



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE  
HUMAN RESOURCES DIVISION  
100 CAMBRIDGE STREET, SUITE 600, BOSTON, MA 02114

CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lieutenant Governor

MICHAEL J. HEFFERNAN  
Secretary

JEFF McCUE  
Assistant Secretary  
Chief Human Resources Officer

**MEMORANDUM**

**TO:** Cabinet Secretaries, Chiefs of Staff, Agency Heads and Departmental Human Resources Directors, Labor Relations Directors, Payroll and Budget Staff with Employees in Bargaining Units 8 & 10

**FROM:** Jeff McCue, Assistant Secretary, Chief Human Resources Officer  
Human Resources Division

**ISSUED IN CONJUNCTION WITH:** Bran Shim, Budget Director  
Executive Office for Administration and Finance  
William McNamara, Comptroller  
Office of the Comptroller

*Bran Shim*

Bran Shim (Oct 26, 2021 17:18 EDT)

**DATE:** October 28, 2021

**RE:** Implementation of the January 1, 2020 – December 31, 2022 Commonwealth – Alliance, AFSCME-SEIU Local 509 Collective Bargaining Agreement

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On June 30, 2021, the Commonwealth of Massachusetts's Human Resources Division signed a labor agreement with the Alliance, AFSCME-SEIU, Local 509, Units 8 & 10, for the period of January 1, 2020 to December 31, 2022. On October 20, 2021, funds were appropriated (1599-4448) to cover the incremental cost items for Fiscal Year 2022 as contained in the Agreement (Chapter 76 of the Acts of 2021). The contract was approved by the Legislature and signed by the Governor on October 20, 2021. Supplemental funding (Chapter 76 of the Acts of 2021) authorizes the implementation of the provisions of the new agreement effective November 7, 2021, unless otherwise indicated. This memorandum implements the provisions of the new agreement, including new salary charts effective the pay period that begins November 7, 2021. Information and implementation instructions from the Human Resources Division (HRD), the Office of the Comptroller (CTR) and the Executive Office for Administration and Finance (A&F) are provided herein.

Questions regarding the provisions of the new agreement should be directed to Matthew Hale, Deputy Director, HRD's Office of Employee Relations. Questions regarding the applicability of these provisions to confidential, intermittent, or short-term employees should be directed to Sarah Unsworth, Director of Classification and Compensation, HRD.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/guides/collective-bargaining-agreements-union-contracts>). A fully integrated 2020 – 2022 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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**SECTION I      CONTRACT CHANGES**

**ARTICLE 3  
UNION SECURITY**

**Section 2**

**An employee may consent in writing to the authorization of the deduction of union dues from their wages and to the designation of the union as the recipient thereof and may withdraw such consent in accordance with the terms of the membership and dues deduction agreement between the employee and the Union and with the laws of the Commonwealth.** Such consent shall be in a form acceptable to the Office of Employee Relations and shall bear the signature of the employee. Said form may be completed online as an electronic form, or completed, printed, and shall be sent to the appropriate agency human resources officer. An employee may withdraw his/her dues check-off authorization by providing notice in writing to the Office of Employee Relations, and the union will be notified immediately of such request to withdraw union dues authorization.

**ARTICLE 5  
UNION BUSINESS**

**Section 8 Anti-Bias Training (New Section)**

**The Commonwealth and Union acknowledge that concerns around issues of bias impact the workplace culture and the delivery of services to those we serve. The parties also recognize that education concerning explicit and implicit bias are important components in training all employees.**

**The parties therefore agree that, effective no later than one year following the signing of this Agreement, the Commonwealth shall develop and implement a standardized anti bias training for current and new employees. The parties further agree that this training shall be provided within three months of hire or promotion to a Bargaining Unit 8 or 10 position.**

**In addition, the Commonwealth agrees that this anti bias training program shall be shared with the Union's Racial Justice Committee, and that the Union shall be afforded the opportunity to review, respond and advise on the curriculum prior to its implementation and its subsequent rollout. The Commonwealth shall retain final determination of both the training curriculum and implementation.**

**The parties further agree to meet on a quarterly basis to review progress and discuss training opportunities that may be pursued in relation to eliminating bias in the workplace culture.**

**ARTICLE 6  
ANTI-DISCRIMINATION AND AFFIRMATIVE ACTION**

**Section 3**

The Statewide Labor/Management Committee established pursuant to ARTICLE 25 shall give priority to the area of affirmative action. The Committee shall review affirmative action programs and shall devote its best efforts to alleviating any obstacles that are found to exist to the implementation of the policy and commitments contained in the Governor's Executive Order No. **592 dated October 22, 2020**, or as subsequently amended.

**Section 5**

A grievance alleging a violation of this Article shall be filed initially at Step II of the grievance procedure. Such action must be brought within 21 days from the alleged act or occurrence. However, an employee who has filed a complaint alleging sexual harassment under the Commonwealth's Statewide Sexual Harassment Policy may not file a grievance regarding those same allegations under this Section.

**Section 6 Disability Rights Committee (New Section)**

**The parties agree to convene a Labor Management Committee to review and discuss issues related to reasonable accommodations. The parties' discussion shall be based upon Executive Order 592, an Order Regarding Non-Discrimination, Diversity, Equal Opportunity, and Affirmative Action, or as subsequently amended, and will incorporate the provisions of and guidelines issued pursuant to the Executive Order by the Office of Diversity and Equal Opportunity, the Massachusetts Office on Disability and the Massachusetts Commission Against Discrimination.**

**The Committee will be comprised of members of the Commonwealth and the Union. The Management members will include the Director of the Office of Diversity and Equal Opportunity and other subject matter experts, which may include staff from the MOD and the MCAD.**

**The Committee shall meet as soon as administratively possible after implementation of a successor Agreement and shall at the outset set forth a schedule for meeting and identify suitable topics for review and discussion.**

**Part of the Committee's charge will be to review education, training and policies regarding the on-going protection and integration of people with disabilities. Upon review the Committee can make recommendations to the Administration and those charged with executing Executive Order 592, or as subsequently amended.**

**ARTICLE 8  
LEAVE**

**Section 14 Paid Family Medical Leave (PFML) (New Section)**

**A. Leave granted under the Paid Family Medical Leave Act, M.G.L. c. 175M, which does not otherwise qualify for leave under the FMLA or this Article, shall be used concurrently with the leave granted by this section, to the extent that such leave exceeds the twelve (12) weeks of leave granted by the Federal Law/FMLA.**

**B. During an approved qualifying leave, employees may elect as to whether they would like to utilize their accruals or apply for a paid benefit from the DFML. If an employee requests and is approved for a benefit from the DFML, he or she must exhaust his or her approved allotment of PFML benefit time prior to utilizing any additional accruals from the employer for that qualifying leave.**

**ARTICLE 10  
HOLIDAYS**

**Section 1**

The following days shall be holidays for employees:

New Year's Day  
Martin Luther King Day  
President's Day  
Patriot's Day  
Memorial Day  
**Juneteenth National Independence Day**  
Independence Day  
Labor Day  
Columbus Day  
Veteran's Day  
Thanksgiving Day  
Christmas Day

**ARTICLE 12  
SALARY RATES**

**Section 1**

The following shall apply to full-time employees:

**A. Effective the first full pay period in January 2020, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two and one-half percent (2.5%) increase in salary rate.**

**B. Effective the first full pay period in January 2021, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**

**C. Effective the first full pay period in January 2022, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**

**D. All members who are currently active upon the date of signing of the SEIU Local 509 CBA MOU, will receive a one-time COVID Recognition Payment of one and one-half percent (1.5%) of their base salary. (A minimum amount of \$1,000 shall be set for the one-time payment.)**

## **ARTICLE 18 RECALL PROCEDURE**

### **Section 1**

A. In the event that the Department/Agency shall lay-off a non-Civil Service employee because of a reduction in force, the least senior employee in the title in the Department/Agency, with seniority defined as service in the Department/Agency, shall be laid off.

