

APPENDIX A

Salaries

A. Effective August 21, 2025:

1. Increase the salary schedule by 3.0%; and then,
2. Create a new Step 25 in the M, M+15, M+30, M+45, and M+60 Lanes which shall be a fixed step calculated at \$1,250.00 higher than the prior step, after the application of the agreed upon COLA. *COLA increases to the salary schedule in years 2 and 3 of this Agreement will not be added to Step 25.

Step 25 is a longevity step. To be eligible for movement into Step 25, the employee must have 25 or more years of service in a bargaining unit position within the Medway Public Schools.

B. Effective August 21, 2026: increase the salary schedule by 3%.*

C. Effective August 21, 2027: increase the salary schedule by 3%.*

July 1, 2025 - June 30, 2026								
Contract Year 1								
3.0% increase, plus addition of longevity step								
Step	B	B+15	B+30	M	M+15	M+30	M+45	M+60
1	\$55,622.80	\$57,948.85	\$59,697.33	\$60,856.14	\$62,604.62	\$63,762.18	\$65,511.87	\$67,265.22
2	\$58,525.21	\$60,856.14	\$62,604.62	\$63,187.04	\$64,936.74	\$66,681.59	\$68,422.80	\$70,165.22
3	\$61,431.27	\$63,764.60	\$65,513.10	\$66,097.92	\$67,841.58	\$69,585.22	\$71,330.08	\$73,068.84
4	\$63,764.60	\$66,097.92	\$67,841.58	\$68,422.80	\$70,166.41	\$71,908.85	\$73,652.49	\$75,404.62
5	\$67,264.02	\$69,585.22	\$71,328.85	\$72,491.28	\$74,242.18	\$75,980.95	\$77,736.73	\$79,473.06
6	\$70,166.41	\$72,491.28	\$74,242.18	\$75,404.62	\$77,149.46	\$78,894.29	\$80,637.94	\$82,382.77
7	\$73,652.49	\$75,980.95	\$77,736.73	\$78,894.29	\$81,217.92	\$82,967.64	\$84,705.21	\$86,463.39
8	\$77,149.46	\$79,473.06	\$81,217.92	\$82,382.77	\$84,705.21	\$86,463.39	\$88,199.75	\$89,942.19
9	\$80,637.94	\$82,967.64	\$84,705.21	\$85,877.35	\$88,199.75	\$89,942.19	\$91,688.23	\$93,433.08
10	\$84,125.21	\$86,463.39	\$88,784.61	\$89,942.19	\$91,688.23	\$93,433.08	\$95,179.16	\$96,923.98
11				\$91,688.23	\$93,433.08	\$95,179.16	\$96,923.98	\$98,663.99
12				\$97,681.53	\$99,462.63	\$99,462.63	\$99,836.11	\$101,579.75
13				\$99,635.18	\$101,451.87	\$104,210.48	\$105,990.31	\$108,302.34
14						\$106,294.69	\$108,110.11	\$110,468.41
25 *				\$100,885.18	\$102,701.87	\$107,544.69	\$109,360.11	\$111,718.41
* Step 25 is representative of a Longevity Step for those with 25+ years of consecutive service.								

