Litix

Wellesley Public Schools. Collective bargaining, October 2026.

What each salary proposal adds to the budget

This summary compares two salary proposals: the proposal from Wellesley Public Schools (WPS) and the proposal from the Wellesley Educators Association (WEA). It shows how much each proposal would increase the current salary budget over three fiscal years, FY27 to FY29, across all five WEA bargaining units. Fiscal year 2027 (FY27) runs from July 2026 to June 2027.

Summary

Measure	Amount
WPS proposal cost	$8.71 million (11.6% increase)
WEA proposal cost	$13.30 million (17.7% increase)
How much more the WEA proposal costs over 3 years	**$4.59 million**

A 2.75% COLA costs more than 2.75%

Each year, employees receive a cost-of-living adjustment (COLA). This is the percentage raise in each proposal. Many employees also move up one step on the salary schedule each year for another year of experience. Both proposals pay for these step increases. Because of this, the budget grows faster than the COLA alone.

WPS proposal: COLAs of 2.5%, 2.75%, and 3.0%

Year	COLA	Added on top of the COLA	Total budget increase	Dollar increase
FY27	2.5%	0.1% (Added Unit C holidays)	2.6%	$1.94 million
FY28	2.75%	1.6% (Steps)	4.3%	$3.34 million
FY29	3.0%	1.3% (Steps)	4.3%	$3.43 million
Three years	**8.5%**		**11.6%**	**$8.71 million**

WEA proposal: COLAs of 4.0%, 4.25%, and 5.0%

Year	COLA	Added on top of the COLA	Total budget increase	Dollar increase
FY27	4.0%	0.2% (Added Unit C holidays)	4.2%	$3.18 million
FY28	4.25%	1.7% (Steps)	5.9%	$4.62 million
FY29	5.0%	1.7% (Steps)	6.7%	$5.51 million
Three years	**13.8%**		**17.7%**	**$13.30 million**

Under the WPS proposal, COLAs of 2.75% and 3.0% become budget increases of about 4.3% in FY28 and FY29. Step costs for FY27 are already in the current budget. The small amount above the FY27

COLA is the cost of added paid holidays for Unit C. The WPS proposal adds 2 holidays. The WEA proposal adds 4.5 holidays.

Increase by unit

The table shows how much each unit's salary budget would increase by FY29 under each proposal.

Unit	WPS increase	WPS %	WEA increase	WEA %	Difference
Unit A (teachers)	$6.65 million	11.3%	$9.90 million	16.8%	$3.24 million
Unit B	$0.54 million	9.9%	$0.84 million	15.3%	$0.30 million
Unit C	**$1.01 million**	**16.6%**	**$1.72 million**	**28.3%**	**$0.71 million**
Unit D	$0.38 million	11.9%	$0.64 million	20.1%	$0.26 million
Unit E	$0.13 million	10.5%	$0.20 million	15.9%	$0.07 million
All units	**$8.71 million**	**11.6%**	**$13.30 million**	**17.7%**	**$4.59 million**

Unit C has the largest increase

- Under the WPS proposal, the Unit C salary budget increases by **$1.01 million (16.6%) by FY29**. This is the largest percentage increase of any unit. Other units increase by 9.9% to 11.9%.
- The WEA proposal would increase the Unit C salary budget by **$1.72 million (28.3%)**. This is 1.7 times the WPS increase.

Teacher pay compared with similar districts

This section compares Unit A (teacher) salaries in Wellesley with 10 comparable districts. The current year (FY26) includes 11 districts. FY27 includes 9 settled districts: 8 comparable districts with FY27 salaries and Wellesley under the WPS proposal.

Salary	FY26 salary	FY26 rank	FY27 salary (WPS proposal)	FY27 rank
Starting salary	$57,932	11th of 11	$61,855	5th of 9
Top salary	$135,626	3rd of 11	$139,017	3rd of 9

Today, Wellesley pays the lowest starting salary of the 11 districts. Under the WPS proposal, the starting salary would rise to 5th of 9 settled districts in FY27. The top salary would stay 3rd.

Notes

Source: Litix compensation model, September and October proposals, using FY26 staffing levels (full-time equivalent positions). Increases are measured against the current salary budget. Step increases for FY27 are not included because they are already in the budget. The year-by-year split between COLAs and steps comes from the proposed salary schedules. Lane changes, stipends, longevity pay, and leave provisions are not included, so actual costs may be higher. Comparable district salaries come from Litix salary benchmarking and use the lowest and highest steps of the Unit A salary schedule. The WPS proposal removes the lowest step and adds the 2.5% COLA in FY27.