B. The Department/Agency shall maintain a recall roster from which laid-off employees will be recalled to positions to be filled in accordance with their seniority and in accordance with their qualifications to perform the work.

C. An employee laid-off shall remain on the recall list for **three (3)** years, except an employee who is offered recall to a position in the same job grade as the position from which he or she was laid off and who refuses such offer shall be removed from the recall list and his/her recall rights shall terminate at that time.

D. The Union acknowledges that the Department/Agency will not be liable for failure in the administration of the recall roster due to employee error or omission.

## **ARTICLE 30 DURATION**

This Agreement shall be for the three (3) year period from January 1, **2020** to December 31, **2022** and the terms contained herein shall become effective January 1, **2020**, unless otherwise specified. It is expressly understood and agreed that subject to ratification by the Alliance Membership, the predecessor Collective Bargaining Agreement shall be voided and superseded by all aspects of this Collective Bargaining Agreement. Should a successor Agreement not be executed by December 31, **2022** this Agreement shall remain in full force and effect until a successor Agreement is executed or an impasse in negotiations is reached. At the written request

of either party, negotiations for a subsequent Agreement will be commenced on or after July 1, 2022.

In the event that during the term of this Agreement a Collective Bargaining Agreement is submitted by either the Governor, or the Secretary for Administration & Finance and said Agreement is funded by the Legislature and in the event such Agreement contains provisions for across-the-board salary increases or other economic terms that in the aggregate are in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

(NEW MOU)

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
ALLIANCE, AFSCME-SEIU LOCAL 509**

**Regarding ASL Interpreters**

The Parties agree to the importance of providing accessible communication and advocacy so that programs, services, and opportunities throughout the Commonwealth are accessible to persons who are deaf and hard of hearing.

The Parties also agree to the importance of ensuring that Deaf and Hard of Hearing employees have sufficient access to these services.



**(NEW MOU)**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
ALLIANCE, AFSCME-SEIU LOCAL 509**

**Regarding Article 19 Training and Career Ladder**

Effective FY 2022, the parties agree that the monies (\$220,000) annually and thereafter provided to the Training and Career Ladder Program shall instead be apportioned to the Commonwealth – SEIU Local 509 Human Service Workers and Educators Training and Professional Development Fund.

(NEW MOU)

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
ALLIANCE, AFSCME-SEIU LOCAL 509**

**Regarding a Racial Justice Labor Management Committee**

The Commonwealth and Union acknowledge that issues around racial equity and discrimination have been discussed during negotiations toward a new Collective Bargaining Agreement. As provided for in Executive order 592 “that all programs, policies, activities, and services provided, performed, licensed, chartered, funded, regulated, or contracted for by the state shall be conducted without unlawful discrimination based on race.” The parties recognize that anti-racism and anti-discrimination policies are crucial in the workplace for all its employees and for the delivery of services to our clients.

Therefore, the parties agree to the following:

1. The establishment of a Racial Justice Labor Management Committee that will review current Commonwealth employment policies and procedures in this area for the purpose of recommending training and/or education. Said Committee shall be comprised of members of the Commonwealth and the Union. The Labor Management Committee may include the Director of the Office of Diversity and Equal Opportunity or their designee, and other subject matter experts.
2. This ongoing Committee will convene immediately upon ratification of this Agreement by the Bargaining Units and will provide its preliminary recommendations, no more than six (6) months after commencement.
3. The Committee may request aggregate, de-identified data related to substantiated complaints of discrimination. The information will be related to the number of complaints and the type of discrimination for those Agencies\Secretariats employing Union members. The request for information can be made on a quarterly basis.
4. The Union agrees that the information provided pursuant to Paragraph 3 will be used solely for the purpose of informing recommendations for policy and/or training. The Union agrees that it will hold the information in a confidential manner and will not disclose or use the information outside of the work of the Committee.

(NEW MOU)

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
ALLIANCE, AFSCME-SEIU LOCAL 509**

**Regarding a LGBTQIA+ Labor Management Committee**

The Commonwealth and Union acknowledge that issues around equity and discrimination have been discussed during negotiations toward a new Collective Bargaining Agreement. Pursuant to Executive Order 592, the parties also recognize that LGBTQIA+ positive policies are crucial for “creating a culture of inclusion that values and promotes diversity and equal opportunity for all individuals” in the workplace.

Therefore, and as these issues have been discussed during negotiations toward a new Collective Bargaining Agreement, the parties agree to the following:

1. The establishment of a Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual/Ally, plus (LGBTQIA+), and Non-Binary Labor Management Committee that will review current Commonwealth employment policies and procedures in this area for the purpose of recommending training and/or education. The Labor Management Committee may include the Director of the Office of Diversity and Equal Opportunity or their designee, and other subject matter experts.
2. This ongoing Committee will convene immediately upon ratification of this Agreement by the Bargaining Units and will provide its preliminary recommendations, no more than six (6) months after commencement.
3. The Committee may request aggregate, de-identified data related to substantiated complaints of discrimination related to the mission of this Committee. The information will be related to the number of complaints and the type of discrimination for those Agencies\Secretariats employing Union members. The request for information can be made on a quarterly basis.
4. The Union agrees that the information provided pursuant to Paragraph 3 will be used solely for the purpose of informing recommendations for policy and/or training. The Union agrees it will hold the information in a confidential manner and will not disclose or use the information outside of the work of the Committee.

(NEW MOU)

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
ALLIANCE, AFSCME-SEIU LOCAL 509**

**Regarding a Climate Justice Labor Management Committee**

The Commonwealth and Union acknowledge the concerns around issues of climate and its impact on its workers, workplace, and the delivery of services to those we serve. The parties agree to address issues that were raised during bargaining.

Therefore, and as these issues have been discussed during negotiations toward a new Collective Bargaining Agreement, the parties agree to the following:

1. The establishment of an eight-member Labor Management Committee responsible for meeting on the following issues but not limited to:
  - a. Fossil fuel cease subsidy;
  - b. Transit Benefit Plan;
  - c. Reduce car use thru various methods;
  - d. Buildings -net zero; and
  - e. Affordable Housing for employees.
2. The Committee will convene immediately upon ratification of this Agreement by the Bargaining Units and will complete its work in the form of recommendations, no more than six (6) months after commencement.
3. The Committee may consult with the Executive Office of Energy and Environmental Affairs for advice and assistance in the creation of the recommendations.
4. The Committee shall present said recommendations to the Governor no later than (8) eight months.

**(NEW MOU)**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
ALLIANCE, AFSCME-SEIU LOCAL 509**

**Regarding PFML**

The parties agree that the Commonwealth shall, on an annual basis, provide updated information to Bargaining Unit members regarding Paid Family Medical Leave (PFML), FMLA, and other types of leave available under the Collective Bargaining Agreement. The purpose of this information shall be to provide employees with detail regarding these leaves and the administration thereof.

## **SECTION II ADMINISTRATIVE INSTRUCTIONS**

### **HR/CMS INSTRUCTIONS**

The salary increases for Local 509 will be automated in HR/CMS. The Human Resources Division will provide departments with both predictive and updated reports in MobiusView that will facilitate the identification of employees receiving January 2020, January 2021, and January 2022 increase in salary rate and the COVID Recognition Payment.

Retroactive payments for January 2020 and January 2021 will also be automated in HR/CMS. MobiusView reports will be provided for departments to verify and approve.

Detailed instructions will be sent out via the HR/CMS Weekly Bulletin and published on the HR/CMS Knowledge Center SharePoint site for core users.

Questions regarding HR/CMS Instructions should be directed by filing a ticket with ServiceNow HR/CMS HR or at 844-435-7629.

