



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
ONE ASHBURTON PLACE, BOSTON, MA 02108

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Chief Human Resources Officer

MEMORANDUM

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

FROM: Ronald J. Arigo, Chief Human Resources Officer, Human Resource Division *Ronald J. Arigo*

ISSUED IN CONJUNCTION WITH: Catharine Hornby, Budget Director *Catharine Hornby*
Executive Office for Administration and Finance
Thomas G. Shack III, Comptroller
Office of the Comptroller *Thomas G. Shack III*

DATE: June 1, 2018

RE: Implementation of the January 1, 2017 – December 31, 2019 Commonwealth – Alliance, AFSCME-SEIU Local 509 Collective Bargaining Agreement

On January 3, 2018, 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, 2017 to December 31, 2019. On May 21, 2018 funds were appropriated (1599-4448) to cover the incremental cost items for Fiscal Year 2018 as contained in the Agreement (Chapter 90 of the Acts of 2018). The contract was approved by the Legislature and signed by the Governor on May 21, 2018. Supplemental funding (Chapter 90 of the Acts of 2018) authorizes the implementation of the provisions of the new agreement effective June 10, 2018, unless otherwise indicated. This memorandum implements the provisions of the new agreement, **including new salary charts effective the pay period that begins June 10, 2018**. 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, Assistant Director, HRD's Office of Employee Relations, at 617-878-9795. Questions regarding the applicability of these provisions to confidential, intermittent or short-term employees should be directed to Sarah Unsworth, Manager of Classification and Compensation, HRD, at 617-878-9751.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/orgs/human-resources>). A fully integrated 2017 – 2019 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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SECTION I

CHANGES to the COLLECTIVE BARGAINING AGREEMENT

ARTICLE 3 UNION SECURITY

Section 2

An employee may consent in writing to the authorization of the deduction of union dues from his/her wages and to the designation of the union as the recipient thereof. 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 on-line as an electronic form or completed, printed, and sent to the appropriate agency human resources officer. An employee may withdraw his/her union dues check-off authorization by giving at least sixty (60) days' notice in writing to the Office of Employee Relations; the union will be notified immediately of such request to withdraw union dues authorization.

Section 3

An employee may consent in writing to the authorization of the deduction of an agency fee from his/her wages and to the designation of the union as the recipient thereof. 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 on-line as an electronic form or completed, printed, and sent to the appropriate agency human resources officer. An employee may withdraw his/her agency fee authorization by giving at least sixty (60) days' notice in writing to the Office of Employee Relations; the union will be immediately notified of such request to withdraw agency fee authorization.

ARTICLE 5 UNION BUSINESS

Section 2 Paid Leave For Union Business

Union officials, including but not limited to stewards, shall be permitted to have time off without loss of pay (paid union leave) for the following purposes, and requests for such time off shall not be unreasonably denied:

- Attendance at Statewide, Departmental, facility and local labor-management committee meetings, including reasonable travel and preparation time.**
- Attendance at legislative or gubernatorial work related Commissions as so designated.**
- Investigation and processing of grievances, including reasonable travel time.**
- Attendance at grievance and arbitration hearings, including reasonable travel and**

preparation time.

- Participation in collective bargaining negotiations, including mid-term and contract negotiations, with allowance for reasonable travel and preparation time.
- Participation in Departmental meetings or Committees, including reasonable travel and preparation time.
- Representation of employees during investigations, hearings, or administrative inquiries within the Appointing Authority, including reasonable travel and preparation time.
- Non-grievance dispute resolution, including reasonable travel and preparation time.
- Grievants shall be permitted to have time off without loss of pay for processing their grievances through the contractual grievance procedure, except that for class action grievances no more than three (3) grievants shall be granted such leave.
- All leave granted under this Section shall require prior approval of the Human Resources Division/Office of Employee Relations.
- **Requests for all paid release time must be made at least seven (7) days in advance.**

Section 3 Unpaid Union Leave of Absence (Add)

- F. Requests for all unpaid release time must be made at least seven (7) days in advance.**

Section 4 Union Use of Premises

The Union shall be permitted to use those facilities of the Employer for the transaction of Union business during working hours, which have been used in the past for such purpose, and to have reasonable use of the Employer's facilities during off duty hours for Union meetings subject to appropriate compensation if required by law. **Where practicable, Union officials shall provide the Employer with at least one (1) day advanced notice of such use.** This Section shall not be interpreted to grant an employee the right to carry on Union business during his/her own working hours, not granted elsewhere in the contract.

Section 7 Orientation

Within the first thirty (30) days of employment (or entering into the bargaining unit), the Department/Agency will allot up to one hour to the Union and these employees during which time a union representative may discuss the Union with the employee without the presence of non-bargaining unit employees.

