

SALARY AND STIPEND SCHEDULES

A. Basic Salaries

The salary tables below reflect the following increases: Effective July 1, 2020 – 2.0%; Effective July 1, 2021 – 2.0%; Effective July 1, 2022 – 2.5%.

Employees Hired Prior to July 1, 2013 Effective July 1, 2020

	B	B+15	M	M+30	M+60	M+75	D
1	\$50,734	\$51,957	\$53,797	\$56,238	\$58,608	\$59,457	\$63,556
2	\$53,176	\$54,398	\$56,544	\$59,285	\$61,725	\$62,574	\$66,614
3	\$55,629	\$56,840	\$59,266	\$62,332	\$64,773	\$65,622	\$69,658
4	\$60,503	\$62,018	\$64,773	\$68,431	\$70,873	\$71,720	\$75,755
5	\$62,944	\$64,161	\$67,519	\$71,380	\$73,935	\$74,783	\$78,804
6	\$65,390	\$66,603	\$70,269	\$74,539	\$76,975	\$77,824	\$81,862
7	\$67,816	\$68,860	\$73,009	\$77,587	\$80,031	\$80,880	\$84,908
8	\$70,271	\$71,488	\$75,755	\$80,639	\$83,081	\$83,930	\$87,970
9	\$72,709	\$73,934	\$78,513	\$83,687	\$86,124	\$86,973	\$91,021
10	\$87,794	\$88,388	\$86,117	\$86,750	\$89,192	\$90,042	\$94,065
11			\$87,048	\$89,801	\$92,237	\$93,085	\$97,121
12			\$100,003	\$110,020	\$116,850	\$117,699	\$122,223

Employees Hired On or After July 1, 2013 Effective July 1, 2020

	B	B+15	M	M+30	M+60	M+75	D
1	\$50,526	\$50,866	\$52,488	\$57,745	\$61,331	\$62,179	\$64,150
2	\$52,906	\$53,262	\$54,961	\$60,467	\$64,220	\$65,069	\$67,173
3	\$55,399	\$55,773	\$57,550	\$63,315	\$67,247	\$68,095	\$70,338
4	\$58,010	\$58,401	\$60,263	\$66,299	\$70,415	\$71,263	\$73,653
5	\$60,743	\$61,153	\$63,102	\$69,423	\$73,733	\$74,581	\$77,123
6	\$63,605	\$64,035	\$66,076	\$72,694	\$77,207	\$78,056	\$80,757
7	\$66,603	\$67,053	\$69,190	\$76,120	\$80,845	\$81,694	\$84,562
8	\$69,740	\$70,211	\$72,450	\$79,706	\$84,655	\$85,504	\$88,547
9	\$73,027	\$73,521	\$75,864	\$83,463	\$88,644	\$89,493	\$92,719
10	\$76,468	\$76,985	\$79,439	\$87,395	\$92,821	\$93,670	\$97,089
11	\$80,071	\$80,612	\$83,181	\$91,513	\$97,195	\$98,043	\$101,663
12	\$83,844	\$84,410	\$87,101	\$95,826	\$101,774	\$102,623	\$106,453
13	\$87,794	\$88,388	\$91,205	\$100,340	\$106,571	\$107,418	\$111,470
14			\$95,503	\$105,068	\$111,592	\$112,441	\$116,723
15			\$100,003	\$110,020	\$116,850	\$117,699	\$122,223

**Employees Hired Prior to July 1, 2013
Effective July 1, 2021**

	B	B+15	M	M+30	M+60	M+75	D
1	\$51,748	\$52,996	\$54,873	\$57,362	\$59,780	\$60,646	\$64,827
2	\$54,239	\$55,486	\$57,675	\$60,471	\$62,960	\$63,825	\$67,946
3	\$56,741	\$57,976	\$60,451	\$63,579	\$66,069	\$66,934	\$71,051
4	\$61,713	\$63,258	\$66,069	\$69,799	\$72,290	\$73,155	\$77,271
5	\$64,203	\$65,444	\$68,869	\$72,807	\$75,413	\$76,279	\$80,380
6	\$66,698	\$67,935	\$71,674	\$76,029	\$78,515	\$79,380	\$83,499
7	\$69,172	\$70,237	\$74,469	\$79,139	\$81,632	\$82,497	\$86,606
8	\$71,676	\$72,917	\$77,271	\$82,252	\$84,743	\$85,608	\$89,729
9	\$74,163	\$75,412	\$80,084	\$85,361	\$87,846	\$88,713	\$92,841
10	\$89,550	\$90,156	\$87,839	\$88,485	\$90,976	\$91,842	\$95,947
11			\$88,789	\$91,597	\$94,081	\$94,947	\$99,064
12			\$102,003	\$112,221	\$119,187	\$120,053	\$124,667