## **INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER**

### **LCM Instructions**

To ensure that funding is fully allocated to departments for the purposes of supporting payments described in this memo, departments are urged to post payments in a fashion that takes advantage of LCM predictive reporting. Depending on the dates entered, postings in HR/CMS will be included on the LCM predictive reports, which are run each Sunday, Monday, and Thursday, and are available online via View/DocDirect the following mornings. Departments can monitor the payroll activity for all payroll accounts by viewing the following LCM Predictive Reports:

- NLCFAR1S      Predictive Insufficient Funds Payroll Details
- NLCFAR2S      Predictive Insufficient Funds Account Details
- NLCMASDS      Appropriation Status Report

For all payments, LCM will distribute according to the employee's default distribution record that corresponds to the posting date in HR/CMS. The posting date of Additional pay entries is the current open pay period.

Payments can also be redirected via labor exceptions if authorizing rules are in place. The exceptions must correspond to the posting date. Employees' distribution records and any modifications can be verified in the LCM Employee Activity Folder (EEAF).

Questions regarding LCM Instructions should be directed to the MMARS Helpline at 617-973-2468.

## **INSTRUCTIONS FROM ADMINISTRATION AND FINANCE**

Chapter 76 of the Acts of 2021 include an appropriation (1599-4448) to fund incremental costs of the Alliance, AFSCME-SEIU, Local 509 Units 8 & 10 collective bargaining agreement.

Please address questions on A&F policies to Sarah Barrese, Fiscal Policy Analyst, at [Sarah.Barrese@mass.gov](mailto:Sarah.Barrese@mass.gov).



**SECTION III SALARY CHARTS**

Increase of **2.50%** effective 1/5/2020

**BU 08 & 10 Salary Plans (08A/B,10A/B)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,124.58	\$1,143.33	\$1,162.47	\$1,181.92	\$1,201.76	\$1,221.88	\$1,242.39	\$1,263.37	\$1,284.62	\$1,306.35	\$1,332.49	\$1,359.12
02	\$1,144.96	\$1,163.73	\$1,182.81	\$1,202.33	\$1,222.14	\$1,242.29	\$1,262.83	\$1,283.72	\$1,305.05	\$1,326.69	\$1,353.26	\$1,380.29
03	\$1,162.13	\$1,183.33	\$1,204.83	\$1,226.84	\$1,249.27	\$1,272.20	\$1,295.44	\$1,319.28	\$1,343.47	\$1,368.22	\$1,395.59	\$1,423.53
04	\$1,192.19	\$1,213.31	\$1,234.92	\$1,256.96	\$1,279.39	\$1,302.22	\$1,325.53	\$1,349.36	\$1,373.55	\$1,398.22	\$1,426.16	\$1,454.67
05	\$1,211.11	\$1,234.04	\$1,257.40	\$1,281.29	\$1,305.66	\$1,330.48	\$1,355.87	\$1,381.76	\$1,408.20	\$1,435.14	\$1,463.82	\$1,493.12
06	\$1,251.51	\$1,274.52	\$1,297.95	\$1,321.83	\$1,346.22	\$1,371.06	\$1,396.41	\$1,422.29	\$1,448.67	\$1,475.56	\$1,505.06	\$1,535.13
07	\$1,281.41	\$1,306.47	\$1,332.04	\$1,358.19	\$1,384.85	\$1,412.06	\$1,439.94	\$1,468.26	\$1,497.29	\$1,526.90	\$1,557.45	\$1,588.58
08	\$1,309.40	\$1,336.42	\$1,364.02	\$1,392.33	\$1,421.27	\$1,450.83	\$1,481.01	\$1,511.85	\$1,543.45	\$1,575.74	\$1,607.21	\$1,639.41
09	\$1,355.87	\$1,385.39	\$1,415.63	\$1,446.60	\$1,478.19	\$1,510.61	\$1,543.77	\$1,577.73	\$1,612.47	\$1,648.01	\$1,680.99	\$1,714.58
10	\$1,405.12	\$1,436.61	\$1,468.76	\$1,501.70	\$1,535.49	\$1,569.99	\$1,605.37	\$1,641.64	\$1,680.59	\$1,720.88	\$1,755.31	\$1,790.41
11	\$1,451.09	\$1,485.36	\$1,520.50	\$1,556.45	\$1,593.32	\$1,631.17	\$1,671.33	\$1,713.52	\$1,756.74	\$1,801.08	\$1,837.09	\$1,873.80
12	\$1,511.25	\$1,547.33	\$1,584.24	\$1,622.10	\$1,661.74	\$1,704.03	\$1,747.32	\$1,791.77	\$1,837.35	\$1,884.01	\$1,921.69	\$1,960.14
12A	\$1,556.60	\$1,593.74	\$1,631.77	\$1,670.76	\$1,711.58	\$1,755.16	\$1,799.74	\$1,845.50	\$1,892.46	\$1,940.54	\$1,979.35	\$2,018.92
13	\$1,591.01	\$1,629.12	\$1,669.49	\$1,712.11	\$1,755.72	\$1,800.50	\$1,846.35	\$1,893.45	\$1,941.69	\$1,991.21	\$2,031.03	\$2,071.62
14	\$1,653.88	\$1,701.00	\$1,749.47	\$1,799.37	\$1,850.61	\$1,903.34	\$1,957.59	\$2,013.40	\$2,070.80	\$2,129.76	\$2,172.35	\$2,215.78
14A	\$1,703.50	\$1,752.04	\$1,801.95	\$1,853.34	\$1,906.12	\$1,960.45	\$2,016.32	\$2,073.79	\$2,132.90	\$2,193.65	\$2,237.51	\$2,282.24
15	\$1,737.40	\$1,788.52	\$1,841.15	\$1,895.37	\$1,951.10	\$2,008.51	\$2,067.65	\$2,128.47	\$2,191.08	\$2,255.63	\$2,300.74	\$2,346.75
16	\$1,831.34	\$1,887.10	\$1,944.46	\$2,003.65	\$2,064.65	\$2,127.47	\$2,192.22	\$2,258.94	\$2,327.72	\$2,398.49	\$2,446.48	\$2,495.43
17	\$1,941.69	\$1,999.69	\$2,059.46	\$2,121.06	\$2,184.40	\$2,249.62	\$2,316.86	\$2,386.14	\$2,457.47	\$2,530.94	\$2,581.52	\$2,633.15
17A	\$2,019.35	\$2,079.67	\$2,141.84	\$2,205.90	\$2,271.77	\$2,339.60	\$2,409.53	\$2,481.59	\$2,555.76	\$2,632.17	\$2,684.78	\$2,738.49
18	\$2,034.59	\$2,096.42	\$2,160.05	\$2,225.64	\$2,293.20	\$2,362.86	\$2,434.59	\$2,508.52	\$2,584.66	\$2,663.21	\$2,716.46	\$2,770.81
19	\$2,139.93	\$2,205.61	\$2,273.35	\$2,343.12	\$2,415.03	\$2,489.16	\$2,565.66	\$2,644.39	\$2,725.55	\$2,809.27	\$2,865.46	\$2,922.77
19A	\$2,225.52	\$2,293.83	\$2,364.28	\$2,436.85	\$2,511.63	\$2,588.73	\$2,668.28	\$2,750.17	\$2,834.56	\$2,921.64	\$2,980.07	\$3,039.67
20	\$2,254.94	\$2,322.77	\$2,392.73	\$2,464.70	\$2,538.81	\$2,615.28	\$2,693.97	\$2,775.07	\$2,858.59	\$2,944.60	\$3,003.51	\$3,063.59
21	\$2,359.71	\$2,431.86	\$2,506.15	\$2,582.83	\$2,661.74	\$2,743.16	\$2,827.02	\$2,913.39	\$3,002.43	\$3,094.21	\$3,156.08	\$3,219.24
21A	\$2,454.10	\$2,529.13	\$2,606.39	\$2,686.14	\$2,768.21	\$2,852.87	\$2,940.10	\$3,029.91	\$3,122.51	\$3,217.99	\$3,282.33	\$3,348.01
22	\$2,476.87	\$2,553.01	\$2,631.62	\$2,712.62	\$2,796.11	\$2,882.19	\$2,970.87	\$3,062.31	\$3,156.57	\$3,253.68	\$3,318.79	\$3,385.13
23	\$2,603.65	\$2,682.13	\$2,762.96	\$2,846.25	\$2,931.98	\$3,020.37	\$3,111.39	\$3,205.19	\$3,301.75	\$3,401.25	\$3,469.28	\$3,538.66
24	\$2,721.43	\$2,803.64	\$2,888.29	\$2,975.47	\$3,065.45	\$3,157.97	\$3,253.41	\$3,351.64	\$3,452.91	\$3,557.15	\$3,628.28	\$3,700.85
25	\$2,839.12	\$2,925.38	\$3,014.30	\$3,106.00	\$3,200.39	\$3,297.68	\$3,397.93	\$3,501.28	\$3,607.69	\$3,717.36	\$3,791.70	\$3,867.53
26	\$2,943.92	\$3,033.97	\$3,126.64	\$3,222.24	\$3,320.72	\$3,422.25	\$3,526.82	\$3,634.65	\$3,745.74	\$3,860.26	\$3,937.47	\$4,016.23
C19	\$2,271.56	\$2,341.28	\$2,413.20	\$2,487.28	\$2,563.61	\$2,642.31	\$2,723.52	\$2,807.09	\$2,893.20	\$2,982.09	\$3,041.74	\$3,102.57
C20	\$2,385.14	\$2,458.35	\$2,533.86	\$2,611.65	\$2,691.78	\$2,774.41	\$2,859.68	\$2,947.44	\$3,037.84	\$3,131.18	\$3,193.83	\$3,257.71
C21	\$2,504.41	\$2,581.27	\$2,660.56	\$2,742.22	\$2,826.38	\$2,913.13	\$3,002.67	\$3,094.81	\$3,189.76	\$3,287.74	\$3,353.51	\$3,420.57
C22	\$2,630.12	\$2,710.55	\$2,793.35	\$2,878.78	\$2,966.75	\$3,057.50	\$3,151.00	\$3,247.24	\$3,346.48	\$3,448.79	\$3,517.74	\$3,588.14
C23	\$2,761.63	\$2,846.07	\$2,933.02	\$3,022.73	\$3,115.10	\$3,210.37	\$3,308.54	\$3,409.60	\$3,513.81	\$3,621.23	\$3,693.64	\$3,767.55