**ARTICLE 8
LEAVE**

Changes below to Paid Personal Leave effective first pay period in January 2019

Section 3 Paid Personal Leave

A. **During the first full pay period in each January**, persons employed as of September 1, 2011 will be credited annually with paid personal leave credits at the following rate (including such employees laid off and subsequently recalled):

<u>Scheduled Hours per Week</u>	<u>Personal Leave Credits</u>
37.5 hours per week	37.500 hours
40.0 hours per week	40.000 hours

B. **During the first full pay period in each January**, full-time employees hired after September 1, 2011 will be credited annually with paid personal leave credits at the following rate:

<u>Scheduled Hours per Week</u>	<u>Personal Leave Credits</u>
37.5 hours per week	22.500 hours
40.0 hours per week	24.000 hours

C. Except as provided for herein, any personal leave not taken **by the last Saturday prior to the first full pay period in January** will be forfeited by the employee. Personal leave days for regular part-time employees will be granted on a pro-rata basis. Employees' personal leave balances shall be charged for time used on an hour-for-hour basis, e.g. one hour charged for one hour used and may be used in conjunction with vacation leave. Charges to personal leave may be allowed in units of not less than one-half hour. An employee who cannot utilize his/her personal leave in the months of November and December, due to the operational needs of the Department/Agency shall be permitted to carry-over one day of personal leave credit not utilized, to the next calendar year.

Section 4 Bereavement Leave

A. Upon evidence satisfactory to the Appointing Authority of the death of a spouse, child, foster child, or step-child living in the household an employee shall be entitled to a maximum of seven days (7) days of leave without loss of pay to be used at the option of the employee within thirty (30) calendar days from the date of **the death of a child and within ninety (90) calendar days from the date of the death of the employee's spouse.**

Section 8 Family and Medical Leave

A. Family Leave

1. An Appointing Authority shall grant to a full-time or part-time employee who has completed her/his probationary period, or if there is no such probationary period,

has been employed for at least three (3) consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks in conjunction with the birth, adoption or placement of a child as long as the leave concludes within twelve (12) months following the birth or placement. The ability to take leave ceases when responsibility for a foster placement ceases.

2. **New employees who have completed six full months of employment but remain within their probationary period may request the appointing authority to waive their remaining wait time for FMLA. Such request shall include submission of satisfactory medical evidence that demonstrates either a.) an existing catastrophic illness; or b.) a problematic pregnancy that prevents the employee from being able to perform the functions of her position. Any leave granted under this waiver will be charged against the employee's FMLA leave as described in this section. The remaining rights and obligations under Section 8 shall apply.**

B. Medical Leave

1. An Appointing Authority shall grant to any employee who has completed his/her probationary period or, if there is no probationary period, who has been employed at least three (3) consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks to care for a spouse, child or parent who has a serious health condition or for a serious health condition which prevents the employee from being able to perform the functions of his/her position. For this leave, under the Family and Medical Leave Act, 29 U.S.C. 2611 et seq., and accompanying regulations, 29 C.F.R. Part 825, the Employer will request medical certification at the time the employee gives notice of the need for leave or within five business days thereafter, or in the case of unforeseen leave, within five business days after the leave commences. Said certification shall be in accordance with Section 1 (I) of this Article. Upon the submission of satisfactory medical evidence that demonstrates an existing catastrophic illness the Appointing Authority shall grant the employee, on a one-time basis, up to an additional twenty-six (26) weeks of non-intermittent FMLA leave.
2. **New employees who have completed six full months of employment but remain within their probationary period may request the appointing authority to waive their remaining wait time for FMLA. Such request shall include submission of satisfactory medical evidence that demonstrates either a.) an existing catastrophic illness; or b.) a problematic pregnancy that prevents the employee from being able to perform the functions of her position. Any leave granted under this waiver will be charged against the employee's FMLA leave as described in this section. The remaining rights and obligations under Section B shall apply.**

ARTICLE 9 VACATIONS

Section 2 (Add)

C. Employees hired on or after July 1, 2018 with at least 4.5 years of relevant work experience at the time of hire, shall begin to accrue vacation credits at the rate of 4.326975 hours (75/biweekly) or 4.61544 hours (80/biweekly). An employee's relevant work experience will be determined by the Appointing Authority's analysis of said employee's prior work history. Said employees will remain at this rate until they reach 9.5 years of creditable service with the Commonwealth.

The Appointing Authority shall notify new employees in writing at the time of hire that they may request credit for prior relevant work experience. Employees shall have six months from the date of notification to file a request for such credit. If the employee fails to file a request within the allotted six months, he/she shall be eligible to receive enhanced vacation accrual on a prospective basis.