**Employees Hired On or After July 1, 2013
Effective July 1, 2021**

	B	B+15	M	M+30	M+60	M+75	D
1	\$51,536	\$51,884	\$53,538	\$58,900	\$62,557	\$63,423	\$65,433
2	\$53,965	\$54,328	\$56,060	\$61,676	\$65,505	\$66,370	\$68,517
3	\$56,507	\$56,888	\$58,701	\$64,582	\$68,591	\$69,457	\$71,745
4	\$59,171	\$59,569	\$61,468	\$67,625	\$71,823	\$72,689	\$75,126
5	\$61,958	\$62,376	\$64,364	\$70,812	\$75,207	\$76,073	\$78,666
6	\$64,877	\$65,315	\$67,397	\$74,148	\$78,751	\$79,617	\$82,373
7	\$67,935	\$68,394	\$70,573	\$77,642	\$82,462	\$83,328	\$86,253
8	\$71,135	\$71,615	\$73,899	\$81,300	\$86,348	\$87,214	\$90,318
9	\$74,487	\$74,991	\$77,381	\$85,132	\$90,417	\$91,283	\$94,573
10	\$77,998	\$78,524	\$81,027	\$89,143	\$94,677	\$95,543	\$99,030
11	\$81,672	\$82,224	\$84,845	\$93,344	\$99,139	\$100,004	\$103,697
12	\$85,521	\$86,098	\$88,843	\$97,742	\$103,809	\$104,676	\$108,582
13	\$89,550	\$90,156	\$93,029	\$102,347	\$108,702	\$109,567	\$113,699
14			\$97,413	\$107,170	\$113,824	\$114,690	\$119,057
15			\$102,003	\$112,221	\$119,187	\$120,053	\$124,667

**Employees Hired Prior to July 1, 2013
Effective July 1, 2022**

	B	B+15	M	M+30	M+60	M+75	D
1	\$53,042	\$54,321	\$56,245	\$58,797	\$61,275	\$62,162	\$66,448
2	\$55,595	\$56,873	\$59,116	\$61,983	\$64,534	\$65,421	\$69,645
3	\$58,160	\$59,426	\$61,963	\$65,168	\$67,720	\$68,607	\$72,827
4	\$63,256	\$64,840	\$67,720	\$71,544	\$74,097	\$74,984	\$79,202
5	\$65,808	\$67,080	\$70,591	\$74,627	\$77,299	\$78,186	\$82,390
6	\$68,365	\$69,633	\$73,466	\$77,930	\$80,478	\$81,365	\$85,587
7	\$70,901	\$71,993	\$76,330	\$81,118	\$83,673	\$84,560	\$88,771
8	\$73,468	\$74,740	\$79,202	\$84,308	\$86,861	\$87,748	\$91,973
9	\$76,017	\$77,298	\$82,086	\$87,495	\$90,042	\$90,931	\$95,162
10	\$91,789	\$92,410	\$90,035	\$90,697	\$93,250	\$94,138	\$98,345
11			\$91,008	\$93,887	\$96,433	\$97,321	\$101,540
12			\$104,553	\$115,026	\$122,167	\$123,054	\$127,784