**BU 08 & 10 Salary Plans (10E/F)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,254.94	\$2,322.77	\$2,392.72	\$2,464.69	\$2,538.82	\$2,615.28	\$2,693.97	\$2,775.07	\$2,858.58	\$2,944.61	\$3,003.51	\$3,063.59
21	\$2,359.70	\$2,431.86	\$2,506.15	\$2,582.82	\$2,661.73	\$2,743.17	\$2,827.03	\$2,913.39	\$3,002.42	\$3,094.21	\$3,156.08	\$3,219.24
22	\$2,476.87	\$2,553.01	\$2,631.61	\$2,712.62	\$2,796.11	\$2,882.17	\$2,970.88	\$3,062.31	\$3,156.56	\$3,253.68	\$3,318.79	\$3,385.13
22A	\$2,551.18	\$2,629.60	\$2,710.57	\$2,794.01	\$2,879.98	\$2,968.65	\$3,060.01	\$3,154.18	\$3,251.27	\$3,351.28	\$3,418.35	\$3,486.68
24	\$2,721.44	\$2,803.65	\$2,888.29	\$2,975.48	\$3,065.45	\$3,157.97	\$3,253.42	\$3,351.64	\$3,452.90	\$3,557.15	\$3,628.28	\$3,700.85
24A	\$2,803.07	\$2,887.76	\$2,974.93	\$3,064.75	\$3,157.42	\$3,252.70	\$3,351.00	\$3,452.18	\$3,556.48	\$3,663.86	\$3,737.13	\$3,811.87
25	\$2,839.11	\$2,925.38	\$3,014.30	\$3,106.00	\$3,200.40	\$3,297.68	\$3,397.93	\$3,501.30	\$3,607.69	\$3,717.36	\$3,791.70	\$3,867.53
25A	\$2,981.07	\$3,071.66	\$3,165.03	\$3,261.29	\$3,360.42	\$3,462.57	\$3,567.82	\$3,676.36	\$3,788.07	\$3,903.23	\$3,981.29	\$4,060.91
25B	\$3,037.83	\$3,130.16	\$3,225.32	\$3,323.43	\$3,424.42	\$3,528.52	\$3,635.79	\$3,746.38	\$3,860.23	\$3,977.58	\$4,057.13	\$4,138.25
26	\$2,943.92	\$3,033.96	\$3,126.64	\$3,222.24	\$3,320.73	\$3,422.26	\$3,526.82	\$3,634.65	\$3,745.73	\$3,860.26	\$3,937.47	\$4,016.22
26A	\$3,032.24	\$3,124.98	\$3,220.45	\$3,318.90	\$3,420.36	\$3,524.93	\$3,632.64	\$3,743.69	\$3,858.10	\$3,976.07	\$4,055.58	\$4,136.71
27A	\$3,205.49	\$3,303.53	\$3,404.45	\$3,508.53	\$3,615.78	\$3,726.33	\$3,840.18	\$3,957.58	\$4,078.55	\$4,203.24	\$4,287.31	\$4,373.05
27B	\$3,266.54	\$3,366.46	\$3,469.29	\$3,575.36	\$3,684.65	\$3,797.31	\$3,913.33	\$4,032.97	\$4,156.23	\$4,283.31	\$4,368.97	\$4,456.35

**BU 08 & 10 Salary Plans (10C/D)**

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,885.00	\$2,010.10	\$2,135.24	\$2,260.37	\$2,385.47	\$2,510.57	\$2,635.73	\$2,760.82	\$2,885.93	\$3,011.07
90B	\$2,036.96	\$2,175.24	\$2,313.50	\$2,451.76	\$2,590.09	\$2,728.32	\$2,866.60	\$3,004.89	\$3,143.16	\$3,281.42
90C	\$2,167.56	\$2,310.87	\$2,454.22	\$2,597.47	\$2,740.77	\$2,884.10	\$3,027.39	\$3,170.68	\$3,314.00	\$3,457.29
92A	\$4,064.93	\$4,186.88								
92B	\$4,455.80									
93A	\$2,073.51	\$2,211.12	\$2,348.77	\$2,486.36	\$2,624.02	\$2,761.63	\$2,899.25	\$3,036.89	\$3,174.54	\$3,312.17
93B	\$2,240.64	\$2,392.74	\$2,544.86	\$2,696.96	\$2,849.04	\$3,001.16	\$3,153.25	\$3,305.39	\$3,457.47	\$3,609.57
93C	\$2,384.33	\$2,541.95	\$2,699.58	\$2,857.25	\$3,014.86	\$3,172.49	\$3,330.10	\$3,487.77	\$3,645.40	\$3,803.02

