

Exhibit A-1

2019-2020 SALARY SCHEDULE

EFFECTIVE SEPTEMBER 1, 2019

STEP	B	B+15	M	M +15	M+30	M +60	DR
1	48,466	49,989	52,526	54,049	55,571	57,094	58,616
2	50,496	52,019	54,556	56,079	57,601	59,124	60,646
3	52,019	53,541	56,079	57,601	59,124	60,646	62,169
4	55,064	56,586	59,124	60,646	62,169	63,691	65,214
5	58,109	59,631	62,169	63,691	65,214	66,736	68,259
6	60,139	61,661	64,199	65,721	67,244	68,766	70,289
7	62,676	64,199	66,736	68,259	69,781	71,304	72,826
8	64,706	66,229	68,766	70,289	71,811	73,334	74,856
9	66,736	68,259	70,796	72,319	73,841	75,364	76,886
10	69,781	71,304	73,841	75,364	76,886	78,409	79,931
11	71,811	73,334	75,871	77,394	78,916	80,439	81,961
12	75,871	77,394	79,931	81,454	82,976	84,499	86,021
13	78,916	80,439	82,976	84,499	86,021	87,544	89,066
14	81,961	83,484	86,021	87,544	89,066	90,589	92,111
15	85,786	87,319	89,876	91,409	92,943	94,477	96,011
16	89,610	91,155	93,730	95,275	96,820	98,365	99,910

*Agreement between the Duxbury School Committee and the Duxbury Teachers' Association
September 1, 2019 — August 31, 2022*

Exhibit A-2

2020-2021 SALARY SCHEDULE

EFFECTIVE SEPTEMBER 1, 2020

STEP	B	B+15	M	M +15	M+30	M +60	DR
1	49,436	50,989	53,577	55,130	56,683	58,236	59,789
2	51,506	53,059	55,647	57,200	58,753	60,306	61,859
3	53,059	54,612	57,200	58,753	60,306	61,859	63,412
4	56,165	57,718	60,306	61,859	63,412	64,965	66,518
5	59,271	60,824	63,412	64,965	66,518	68,071	69,624
6	61,342	62,894	65,483	67,036	68,589	70,142	71,695
7	63,930	65,483	68,071	69,624	71,177	72,730	74,283
8	66,000	67,553	70,142	71,695	73,247	74,800	76,353
9	68,071	69,624	72,212	73,765	75,318	76,871	78,424
10	71,177	72,730	75,318	76,871	78,424	79,977	81,530
11	73,247	74,800	77,389	78,942	80,495	82,048	83,600
12	77,389	78,942	81,530	83,083	84,636	86,189	87,742
13	80,495	82,048	84,636	86,189	87,742	89,295	90,848
14	83,600	85,153	87,742	89,295	90,848	92,401	93,953
15	87,501	89,066	91,673	93,238	94,802	96,366	97,931
16	91,402	92,978	95,605	97,181	98,756	100,332	101,908

Exhibit A-3

2020-2021 SALARY SCHEDULE

EFFECTIVE SEPTEMBER 1, 2020

STEP	B	B+15	M	M +15	M+30	M +60	DR
1	50,424	52,008	54,648	56,232	57,816	59,400	60,984
2	52,536	54,120	56,760	58,344	59,928	61,512	63,096
3	54,120	55,704	58,344	59,928	61,512	63,096	64,680
4	57,288	58,872	61,512	63,096	64,680	66,264	67,848
5	60,456	62,040	64,680	66,264	67,848	69,432	71,016
6	62,568	64,152	66,792	68,376	69,960	71,544	73,128
7	65,208	66,792	69,432	71,016	72,600	74,184	75,768
8	67,320	68,904	71,544	73,128	74,712	76,296	77,880
9	69,432	71,016	73,656	75,240	76,824	78,408	79,992
10	72,600	74,184	76,824	78,408	79,992	81,576	83,160
11	74,712	76,296	78,936	80,520	82,104	83,688	85,272
12	78,936	80,520	83,160	84,744	86,328	87,912	89,497
13	82,104	83,688	86,328	87,912	89,497	91,081	92,665
14	85,272	86,856	89,497	91,081	92,665	94,249	95,833
15	89,251	90,847	93,507	95,102	96,698	98,294	99,889
16	93,230	94,838	97,517	99,124	100,732	102,339	103,946