

TO: School Committee

FROM: Tim Piwowar, Superintendent

DATE: May 29, 2026

RE: Tentative Collective Bargaining Agreement with IA/ABA Tutor Union

I am very pleased to report that we have come to a tentative agreement on a new collective bargaining agreement with our Instructional Assistants (IAs) and ABA Tutors (ABAs). Prior to this agreement, members of these groups were in two separate unions with separate agreements; earlier this year, they voted to consolidate into one unit, and this tentative agreement takes the form of a new contract that serves members of both groups. It should be noted that while the majority of the agreement is applicable to both IAs and ABAs, there are some areas where the language is differentiated for each role.

[Full Tentative Collective Bargaining Agreement with IA/ABA Tutors](#)

Below, please find the financial terms of this agreement which are designed to both correct our wage scale to be more competitive in the current environment, and to encourage the retention of existing staff to ensure continuity for student supports.

Article VII - Salary:

Wage scales for both IAs and ABAs were significantly changed to better reflect that the previous contract had scales that were below our comparable districts. In addition, holiday pay has now been rolled into the base hourly wage scale, which has the effect of making our topline wages even more competitive.

The two charts below show the wage scale for each group for 2025-2026 and for 2026-2027. In the second and third years of the contract, steps are added at the end of the pay scale to further incentive retention of employees.

Instructional Assistants

Step	1	2	3	4	5
2025-2026	21.91	22.57	23.24	23.94	24.66
2026-2027	25.72	26.23	26.75	27.28	27.82

ABA Tutors

Step	1	2	3	4	5	6	7	8	9	10
25-26	26.06	26.63	27.20	27.77	28.36	28.93	29.50	30.07	30.64	31.21
26-27	29.94	30.57	31.21	31.84	32.50	33.15	33.80	34.47	35.14	35.82

For ABAs, because they are year-round employees whose hours are fewer during the summer, the contract now annualizes base pay, issued in biweekly paychecks. This ensures that ABA Tutors receive a steady paycheck throughout the course of the entire year; additional hours worked beyond the base pay are paid at the appropriate hourly rate.

Article VII - Longevity

In the previous IA contract, employees who were hired after January 1, 2018 were not eligible for longevity pay; no longevity pay existed in the ABA contract. To encourage retention of employees, longevity pay will now be accessible for all employees. Furthermore, to discourage employees from exiting mid-year, the longevity pay will be paid to any member of the union - starting in Year 1 - who works the entire school year from start to finish, payable in the last pay period of the year. Longevity payments will be made as follows::

- For employees in Years 1-5 of employment: \$100 for each full completed year of employment (e.g., after three years, payment is \$300)
- For employees in Year 6+ of employment: \$500 plus an additional \$50 for each full completed year of employment beyond the fifth year (e.g., after 12 years, payment is \$850)

Article XVII - Work Year

The work year for IAs has now been expanded to 183 days, encompassing the 180-day school calendar, the two working days prior to the first day of school for students, and the district professional development day, generally scheduled in November. This has the benefit of providing additional opportunities for meaningful professional development for IAs, while also increasing their total compensation package.

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I want to thank the IA/ABA Union for their collaboration in developing this new agreement. They will be conducting their ratification vote on Wednesday, June 3, and pending a positive ratification, I ask that the School Committee similarly vote to ratify at our meeting on June 4.