**BU 08 & 10 Salary Plans (10CD)**

Grade 13: Teacher Aide at DESE

185 days 7 hour day 35 hours

Grade	1	2	3	4	5	6	7	8	9	10	11	12
15	\$1,153.80	\$1,187.76	\$1,222.71	\$1,258.72	\$1,295.74	\$1,333.86	\$1,373.13	\$1,413.52	\$1,455.12	\$1,497.98	\$1,527.93	\$1,558.48
90A	\$2,260.25	\$2,410.14	\$2,560.02	\$2,709.92	\$2,859.80	\$3,010.30	\$3,160.19	\$3,310.07	\$3,459.97	\$3,610.46		
90B	\$2,442.12	\$2,608.00	\$2,773.90	\$2,939.78	\$3,105.68	\$3,270.99	\$3,436.87	\$3,602.76	\$3,768.65	\$3,934.53		
90C	\$2,598.53	\$2,770.35	\$2,942.74	\$3,113.98	\$3,286.39	\$3,458.21	\$3,630.01	\$3,801.82	\$3,973.62	\$4,145.46		
92A	\$4,873.60											
93A	\$2,485.97	\$2,651.25	\$2,815.95	\$2,981.26	\$3,145.97	\$3,311.25	\$3,475.96	\$3,641.27	\$3,805.99	\$3,971.26		
93B	\$2,686.23	\$2,868.69	\$3,051.18	\$3,233.65	\$3,416.14	\$3,598.60	\$3,780.49	\$3,962.98	\$4,145.46	\$4,327.92		
93C	\$2,858.62	\$3,047.62	\$3,236.62	\$3,425.61	\$3,614.60	\$3,803.58	\$3,992.60	\$4,181.58	\$4,370.59	\$4,559.58		

Increase of **2.00%** effective 1/3/2021

**BU 08 & 10 Salary Plans (08A/B,10A/B)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,147.07	\$1,166.20	\$1,185.72	\$1,205.56	\$1,225.80	\$1,246.32	\$1,267.24	\$1,288.64	\$1,310.31	\$1,332.48	\$1,359.14	\$1,386.30
02	\$1,167.86	\$1,187.00	\$1,206.47	\$1,226.38	\$1,246.58	\$1,267.14	\$1,288.09	\$1,309.39	\$1,331.15	\$1,353.22	\$1,380.33	\$1,407.90
03	\$1,185.37	\$1,207.00	\$1,228.93	\$1,251.38	\$1,274.26	\$1,297.64	\$1,321.35	\$1,345.67	\$1,370.34	\$1,395.58	\$1,423.50	\$1,452.00
04	\$1,216.03	\$1,237.58	\$1,259.62	\$1,282.10	\$1,304.98	\$1,328.26	\$1,352.04	\$1,376.35	\$1,401.02	\$1,426.18	\$1,454.68	\$1,483.76
05	\$1,235.33	\$1,258.72	\$1,282.55	\$1,306.92	\$1,331.77	\$1,357.09	\$1,382.99	\$1,409.40	\$1,436.36	\$1,463.84	\$1,493.10	\$1,522.98
06	\$1,276.54	\$1,300.01	\$1,323.91	\$1,348.27	\$1,373.14	\$1,398.48	\$1,424.34	\$1,450.74	\$1,477.64	\$1,505.07	\$1,535.16	\$1,565.83
07	\$1,307.04	\$1,332.60	\$1,358.68	\$1,385.35	\$1,412.55	\$1,440.30	\$1,468.74	\$1,497.63	\$1,527.24	\$1,557.44	\$1,588.60	\$1,620.35
08	\$1,335.59	\$1,363.15	\$1,391.30	\$1,420.18	\$1,449.70	\$1,479.85	\$1,510.63	\$1,542.09	\$1,574.32	\$1,607.25	\$1,639.35	\$1,672.20
09	\$1,382.99	\$1,413.10	\$1,443.94	\$1,475.53	\$1,507.75	\$1,540.82	\$1,574.65	\$1,609.28	\$1,644.72	\$1,680.97	\$1,714.61	\$1,748.87
10	\$1,433.22	\$1,465.34	\$1,498.14	\$1,531.73	\$1,566.20	\$1,601.39	\$1,637.48	\$1,674.47	\$1,714.20	\$1,755.30	\$1,790.42	\$1,826.22
11	\$1,480.11	\$1,515.07	\$1,550.91	\$1,587.58	\$1,625.19	\$1,663.79	\$1,704.76	\$1,747.79	\$1,791.87	\$1,837.10	\$1,873.83	\$1,911.28
12	\$1,541.48	\$1,578.28	\$1,615.92	\$1,654.54	\$1,694.97	\$1,738.11	\$1,782.27	\$1,827.61	\$1,874.10	\$1,921.69	\$1,960.12	\$1,999.34
12A	\$1,587.73	\$1,625.61	\$1,664.41	\$1,704.18	\$1,745.81	\$1,790.26	\$1,835.73	\$1,882.41	\$1,930.31	\$1,979.35	\$2,018.94	\$2,059.30
13	\$1,622.83	\$1,661.70	\$1,702.88	\$1,746.35	\$1,790.83	\$1,836.51	\$1,883.28	\$1,931.32	\$1,980.52	\$2,031.03	\$2,071.65	\$2,113.05
14	\$1,686.96	\$1,735.02	\$1,784.46	\$1,835.36	\$1,887.62	\$1,941.41	\$1,996.74	\$2,053.67	\$2,112.22	\$2,172.36	\$2,215.80	\$2,260.10
14A	\$1,737.57	\$1,787.08	\$1,837.99	\$1,890.41	\$1,944.24	\$1,999.66	\$2,056.65	\$2,115.27	\$2,175.56	\$2,237.52	\$2,282.26	\$2,327.88
15	\$1,772.15	\$1,824.29	\$1,877.97	\$1,933.28	\$1,990.12	\$2,048.68	\$2,109.00	\$2,171.04	\$2,234.90	\$2,300.74	\$2,346.75	\$2,393.69
16	\$1,867.97	\$1,924.84	\$1,983.35	\$2,043.72	\$2,105.94	\$2,170.02	\$2,236.06	\$2,304.12	\$2,374.27	\$2,446.46	\$2,495.41	\$2,545.34
17	\$1,980.52	\$2,039.68	\$2,100.65	\$2,163.48	\$2,228.09	\$2,294.61	\$2,363.20	\$2,433.86	\$2,506.62	\$2,581.56	\$2,633.15	\$2,685.81
17A	\$2,059.74	\$2,121.26	\$2,184.68	\$2,250.02	\$2,317.21	\$2,386.39	\$2,457.72	\$2,531.22	\$2,606.88	\$2,684.81	\$2,738.48	\$2,793.26
18	\$2,075.28	\$2,138.35	\$2,203.25	\$2,270.15	\$2,339.06	\$2,410.12	\$2,483.28	\$2,558.69	\$2,636.35	\$2,716.47	\$2,770.79	\$2,826.23
19	\$2,182.73	\$2,249.72	\$2,318.82	\$2,389.98	\$2,463.33	\$2,538.94	\$2,616.97	\$2,697.28	\$2,780.06	\$2,865.46	\$2,922.77	\$2,981.23
19A	\$2,270.03	\$2,339.71	\$2,411.57	\$2,485.59	\$2,561.86	\$2,640.50	\$2,721.65	\$2,805.17	\$2,891.25	\$2,980.07	\$3,039.67	\$3,100.46
20	\$2,300.04	\$2,369.23	\$2,440.58	\$2,513.99	\$2,589.59	\$2,667.59	\$2,747.85	\$2,830.57	\$2,915.76	\$3,003.49	\$3,063.58	\$3,124.86
21	\$2,406.90	\$2,480.50	\$2,556.27	\$2,634.49	\$2,714.97	\$2,798.02	\$2,883.56	\$2,971.66	\$3,062.48	\$3,156.09	\$3,219.20	\$3,283.62
21A	\$2,503.18	\$2,579.71	\$2,658.52	\$2,739.86	\$2,823.57	\$2,909.93	\$2,998.90	\$3,090.51	\$3,184.96	\$3,282.35	\$3,347.98	\$3,414.97
22	\$2,526.41	\$2,604.07	\$2,684.25	\$2,766.87	\$2,852.03	\$2,939.83	\$3,030.29	\$3,123.56	\$3,219.70	\$3,318.75	\$3,385.17	\$3,452.83
23	\$2,655.72	\$2,735.77	\$2,818.22	\$2,903.18	\$2,990.62	\$3,080.78	\$3,173.62	\$3,269.29	\$3,367.79	\$3,469.28	\$3,538.67	\$3,609.43
24	\$2,775.86	\$2,859.71	\$2,946.06	\$3,034.98	\$3,126.76	\$3,221.13	\$3,318.48	\$3,418.67	\$3,521.97	\$3,628.29	\$3,700.85	\$3,774.87
25	\$2,895.90	\$2,983.89	\$3,074.59	\$3,168.12	\$3,264.40	\$3,363.63	\$3,465.89	\$3,571.31	\$3,679.84	\$3,791.71	\$3,867.53	\$3,944.88
26	\$3,002.80	\$3,094.65	\$3,189.17	\$3,286.68	\$3,387.13	\$3,490.70	\$3,597.36	\$3,707.34	\$3,820.65	\$3,937.47	\$4,016.22	\$4,096.55
C19	\$2,316.99	\$2,388.11	\$2,461.46	\$2,537.03	\$2,614.88	\$2,695.16	\$2,777.99	\$2,863.23	\$2,951.06	\$3,041.73	\$3,102.57	\$3,164.62
C20	\$2,432.84	\$2,507.52	\$2,584.54	\$2,663.88	\$2,745.62	\$2,829.90	\$2,916.87	\$3,006.39	\$3,098.60	\$3,193.80	\$3,257.71	\$3,322.86
C21	\$2,554.50	\$2,632.90	\$2,713.77	\$2,797.06	\$2,882.91	\$2,971.39	\$3,062.72	\$3,156.71	\$3,253.56	\$3,353.49	\$3,420.58	\$3,488.98
C22	\$2,682.72	\$2,764.76	\$2,849.22	\$2,936.36	\$3,026.09	\$3,118.65	\$3,214.02	\$3,312.18	\$3,413.41	\$3,517.77	\$3,588.09	\$3,659.90
C23	\$2,816.86	\$2,902.99	\$2,991.68	\$3,083.18	\$3,177.40	\$3,274.58	\$3,374.71	\$3,477.79	\$3,584.09	\$3,693.65	\$3,767.51	\$3,842.90

