515	86,773	89,197	91,629
6	79,728	81,117	85,738	87,735	90,072	92,564	95,078
7	82,678	84,098	88,924	90,962	93,367	95,933	98,523
8	85,619	87,080	92,106	94,182	96,663	99,308	101,973
9	88,566	90,061	95,292	97,407	99,963	102,677	105,420
10	94,949	96,530	98,478	100,629	103,258	106,047	108,870
11	102,177	103,841	105,398	107,648	110,405	113,341	116,298
12	102,501	104,162	113,489	115,833	118,718	121,801	124,893
13	109,869	111,906	121,910	124,655	127,962	131,476	134,996
14	112,046	114,083	124,087	126,832	130,139	133,653	137,173

Effective September 1, 2027 adjust all steps on the salary based on the percentage increase in the Consumer Price Index (CPI) as reported by the Bureau of Labor Statistics during the preceding calendar year for a cost of living adjustment (COLA). After the COLA is applied, increase all steps on the salary scale by 3%

BEA Unit A 2027-2028 Base Salary Scale WITHOUT CPI INFLATION							
	B	B+15	M	M+15	M+30	M+45	M+60/PHD
1							
1	65,263	66,467	70,091	71,903	73,872	76,005	78,138
2	68,217	69,461	73,289	75,135	77,184	79,388	81,596
3	71,174	72,451	76,484	78,374	80,488	82,771	85,061
4	74,130	75,447	79,679	81,605	83,801	86,159	88,523
5	77,085	78,436	82,877	84,845	87,111	89,545	91,986
6	80,039	81,433	86,072	88,077	90,423	92,924	95,449
7	83,000	84,426	89,270	91,317	93,731	96,307	98,907
8	85,953	87,419	92,465	94,549	97,040	99,695	102,371
9	88,911	90,412	95,664	97,787	100,353	103,077	105,831
10	95,320	96,906	98,862	101,022	103,660	106,460	109,295
11	102,575	104,246	105,809	108,067	110,835	113,782	116,751
12	102,901	104,569	113,931	116,285	119,180	122,276	125,379
13	110,298	112,342	122,385	125,141	128,461	131,988	135,522
14	112,483	114,528	124,571	127,327	130,646	134,174	137,708

2027-2028 With Projected CPI (Based on 10 year average of 2.6%)							
	B	B+15	M	M+15	M+30	M+45	M+60/PHD
1	66,960	68,195	71,913	73,772	75,792	77,981	80,169
2	69,990	71,267	75,195	77,088	79,190	81,452	83,718
3	73,024	74,335	78,473	80,411	82,581	84,923	87,273
4	76,057	77,409	81,751	83,727	85,980	88,399	90,825
5	79,090	80,475	85,032	87,051	89,376	91,873	94,377
6	82,120	83,551	88,310	90,367	92,774	95,340	97,930
7	85,158	86,621	91,591	93,691	96,168	98,811	101,479
8	88,188	89,692	94,870	97,008	99,563	102,287	105,033
9	91,223	92,763	98,151	100,330	102,962	105,757	108,582
10	97,798	99,426	101,433	103,648	106,356	109,228	112,136
11	105,242	106,957	108,560	110,877	113,717	116,741	119,787
12	105,576	107,287	116,893	119,308	122,279	125,455	128,639
13	113,165	115,263	125,567	128,395	131,801	135,420	139,046

14	115,408	117,505	127,810	130,637	134,043	137,662	141,288
----	---------	---------	---------	---------	---------	---------	---------

#79) BEA Appendix C –Extra Compensation Assignments Amend Appendix C as follows:

Effective September 1, 2025 increase all stipends by 5%

Effective September 1, 2026 increase all stipends by the same percentage as the salary scale in Appendix B.

Effective September 1, 2026 increase all stipends by the same percentage as the salary scale in Appendix C.