

Appendix A - Basic Salaries

1. Salary Schedule

The salary schedule of this appendix reflects a work year of 185 days. Note: Should the work year (see Article XIX, Section A) begin prior to September 1 of any school year, the next salary schedule shall be implemented on that day.

2. Salary schedule increases

For all steps and columns on the salary schedule, rates in Appendix A, Appendix B and Appendix C, adjust as follows:

- a) 2021/2022 work year: increase by 2.5%
- b) 2022/2023 work year: increase by 2.5%
- c) 2023/2024 work year: increase by 2.75%, then:

The following structure of salary schedule was modified in the 2017-2020 contract:

- a) Grant all employees their normal step advance
- b) Eliminate Step 1
- c) Replace Step 20 with the dollar amount at Step 30
- d) Eliminate Step 25
- e) Eliminate Step 30
- f) Renumber the Steps: 2-11 to 1-10, 15 to 14, 20 to 19
- g) Eliminate eligibility requirement for all employees and for all steps that years of service be in Wareham

Year one-Salary – 2021-2022								
Step/Lane	B	B+15	M	M+15	M+30	M+60	2M, CAGS, DOC	Master Teacher
1	48,320	49,634	52,351	53,674	56,968	58,283	59,605	61,391
2	50,060	51,378	54,190	55,510	58,887	60,206	61,522	63,368
3	52,297	53,617	56,551	57,870	61,377	62,698	64,015	65,935
4	54,943	56,259	59,335	60,650	64,284	65,602	66,921	68,929
5	57,586	58,902	62,112	63,432	67,188	68,506	69,822	71,918
6	60,229	61,550	64,896	66,217	70,086	71,407	72,727	74,910
7	64,126	65,444	69,013	70,332	74,414	75,732	77,051	79,360
8	67,462	68,784	72,524	73,845	78,075	79,394	80,716	83,138
9	70,798	72,120	76,036	77,351	81,465	83,060	84,381	86,912
10	77,345	78,717	82,974	84,358	89,098	90,482	91,850	94,607
14	77,658	79,032	83,289	84,670	89,414	90,794	92,165	94,929
19	78,471	79,848	85,395	86,786	91,561	92,951	94,333	97,163

Eligibility:

Step 20 = twenty (20) years of service in Wareham

Step 25 = minimum of B+45/Masters degree and twenty-five (25) years of service in Wareham

Step 30 = thirty (30) years of service in Wareham

B+45 = must be attained by the beginning of 06-07; all teachers receiving B+45 will be grandfathered

M+30 = must be attained as of 2013-2014; all teachers receiving M+30 will be grandfathered

M+60 = must be attained by the beginning of 08-09; all teachers receiving M+60 will be grandfathered

Year two-Salary 2022-2023								
Step/Lane	B	B+15	M	M+15	M+30	M+60	2M, CAGS, DOC	Master Teacher
1	49,528	50,875	53,659	55,015	58,392	59,740	61,095	62,926
2	51,311	52,663	55,545	56,898	60,359	61,711	63,060	64,952
3	53,604	54,957	57,964	59,317	62,911	64,265	65,615	67,583
4	56,316	57,665	60,819	62,166	65,891	67,242	68,594	70,652
5	59,025	60,374	63,665	65,018	68,867	70,218	71,568	73,716
6	61,734	63,088	66,518	67,872	71,839	73,193	74,546	76,782
7	65,730	67,080	70,738	72,090	76,274	77,625	78,977	81,344
8	69,149	70,504	74,338	75,692	80,027	81,379	82,734	85,216
9	72,568	73,923	77,937	79,285	83,501	85,137	86,491	89,085
10	79,278	80,685	85,049	86,467	91,325	92,744	94,147	96,973
14	79,600	81,008	85,371	86,787	91,649	93,063	94,469	97,303
19	80,433	81,844	87,530	88,956	93,850	95,275	96,691	99,592

Eligibility:

Step 20 = twenty (20) years of service in Wareham

Step 25 = minimum of B+45/Masters degree and twenty-five (25) years of service in Wareham

Step 30 = thirty (30) years of service in Wareham

B+45 = must be attained by the beginning of 06-07; all teachers receiving B+45 will be grandfathered

M+30 = must be attained as of 2013-2014; all teachers receiving M+30 will be grandfathered

M+60 = must be attained by the beginning of 08-09; all teachers receiving M+60 will be grandfathered

Year three-Salary 2023-2024								
Step/Lane	B	B+15	M	M+15	M+30	M+60	2M, CAGS, DOC	Master Teacher
1	50,890	52,274	55,135	56,528	59,998	61,382	62,775	64,657
2	52,722	54,111	57,072	58,463	62,019	63,408	64,794	66,738
3	55,078	56,468	59,558	60,948	64,641	66,033	67,419	69,442
4	57,865	59,251	62,491	63,876	67,703	69,091	70,480	72,595
5	60,649	62,034	65,415	66,806	70,761	72,149	73,536	75,743
6	63,432	64,823	68,347	69,739	73,814	75,205	76,596	78,894
7	67,537	68,925	72,683	74,073	78,372	79,760	81,149	83,581
8	71,050	72,443	76,382	77,773	82,228	83,617	85,009	87,560
9	74,563	75,956	80,080	81,465	85,798	87,478	88,869	91,535
10	81,458	82,904	87,387	88,845	93,837	95,294	96,736	99,639
14	81,789	83,236	87,719	89,173	94,169	95,623	97,067	99,978
19	82,645	84,095	89,937	91,402	96,430	97,895	99,350	102,331

Eligibility:

B+45 = must be attained by the beginning of 06-07; all teachers receiving B+45 will be grandfathered

M+30 = must be attained as of 2013-2014; all teachers receiving M+30 will be grandfathered

M+60 = must be attained by the beginning of 08-09; all teachers receiving M+60 will be grandfathered