

2025-2026 Legislative Agenda



H.733/S.370 | *An Act relative to educator pay*

Lead Sponsors: Rep. Erika Uytterhoeven (D-Somerville) & Rep. Tara Hong (D-Lowell) | Sen. Adam Gomez (D-Springfield)

The failure to provide living wages to Massachusetts educators, particularly our Education Support Professionals, is a growing crisis in public education. This is a crisis that is harming thousands of educators across the Commonwealth and one that will continue to impact our ability to attract high-quality candidates to the profession moving forward.

There is a significant gap between ESP pay and a living wage in Massachusetts cities and towns, particularly at a time with a skyrocketing cost of living. A recent survey conducted by the MTA found that the vast majority of ESPs earn less than \$30,000 per year despite the fact that nearly 80% have college degrees. This wage crisis also extends to classroom teachers. According to a recent NEA analysis, the average starting salary of a teacher in Massachusetts was approximately \$51,057 in 2024. In addition, according to a recent MTA survey of 200 local contracts, just two school districts have a starting salary above \$65,000.

Given these wages and factoring in the well-documented teacher wage penalty, growing levels of student debt, and the skyrocketing cost of housing and other expenses, it is clear that public education will become increasingly untenable as a profession. Educators in many local districts have, through the power of collective action, fought for and won increases in their own wages. Yet action at the state level is urgently needed to establish a statewide salary floor that ensures educators in every Massachusetts public school district are being paid fair wages that allow them to support themselves and their families.

An Act relative to educator pay will help to address this crisis by:

- **Establishing a statewide, minimum salary of \$55,000 for ESPs and increase the minimum salary for teachers to \$70,000** in public school districts. School districts will be required to pay teachers and ESPs at no less than these minimum levels, ensuring that educator wages align more closely with a living wage in the Commonwealth.
- **Ensuring that minimum salaries keep pace with inflation over time** by automatically increasing the minimum salary amounts in 2030 to \$65,000 for ESPs and \$80,000 for teachers, while also requiring inflationary adjustments every five years thereafter.
- **Requiring the state to reimburse school districts for the increases** in compensation over several years on a sliding scale, starting with a 100% reimbursement in the first year. A new reimbursement schedule will be triggered each time compensation increases under the law.
- **Strengthening the educator profession** by providing competitive wages that will help recruit and retain a high-quality and diverse workforce.

Please contact MTA Government Relations if you have any questions or require any additional information.
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