July 1, 2026 - June 30, 2027								
Contract Year 2								
3.0% increase								
Step	B	B+15	B+30	M	M+15	M+30	M+45	M+60
1	\$57,291.48	\$59,687.32	\$61,488.25	\$62,681.82	\$64,482.76	\$65,675.05	\$67,477.23	\$69,283.18
2	\$60,280.97	\$62,681.82	\$64,482.76	\$65,082.65	\$66,884.84	\$68,682.04	\$70,475.48	\$72,270.18
3	\$63,274.21	\$65,677.54	\$67,478.49	\$68,080.86	\$69,876.83	\$71,672.78	\$73,469.98	\$75,260.91
4	\$65,677.54	\$68,080.86	\$69,876.83	\$70,475.48	\$72,271.40	\$74,066.12	\$75,862.06	\$77,666.76
5	\$69,281.94	\$71,672.78	\$73,468.72	\$74,666.02	\$76,469.45	\$78,260.38	\$80,068.83	\$81,857.25
6	\$72,271.40	\$74,666.02	\$76,469.45	\$77,666.76	\$79,463.94	\$81,261.12	\$83,057.08	\$84,854.25
7	\$75,862.06	\$78,260.38	\$80,068.83	\$81,261.12	\$83,654.46	\$85,456.67	\$87,246.37	\$89,057.29
8	\$79,463.94	\$81,857.25	\$83,654.46	\$84,854.25	\$87,246.37	\$89,057.29	\$90,845.74	\$92,640.46
9	\$83,057.08	\$85,456.67	\$87,246.37	\$88,453.67	\$90,845.74	\$92,640.46	\$94,438.88	\$96,236.07
10	\$86,648.97	\$89,057.29	\$91,448.15	\$92,640.46	\$94,438.88	\$96,236.07	\$98,034.53	\$99,831.70
11				\$94,438.88	\$96,236.07	\$98,034.53	\$99,831.70	\$101,623.91
12				\$100,611.98	\$102,446.51	\$102,446.51	\$102,831.19	\$104,627.14
13				\$102,624.24	\$104,495.43	\$107,336.79	\$109,170.02	\$111,551.41
14						\$109,483.53	\$111,353.41	\$113,782.46
25 *				\$103,874.24	\$105,745.43	\$110,733.53	\$112,603.41	\$115,032.46
* Step 25 is representative of a Longevity Step for those with 25+ years of consecutive service.								

July 1, 2027 - June 30, 2028

Contract Year 3

3.0% increase

Step	B	B+15	B+30	M	M+15	M+30	M+45	M+60
1	\$59,010.22	\$61,477.94	\$63,332.90	\$64,562.27	\$66,417.24	\$67,645.30	\$69,501.55	\$71,361.68
2	\$62,089.40	\$64,562.27	\$66,417.24	\$67,035.13	\$68,891.39	\$70,742.50	\$72,589.74	\$74,438.29
3	\$65,172.44	\$67,647.87	\$69,502.84	\$70,123.29	\$71,973.13	\$73,822.96	\$75,674.08	\$77,518.74
4	\$67,647.87	\$70,123.29	\$71,973.13	\$72,589.74	\$74,439.54	\$76,288.10	\$78,137.92	\$79,996.76
5	\$71,360.40	\$73,822.96	\$75,672.78	\$76,906.00	\$78,763.53	\$80,608.19	\$82,470.89	\$84,312.97
6	\$74,439.54	\$76,906.00	\$78,763.53	\$79,996.76	\$81,847.86	\$83,698.95	\$85,548.79	\$87,399.88
7	\$78,137.92	\$80,608.19	\$82,470.89	\$83,698.95	\$86,164.09	\$88,020.37	\$89,863.76	\$91,729.01
8	\$81,847.86	\$84,312.97	\$86,164.09	\$87,399.88	\$89,863.76	\$91,729.01	\$93,571.11	\$95,419.67
9	\$85,548.79	\$88,020.37	\$89,863.76	\$91,107.28	\$93,571.11	\$95,419.67	\$97,272.05	\$99,123.15
10	\$89,248.44	\$91,729.01	\$94,191.59	\$95,419.67	\$97,272.05	\$99,123.15	\$100,975.57	\$102,826.65
11				\$97,272.05	\$99,123.15	\$100,975.57	\$102,826.65	\$104,672.63
12				\$103,630.34	\$105,519.91	\$105,519.91	\$105,916.13	\$107,765.95
13				\$105,702.97	\$107,630.29	\$110,556.89	\$112,445.12	\$114,897.95
14						\$112,768.04	\$114,694.01	\$117,195.93
25 *				\$106,952.97	\$108,880.29	\$114,018.04	\$115,944.01	\$118,445.93

* Step 25 is representative of a Longevity Step for those with 25+ years of consecutive service.