**Employees Hired On or After July 1, 2013
Effective July 1, 2022**

	B	B+15	M	M+30	M+60	M+75	D
1	\$52,825	\$53,181	\$54,876	\$60,373	\$64,121	\$65,008	\$67,069
2	\$55,314	\$55,686	\$57,461	\$63,218	\$67,142	\$68,029	\$70,229
3	\$57,920	\$58,310	\$60,169	\$66,196	\$70,306	\$71,194	\$73,539
4	\$60,650	\$61,058	\$63,005	\$69,316	\$73,619	\$74,506	\$77,004
5	\$63,507	\$63,936	\$65,973	\$72,582	\$77,088	\$77,975	\$80,632
6	\$66,499	\$66,948	\$69,082	\$76,002	\$80,720	\$81,607	\$84,432
7	\$69,633	\$70,104	\$72,338	\$79,583	\$84,524	\$85,411	\$88,410
8	\$72,914	\$73,405	\$75,746	\$83,332	\$88,507	\$89,394	\$92,576
9	\$76,350	\$76,866	\$79,315	\$87,260	\$92,677	\$93,565	\$96,938
10	\$79,948	\$80,487	\$83,053	\$91,371	\$97,044	\$97,932	\$101,506
11	\$83,714	\$84,279	\$86,966	\$95,677	\$101,617	\$102,504	\$106,289
12	\$87,659	\$88,251	\$91,064	\$100,186	\$106,404	\$107,293	\$111,297
13	\$91,789	\$92,410	\$95,355	\$104,906	\$111,420	\$112,306	\$116,542
14			\$99,848	\$109,849	\$116,670	\$117,557	\$122,034
15			\$104,553	\$115,026	\$122,167	\$123,054	\$127,784

B. Leadership Stipends

Position	2020-2021	2021-2022	2022-2023
Department Heads (K-12)	8,351	8,351	8,351
Curriculum Leaders (6-8)	7,828	7,828	7,828
Department Heads (9-12)	7,828	7,828	7,828
Elementary Curriculum Liaison	7,828	7,828	7,828
House Leaders (6-8)	7,828	7,828	7,828
Special Needs Team Leaders (K-8)	3,916	3,916	3,916

C. Co-Curricular Stipends**Group I. 200+ Hours per Year**

Position	2020-2021	2021-2022	2022-2023
Yearbook	8,643	8,643	8,643

Group II. 150-200 Hours per Year

Position	2020-2021	2021-2022	2022-2023
Musical (HS)	7,250	7,250	7,250
Senior Class Advisor	7,250	7,250	7,250
India Exchange (travel year) (HS)	5,437	5,437	5,437
Drama: Fall Play (MS)	4,079	4,079	4,079
Drama: Spring Musical (MS)	4,079	4,079	4,079
Fifth Grade Play	4,079	4,079	4,079
Vocal/Pit Band Director (MS)	4,079	4,079	4,079

Group III. 100-150 Hours Per Year

Position	2020-2021	2021-2022	2022-2023
Academic Decathlon (HS)	3,100	3,100	3,100
Band Director (MS)	3,100	3,100	3,100
Band Director (HS)	3,100	3,100	3,100
French Club (HS)	3,100	3,100	3,100
India Exchange (non-travel year) (HS)	3,100	3,100	3,100
Junior Class (HS)	3,100	3,100	3,100
Latin Club (HS)	3,100	3,100	3,100
Math Team (HS)	3,100	3,100	3,100
Math Team (MS)	3,100	3,100	3,100
Media Services (HS)	3,100	3,100	3,100
Media Services (MS)	3,100	3,100	3,100
Mock Trial (HS)	3,100	3,100	3,100
WSPN (HS)	3,100	3,100	3,100

Group III, cont.

Position	2020-2021	2021-2022	2022-2023
Newspaper (MS)	3,100	3,100	3,100
Outing Club	3,100	3,100	3,100
Robotics	3,100	3,100	3,100
Science Team (HS & MS)	3,100	3,100	3,100
Service Learning (HS)	3,100	3,100	3,100
Service Learning (MS)	3,100	3,100	3,100
Spanish Club (HS)	3,100	3,100	3,100
WSPN (HS)	3,100	3,100	3,100
Yearbook (MS)	3,100	3,100	3,100