**BU 08 & 10 Salary Plans (10E/F)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,300.04	\$2,369.23	\$2,440.57	\$2,513.98	\$2,589.60	\$2,667.59	\$2,747.85	\$2,830.57	\$2,915.75	\$3,003.50	\$3,063.58	\$3,124.86
21	\$2,406.89	\$2,480.50	\$2,556.27	\$2,634.48	\$2,714.96	\$2,798.03	\$2,883.57	\$2,971.66	\$3,062.47	\$3,156.09	\$3,219.20	\$3,283.62
22	\$2,526.41	\$2,604.07	\$2,684.24	\$2,766.87	\$2,852.03	\$2,939.81	\$3,030.30	\$3,123.56	\$3,219.69	\$3,318.75	\$3,385.17	\$3,452.83
22A	\$2,602.20	\$2,682.19	\$2,764.78	\$2,849.89	\$2,937.58	\$3,028.02	\$3,121.21	\$3,217.26	\$3,316.30	\$3,418.31	\$3,486.72	\$3,556.41
24	\$2,775.87	\$2,859.72	\$2,946.06	\$3,034.99	\$3,126.76	\$3,221.13	\$3,318.49	\$3,418.67	\$3,521.96	\$3,628.29	\$3,700.85	\$3,774.87
24A	\$2,859.13	\$2,945.52	\$3,034.43	\$3,126.05	\$3,220.57	\$3,317.75	\$3,418.02	\$3,521.22	\$3,627.61	\$3,737.14	\$3,811.87	\$3,888.11
25	\$2,895.89	\$2,983.89	\$3,074.59	\$3,168.12	\$3,264.41	\$3,363.63	\$3,465.89	\$3,571.33	\$3,679.84	\$3,791.71	\$3,867.53	\$3,944.88
25A	\$3,040.69	\$3,133.09	\$3,228.33	\$3,326.52	\$3,427.63	\$3,531.82	\$3,639.18	\$3,749.89	\$3,863.83	\$3,981.29	\$4,060.92	\$4,142.13
25B	\$3,098.59	\$3,192.76	\$3,289.83	\$3,389.90	\$3,492.91	\$3,599.09	\$3,708.51	\$3,821.31	\$3,937.43	\$4,057.13	\$4,138.27	\$4,221.02
26	\$3,002.80	\$3,094.64	\$3,189.17	\$3,286.68	\$3,387.14	\$3,490.71	\$3,597.36	\$3,707.34	\$3,820.64	\$3,937.47	\$4,016.22	\$4,096.54
26A	\$3,092.88	\$3,187.48	\$3,284.86	\$3,385.28	\$3,488.77	\$3,595.43	\$3,705.29	\$3,818.56	\$3,935.26	\$4,055.59	\$4,136.69	\$4,219.44
27A	\$3,269.60	\$3,369.60	\$3,472.54	\$3,578.70	\$3,688.10	\$3,800.86	\$3,916.98	\$4,036.73	\$4,160.12	\$4,287.30	\$4,373.06	\$4,460.51
27B	\$3,331.87	\$3,433.79	\$3,538.68	\$3,646.87	\$3,758.34	\$3,873.26	\$3,991.60	\$4,113.63	\$4,239.35	\$4,368.98	\$4,456.35	\$4,545.48

**BU 08 & 10 Salary Plans (10C/D)**

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,922.70	\$2,050.30	\$2,177.94	\$2,305.58	\$2,433.18	\$2,560.78	\$2,688.44	\$2,816.04	\$2,943.65	\$3,071.29
90B	\$2,077.70	\$2,218.74	\$2,359.77	\$2,500.80	\$2,641.89	\$2,782.89	\$2,923.93	\$3,064.99	\$3,206.02	\$3,347.05
90C	\$2,210.91	\$2,357.09	\$2,503.30	\$2,649.42	\$2,795.59	\$2,941.78	\$3,087.94	\$3,234.09	\$3,380.28	\$3,526.44
92A	\$4,146.23	\$4,270.62								
92B	\$4,544.92									
93A	\$2,114.98	\$2,255.34	\$2,395.75	\$2,536.09	\$2,676.50	\$2,816.86	\$2,957.24	\$3,097.63	\$3,238.03	\$3,378.41
93B	\$2,285.45	\$2,440.59	\$2,595.76	\$2,750.90	\$2,906.02	\$3,061.18	\$3,216.32	\$3,371.50	\$3,526.62	\$3,681.76
93C	\$2,432.02	\$2,592.79	\$2,753.57	\$2,914.40	\$3,075.16	\$3,235.94	\$3,396.70	\$3,557.53	\$3,718.31	\$3,879.08

**BU 08 & 10 Salary Plans (10CD)**

Grade 13: Teacher Aide at DESE 185 days 7 hour day 35 hours

Grade	1	2	3	4	5	6	7	8	9	10	11	12
15	\$1,176.88	\$1,211.52	\$1,247.16	\$1,283.89	\$1,321.65	\$1,360.54	\$1,400.59	\$1,441.79	\$1,484.22	\$1,527.94	\$1,558.49	\$1,589.65
90A	\$2,305.46	\$2,458.34	\$2,611.22	\$2,764.12	\$2,917.00	\$3,070.51	\$3,223.39	\$3,376.27	\$3,529.17	\$3,682.67		
90B	\$2,490.96	\$2,660.16	\$2,829.38	\$2,998.58	\$3,167.79	\$3,336.41	\$3,505.61	\$3,674.82	\$3,844.02	\$4,013.22		
90C	\$2,650.50	\$2,825.76	\$3,001.59	\$3,176.26	\$3,352.12	\$3,527.37	\$3,702.61	\$3,877.86	\$4,053.09	\$4,228.37		
92A	\$4,971.07											
93A	\$2,535.69	\$2,704.28	\$2,872.27	\$3,040.89	\$3,208.89	\$3,377.48	\$3,545.48	\$3,714.10	\$3,882.11	\$4,050.69		
93B	\$2,739.95	\$2,926.06	\$3,112.20	\$3,298.32	\$3,484.46	\$3,670.57	\$3,856.10	\$4,042.24	\$4,228.37	\$4,414.48		
93C	\$2,915.79	\$3,108.57	\$3,301.35	\$3,494.12	\$3,686.89	\$3,879.65	\$4,072.45	\$4,265.21	\$4,458.00	\$4,650.77		

