

Appendix A – Salary Schedules

FY2020

Step	I	II	III	IV	V	VI
1	49,269	51,192	52,472	54,068	55,667	57,168
2	50,872	52,796	54,068	55,667	57,275	58,770
3	52,472	54,396	55,667	57,275	58,862	60,363
4	55,025	56,936	58,239	59,819	61,430	64,630
5	57,749	59,669	60,943	62,548	64,150	65,651
6	60,468	62,382	63,666	65,269	66,867	68,365
7	63,194	65,107	66,400	67,991	69,742	71,241
8	65,911	67,832	69,101	70,865	72,620	74,124
9	68,618	70,541	71,990	73,735	75,498	76,999
10	71,352	73,264	74,861	76,633	78,601	80,102
11	74,067	75,983	77,752	79,501	81,263	82,763
12	81,083	83,104	84,473	85,104	86,795	88,450
13	82,108	84,129	85,937	87,969	89,972	91,564

Level I

- ❖ Teachers whose position requires a Bachelor's Degree and a current teaching license, granted by the Massachusetts Department of Elementary and Secondary Education (DESE)
- ❖ Vocational teachers provisionally approved by DESE

Level II

- ❖ Licensed teachers who have earned 18 credits related to their subject area as approved by the Superintendent.
- ❖ Vocational teachers with a professional license

Level III

- ❖ Licensed teachers who have earned a Master's Degree related to their subject area.
- ❖ Professionally licensed vocational teachers with an Associate's Degree or 60 credits towards a Bachelor's Degree.

Level IV

- ❖ Licensed teachers who have earned fifteen (15) credits in an educationally related area beyond the Master's Degree.
- ❖ Professionally licensed vocational teachers who have earned 90 credits towards a Bachelor's Degree.

Level V

- ❖ Licensed teachers who have earned thirty (30) credits in an educationally related area beyond the Master's Degree.
- ❖ Professionally licensed vocational teachers who have earned a Bachelor's Degree.

Level VI

- ❖ Licensed teachers who have earned a CAGS or a second Master's Degree in an educationally related area.
- ❖ Professionally licensed vocational teachers who have earned a Master's Degree.

FY2021

Step	I	II	III	IV	V	VI
1	50,500	52,471	53,784	55,419	57,058	58,598
2	52,144	54,116	55,419	57,058	58,707	60,240
3	53,784	55,756	57,058	58,707	60,333	61,872
4	56,401	58,359	59,695	61,314	62,966	66,246
5	59,192	61,161	62,467	64,111	65,753	67,293
6	61,980	63,941	65,257	66,901	68,539	70,075
7	64,774	66,735	68,059	69,691	71,486	73,022
8	67,558	69,528	70,829	72,637	74,436	75,977
9	70,333	72,304	73,790	75,579	77,386	78,924
10	73,136	75,096	76,732	78,549	80,566	82,104
11	75,918	77,883	79,696	81,489	83,295	84,832
12	83,110	85,182	86,585	87,231	88,965	90,662
13	84,160	86,232	88,085	90,168	92,222	93,853

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FY2022

Step	I	II	III	IV	V	VI
1	51,763	53,783	55,128	56,805	58,485	60,062
2	53,447	55,468	56,805	58,485	60,174	61,746
3	55,128	57,150	58,485	60,174	61,842	63,419
4	57,811	59,818	61,188	62,847	64,540	67,902
5	60,672	62,690	64,029	65,714	67,397	68,975
6	63,529	65,540	66,889	68,573	70,252	71,826
7	66,394	68,403	69,761	71,433	73,273	74,847
8	69,247	71,266	72,600	74,453	76,297	77,876
9	72,091	74,112	75,634	77,468	79,321	80,897
10	74,965	76,973	78,651	80,513	82,580	84,157
11	77,816	79,830	81,689	83,526	85,377	86,952
12	85,187	87,311	88,750	89,412	91,189	92,928
13	86,264	88,388	90,288	92,422	94,527	96,200

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