Group IV. 50-100 Hours Per Year

Position	2020-2021	2021-2022	2022-2023
A Capella Club	2,063	2,063	2,063
Asian Club (HS)	2,063	2,063	2,063
Band Director (Elem)	2,063	2,063	2,063
Business Careers (HS)	2,063	2,063	2,063
Choral Music (MS)	2,063	2,063	2,063
Community Service	2,063	2,063	2,063
Freshman Class (HS)	2,063	2,063	2,063
Homework Club (MS)	2,063	2,063	2,063
Intervention Team (HS)	2,063	2,063	2,063
Intramural Coordinator (MS)	2,063	2,063	2,063
Literary Magazine (HS & MS)	2,063	2,063	2,063
Master Schedule Assistant	2,063	2,063	2,063
MCAS Coordinator (Elem) (3)	2,063	2,063	2,063
MCAS Coordinator (MS) (1)	2,063	2,063	2,063
Mock Trial (MS)	2,063	2,063	2,063
Morning Wellness Advisor (MS)	2,063	2,063	2,063
Musical: Asst. Director (MS)	2,063	2,063	2,063
Trip Coordinator (MS) (2)	2,063	2,063	2,063
Photography (MS)	2,063	2,063	2,063
Poetry Club (HS)	2,063	2,063	2,063
SADD (HS)	2,063	2,063	2,063
School Peer Advisor	2,063	2,063	2,063
Science Club (MS)	2,063	2,063	2,063
Senior Independent Project	2,063	2,063	2,063
Service Learning (Elem)	2,063	2,063	2,063
Sophomore Class (HS)	2,063	2,063	2,063

Group IV, cont.

Position	2020-2021	2021-2022	2022-2023
Study Abroad Advisor (3)	2,063	2,063	2,063
Testing Coordinator (HS)	2,063	2,063	2,063
W.H.Y. Club (HS)	2,063	2,063	2,063

Group V. Up to 50 Hours Per Year

Position	2020-2021	2021-2022	2022-2023
Advisory Curriculum Coordinator	1,550	1,550	1,550
After School Art (Elem)	1,550	1,550	1,550
After School Sports (Elem)	1,550	1,550	1,550
After School Chorus (Elem)	1,550	1,550	1,550
Amnesty International (HS)	1,550	1,550	1,550
Art Club (MS)	1,550	1,550	1,550
BATHE	1,550	1,550	1,550
Boston Friends (Elem)	1,550	1,550	1,550
Close-Up Program (HS)	1,550	1,550	1,550
Computer Club (MS)	1,550	1,550	1,550
Environmental Club (HS)	1,550	1,550	1,550
Gay Straight Alliance	1,550	1,550	1,550
Geography Club (Elem)	1,550	1,550	1,550
Intramurals	1,550	1,550	1,550
Inventors Club (Elem)	1,550	1,550	1,550
Mini-Store (Elem)	1,550	1,550	1,550
National Honor Society (HS)	1,550	1,550	1,550
SABSE (HS)	1,550	1,550	1,550
Social Competency (Elem)	1,550	1,550	1,550
Strings Director (3- 8)	1,550	1,550	1,550
Triage Coordinator	1,550	1,550	1,550
Water Warriors	1,550	1,550	1,550

GROUP VI. Mentoring

Position	2020-2021	2021-2022	2022-2023
Mentor Teacher (For First Year Teacher)	520	520	520
Mentor Teacher (For Second Year Teacher)	261	261	261
Mentor Program Committee Member	1,040	1,040	1,040

D. Mechanism for Adding a Position

1. Written proposal submitted to building Principal by October 15 of a given year for club/activity on a non-paid basis for minimum of one year.
 2. Written proposal should include a recommendation to include the position, in its proper grouping, in the following year's budget. This is in the event the stipended activity/club is approved.
 3. Building Principal must approve the addition in the first year of a non-paid advisor.
 4. The Principal and the Superintendent (or designee) must approve any paid positions.
 5. Pay for a new position is to be negotiated based upon the criteria for grouping (contact hours with students) and be justifiable in terms of enrollment, interest, and financial viability.
1. In the event of a change in the contact hours for a given position, the position's group placement may be changed for the following school year, subject to agreement between the Committee and the Association.
 2. The parties agree to establish a joint labor-management committee, made up of an equal number of representatives designated by each party, for the purpose of reviewing and recommending changes to the coaching and co-curricular stipends in Section C. This Co-Curricular Stipend Review Committee will complete its review and submit any recommendations for changes to the Committee and Association by March 15, 2018. All recommendations will be subject to approval by both the Committee and the Association, and no stipend changes will take effect prior to July 1, 2018.

E. Other Stipends

1. Supervision of overnight educational activities: Each teacher receives \$136.62/night.
2. Chaperoning activities during non-school hours: Each teacher receives \$38.29/hour.
3. Home teaching and tutorial fees shall be set at a minimum \$65.57/hour.