Increase of **2.00%** effective 1/2/2022

**BU 08 & 10 Salary Plans (08A/B,10A/B)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,170.01	\$1,189.52	\$1,209.43	\$1,229.67	\$1,250.32	\$1,271.25	\$1,292.58	\$1,314.41	\$1,336.52	\$1,359.13	\$1,386.32	\$1,414.03
02	\$1,191.22	\$1,210.74	\$1,230.60	\$1,250.91	\$1,271.51	\$1,292.48	\$1,313.85	\$1,335.58	\$1,357.77	\$1,380.28	\$1,407.94	\$1,436.06
03	\$1,209.08	\$1,231.14	\$1,253.51	\$1,276.41	\$1,299.75	\$1,323.59	\$1,347.78	\$1,372.58	\$1,397.75	\$1,423.49	\$1,451.97	\$1,481.04
04	\$1,240.35	\$1,262.33	\$1,284.81	\$1,307.74	\$1,331.08	\$1,354.83	\$1,379.08	\$1,403.88	\$1,429.04	\$1,454.70	\$1,483.77	\$1,513.44
05	\$1,260.04	\$1,283.89	\$1,308.20	\$1,333.06	\$1,358.41	\$1,384.23	\$1,410.65	\$1,437.59	\$1,465.09	\$1,493.12	\$1,522.96	\$1,553.44
06	\$1,302.07	\$1,326.01	\$1,350.39	\$1,375.24	\$1,400.60	\$1,426.45	\$1,452.83	\$1,479.75	\$1,507.19	\$1,535.17	\$1,565.86	\$1,597.15
07	\$1,333.18	\$1,359.25	\$1,385.85	\$1,413.06	\$1,440.80	\$1,469.11	\$1,498.11	\$1,527.58	\$1,557.78	\$1,588.59	\$1,620.37	\$1,652.76
08	\$1,362.30	\$1,390.41	\$1,419.13	\$1,448.58	\$1,478.69	\$1,509.45	\$1,540.84	\$1,572.93	\$1,605.81	\$1,639.40	\$1,672.14	\$1,705.64
09	\$1,410.65	\$1,441.36	\$1,472.82	\$1,505.04	\$1,537.91	\$1,571.64	\$1,606.14	\$1,641.47	\$1,677.61	\$1,714.59	\$1,748.90	\$1,783.85
10	\$1,461.88	\$1,494.65	\$1,528.10	\$1,562.36	\$1,597.52	\$1,633.42	\$1,670.23	\$1,707.96	\$1,748.48	\$1,790.41	\$1,826.23	\$1,862.74
11	\$1,509.71	\$1,545.37	\$1,581.93	\$1,619.33	\$1,657.69	\$1,697.07	\$1,738.86	\$1,782.75	\$1,827.71	\$1,873.84	\$1,911.31	\$1,949.51
12	\$1,572.31	\$1,609.85	\$1,648.24	\$1,687.63	\$1,728.87	\$1,772.87	\$1,817.92	\$1,864.16	\$1,911.58	\$1,960.12	\$1,999.32	\$2,039.33
12A	\$1,619.48	\$1,658.12	\$1,697.70	\$1,738.26	\$1,780.73	\$1,826.07	\$1,872.44	\$1,920.06	\$1,968.92	\$2,018.94	\$2,059.32	\$2,100.49
13	\$1,655.29	\$1,694.93	\$1,736.94	\$1,781.28	\$1,826.65	\$1,873.24	\$1,920.95	\$1,969.95	\$2,020.13	\$2,071.65	\$2,113.08	\$2,155.31
14	\$1,720.70	\$1,769.72	\$1,820.15	\$1,872.07	\$1,925.37	\$1,980.24	\$2,036.67	\$2,094.74	\$2,154.46	\$2,215.81	\$2,260.12	\$2,305.30
14A	\$1,772.32	\$1,822.82	\$1,874.75	\$1,928.22	\$1,983.12	\$2,039.65	\$2,097.78	\$2,157.58	\$2,219.07	\$2,282.27	\$2,327.91	\$2,374.44
15	\$1,807.59	\$1,860.78	\$1,915.53	\$1,971.95	\$2,029.92	\$2,089.65	\$2,151.18	\$2,214.46	\$2,279.60	\$2,346.75	\$2,393.69	\$2,441.56
16	\$1,905.33	\$1,963.34	\$2,023.02	\$2,084.59	\$2,148.06	\$2,213.42	\$2,280.78	\$2,350.20	\$2,421.76	\$2,495.39	\$2,545.32	\$2,596.25
17	\$2,020.13	\$2,080.47	\$2,142.66	\$2,206.75	\$2,272.65	\$2,340.50	\$2,410.46	\$2,482.54	\$2,556.75	\$2,633.19	\$2,685.81	\$2,739.53
17A	\$2,100.93	\$2,163.69	\$2,228.37	\$2,295.02	\$2,363.55	\$2,434.12	\$2,506.87	\$2,581.84	\$2,659.02	\$2,738.51	\$2,793.25	\$2,849.13
18	\$2,116.79	\$2,181.12	\$2,247.32	\$2,315.55	\$2,385.84	\$2,458.32	\$2,532.95	\$2,609.86	\$2,689.08	\$2,770.80	\$2,826.21	\$2,882.75
19	\$2,226.38	\$2,294.71	\$2,365.20	\$2,437.78	\$2,512.60	\$2,589.72	\$2,669.31	\$2,751.23	\$2,835.66	\$2,922.77	\$2,981.23	\$3,040.85
19A	\$2,315.43	\$2,386.50	\$2,459.80	\$2,535.30	\$2,613.10	\$2,693.31	\$2,776.08	\$2,861.27	\$2,949.08	\$3,039.67	\$3,100.46	\$3,162.47
20	\$2,346.04	\$2,416.61	\$2,489.39	\$2,564.27	\$2,641.38	\$2,720.94	\$2,802.81	\$2,887.18	\$2,974.08	\$3,063.56	\$3,124.85	\$3,187.36
21	\$2,455.04	\$2,530.11	\$2,607.40	\$2,687.18	\$2,769.27	\$2,853.98	\$2,941.23	\$3,031.09	\$3,123.73	\$3,219.21	\$3,283.58	\$3,349.29
21A	\$2,553.24	\$2,631.30	\$2,711.69	\$2,794.66	\$2,880.04	\$2,968.13	\$3,058.88	\$3,152.32	\$3,248.66	\$3,348.00	\$3,414.94	\$3,483.27
22	\$2,576.94	\$2,656.15	\$2,737.94	\$2,822.21	\$2,909.07	\$2,998.63	\$3,090.90	\$3,186.03	\$3,284.09	\$3,385.13	\$3,452.87	\$3,521.89
23	\$2,708.83	\$2,790.49	\$2,874.58	\$2,961.24	\$3,050.43	\$3,142.40	\$3,237.09	\$3,334.68	\$3,435.15	\$3,538.67	\$3,609.44	\$3,681.62
24	\$2,831.38	\$2,916.90	\$3,004.98	\$3,095.68	\$3,189.30	\$3,285.55	\$3,384.85	\$3,487.04	\$3,592.41	\$3,700.86	\$3,774.87	\$3,850.37
25	\$2,953.82	\$3,043.57	\$3,136.08	\$3,231.48	\$3,329.69	\$3,430.90	\$3,535.21	\$3,642.74	\$3,753.44	\$3,867.54	\$3,944.88	\$4,023.78
26	\$3,062.86	\$3,156.54	\$3,252.95	\$3,352.41	\$3,454.87	\$3,560.51	\$3,669.31	\$3,781.49	\$3,897.06	\$4,016.22	\$4,096.54	\$4,178.48
C19	\$2,363.33	\$2,435.87	\$2,510.69	\$2,587.77	\$2,667.18	\$2,749.06	\$2,833.55	\$2,920.49	\$3,010.08	\$3,102.56	\$3,164.62	\$3,227.91
C20	\$2,481.50	\$2,557.67	\$2,636.23	\$2,717.16	\$2,800.53	\$2,886.50	\$2,975.21	\$3,066.52	\$3,160.57	\$3,257.68	\$3,322.86	\$3,389.32
C21	\$2,605.59	\$2,685.56	\$2,768.05	\$2,853.00	\$2,940.57	\$3,030.82	\$3,123.97	\$3,219.84	\$3,318.63	\$3,420.56	\$3,488.99	\$3,558.76
C22	\$2,736.37	\$2,820.06	\$2,906.20	\$2,995.09	\$3,086.61	\$3,181.02	\$3,278.30	\$3,378.42	\$3,481.68	\$3,588.13	\$3,659.85	\$3,733.10
C23	\$2,873.20	\$2,961.05	\$3,051.51	\$3,144.84	\$3,240.95	\$3,340.07	\$3,442.20	\$3,547.35	\$3,655.77	\$3,767.52	\$3,842.86	\$3,919.76

**BU 08 & 10 Salary Plans (10E/F)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,346.04	\$2,416.61	\$2,489.38	\$2,564.26	\$2,641.39	\$2,720.94	\$2,802.81	\$2,887.18	\$2,974.07	\$3,063.57	\$3,124.85	\$3,187.36
21	\$2,455.03	\$2,530.11	\$2,607.40	\$2,687.17	\$2,769.26	\$2,853.99	\$2,941.24	\$3,031.09	\$3,123.72	\$3,219.21	\$3,283.58	\$3,349.29
22	\$2,576.94	\$2,656.15	\$2,737.92	\$2,822.21	\$2,909.07	\$2,998.61	\$3,090.91	\$3,186.03	\$3,284.08	\$3,385.13	\$3,452.87	\$3,521.89
22A	\$2,654.24	\$2,735.83	\$2,820.08	\$2,906.89	\$2,996.33	\$3,088.58	\$3,183.63	\$3,281.61	\$3,382.63	\$3,486.68	\$3,556.45	\$3,627.54
24	\$2,831.39	\$2,916.91	\$3,004.98	\$3,095.69	\$3,189.30	\$3,285.55	\$3,384.86	\$3,487.04	\$3,592.40	\$3,700.86	\$3,774.87	\$3,850.37
24A	\$2,916.31	\$3,004.43	\$3,095.12	\$3,188.57	\$3,284.98	\$3,384.11	\$3,486.38	\$3,591.64	\$3,700.16	\$3,811.88	\$3,888.11	\$3,965.87
25	\$2,953.81	\$3,043.57	\$3,136.08	\$3,231.48	\$3,329.70	\$3,430.90	\$3,535.21	\$3,642.76	\$3,753.44	\$3,867.54	\$3,944.88	\$4,023.78
25A	\$3,101.50	\$3,195.75	\$3,292.90	\$3,393.05	\$3,496.18	\$3,602.46	\$3,711.96	\$3,824.89	\$3,941.11	\$4,060.92	\$4,142.14	\$4,224.97
25B	\$3,160.56	\$3,256.62	\$3,355.63	\$3,457.70	\$3,562.77	\$3,671.07	\$3,782.68	\$3,897.74	\$4,016.18	\$4,138.27	\$4,221.04	\$4,305.44
26	\$3,062.86	\$3,156.53	\$3,252.95	\$3,352.41	\$3,454.88	\$3,560.52	\$3,669.31	\$3,781.49	\$3,897.05	\$4,016.22	\$4,096.54	\$4,178.47
26A	\$3,154.74	\$3,251.23	\$3,350.56	\$3,452.99	\$3,558.55	\$3,667.34	\$3,779.40	\$3,894.93	\$4,013.97	\$4,136.70	\$4,219.42	\$4,303.83
27A	\$3,334.99	\$3,436.99	\$3,541.99	\$3,650.27	\$3,761.86	\$3,876.88	\$3,995.32	\$4,117.46	\$4,243.32	\$4,373.05	\$4,460.52	\$4,549.72
27B	\$3,398.51	\$3,502.47	\$3,609.45	\$3,719.81	\$3,833.51	\$3,950.73	\$4,071.43	\$4,195.90	\$4,324.14	\$4,456.36	\$4,545.48	\$4,636.39

**BU 08 & 10 Salary Plans (10C/D)**

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,961.15	\$2,091.31	\$2,221.50	\$2,351.69	\$2,481.84	\$2,612.00	\$2,742.21	\$2,872.36	\$3,002.52	\$3,132.72
90B	\$2,119.25	\$2,263.11	\$2,406.97	\$2,550.82	\$2,694.73	\$2,838.55	\$2,982.41	\$3,126.29	\$3,270.14	\$3,413.99
90C	\$2,255.13	\$2,404.23	\$2,553.37	\$2,702.41	\$2,851.50	\$3,000.62	\$3,149.70	\$3,298.77	\$3,447.89	\$3,596.97
92A	\$4,229.15	\$4,356.03								
92B	\$4,635.82									
93A	\$2,157.28	\$2,300.45	\$2,443.67	\$2,586.81	\$2,730.03	\$2,873.20	\$3,016.38	\$3,159.58	\$3,302.79	\$3,445.98
93B	\$2,331.16	\$2,489.40	\$2,647.68	\$2,805.92	\$2,964.14	\$3,122.40	\$3,280.65	\$3,438.93	\$3,597.15	\$3,755.40
93C	\$2,480.66	\$2,644.65	\$2,808.64	\$2,972.69	\$3,136.66	\$3,300.66	\$3,464.63	\$3,628.68	\$3,792.68	\$3,956.66

**BU 08 & 10 Salary Plans (10CD)**

Grade 13: Teacher Aide at DESE 185 days 7 hour day 35 hours

Grade	1	2	3	4	5	6	7	8	9	10	11	12
15	\$1,200.42	\$1,235.75	\$1,272.10	\$1,309.57	\$1,348.08	\$1,387.75	\$1,428.60	\$1,470.63	\$1,513.90	\$1,558.50	\$1,589.66	\$1,621.44
90A	\$2,351.57	\$2,507.51	\$2,663.44	\$2,819.40	\$2,975.34	\$3,131.92	\$3,287.86	\$3,443.80	\$3,599.75	\$3,756.32		
90B	\$2,540.78	\$2,713.36	\$2,885.97	\$3,058.55	\$3,231.15	\$3,403.14	\$3,575.72	\$3,748.32	\$3,920.90	\$4,093.48		
90C	\$2,703.51	\$2,882.28	\$3,061.62	\$3,239.79	\$3,419.16	\$3,597.92	\$3,776.66	\$3,955.42	\$4,134.15	\$4,312.94		
92A	\$5,070.49											
93A	\$2,586.40	\$2,758.37	\$2,929.72	\$3,101.71	\$3,273.07	\$3,445.03	\$3,616.39	\$3,788.38	\$3,959.75	\$4,131.70		
93B	\$2,794.75	\$2,984.58	\$3,174.44	\$3,364.29	\$3,554.15	\$3,743.98	\$3,933.22	\$4,123.08	\$4,312.94	\$4,502.77		
93C	\$2,974.11	\$3,170.74	\$3,367.38	\$3,564.00	\$3,760.63	\$3,957.24	\$4,153.90	\$4,350.51	\$4,547.16	\$4,743.79		