- **See attached Vacation MOU Regarding Current Employees**

ARTICLE 12 SALARY RATES

Section 1

The following shall apply to full-time employees:

- A. Effective the first full pay period in January 2017, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a one percent (1%) increase in salary rate.**
- B. Effective the first full pay period in January 2018, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**

1. If FY 2018 tax revenues equal or exceed \$27.072 billion, then, effective the full first pay period in January 2017, employees shall receive an additional increase of one percent (1%) in salary rate.

The terms, "state tax revenues," "budgeted revenues," and "budgetary funds" shall have the meanings assigned to those terms in M.G.L., Ch. 29, sec. 1.

For the purposes of this section, "tax revenues" shall mean, for any given fiscal year, state tax revenues that count as budgeted revenues in the budgetary funds, as reported by the Commissioner of Revenue on a

preliminary basis in July following the end of the fiscal year, subject to any final technical adjustments made prior to August 31. Tax revenues shall include taxes that are transferred to the Commonwealth's Pension Liability Fund, the Massachusetts Bay Transportation Authority State and Local Contribution Fund, the School Modernization and Reconstruction Trust Fund and the Workforce Training Fund.

C. Effective the first full pay period in January 2019, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.

ARTICLE 13B TUITION REMISSION

Full-time employees shall be eligible for tuition remission as follows: (For the UMass system, "tuition remission" is defined as the "student tuition credit").

A. For enrollment in any state-supported course or program at the undergraduate or graduate level at any Community College, State College or State University excluding the M. D. Program at the University of Massachusetts Medical School, full tuition remission shall apply.

B. For enrollment in any non-state supported course or program offered through continuing education at any Community College, State College or State University, excluding the M. D. Program at the University of Massachusetts Medical School, fifty percent (50%) tuition remission shall apply.

C. Remission benefit is subject to space available and usual and ordinary admission policies. It is also subject to the approval of the Board of Higher Education and the policies and procedures of same.

D. A committee shall be established to evaluate the experience of this program and to consider possible extension of the program and to make recommendations concerning both.

E. Effective July 1, 1997, spouses of full time employees shall be eligible for the remission benefits contained in this Article and subject to the other provisions of this Article. It is understood that any program of spousal eligibility developed by the Board of Higher Education in conjunction with the Employer (HRD) require the subordination of spousal eligibility rights to those remission benefit rights extended to full time state employees in different bargaining units as well as full time employees covered by the provisions of this agreement.

ARTICLE 14
SENIORITY, TRANSFERS, PROMOTIONS, REASSIGNMENTS,
FILLING OF VACANCIES, AND NEW POSITIONS

Section 2

D. Unsuccessful applicants for posted vacancies shall receive a Notice of Non-Selection form (Appendix E) stating the reason(s) for non-selection in accordance with the criteria contained in Sections 2A and 2B of this Article. Such notice shall be given at the time the vacancy is filled. **Grievance time frames will not initiate until the unsuccessful applicant receives such notice of non-selection.**

Section 3

A. Positions to be filled under the provisions of this Article shall be posted **electronically and on appropriate bulletin boards** throughout the appropriate work unit(s) for **at least ten (10)** calendar days. The Appointing Authority may reasonably determine the positions in which employees must be employed and/or the requisite experience the employees must possess in order to be eligible to apply for a given promotion. The job posting shall include the job title, the current specific duties and qualifications in accordance with official job specifications, license and registration, salary grade, area of position, schedule of shift hours and days off.

E. In the event an employee is returned to his/her former job title, the employee displaced by such return shall be returned to his/her former job title **and will be placed back to the step that he/she held prior to accepting the promotion. However, if the employee's anniversary date occurred while in the higher title, the employee will be placed in that step and anniversary date, as if the promotion did not occur.** Where more than one position in the back filled job title was filled pursuant to this Article, the employee last selected shall be the one displaced.

I. Notwithstanding the above paragraphs, employees may, upon request, be granted a demotion under the provisions of this Article provided there is a position available under the jurisdiction of the Appointing Authority. **The employee will be placed back to the step that he/she held prior to accepting the promotion. However, if the employee's anniversary date occurred while in the higher title, the employee will be placed in that step and anniversary date, as if the promotion did not occur.**

Section 4 Transfers and Reassignments

A. Transfers

7. The Commonwealth shall establish centralized and accessible agency transfer lists no later than January 1, 2019. (New)

B. Reassignment

~~2. Reassignments shall not be implemented for disciplinary reasons that are arbitrary and/or capricious.~~

D. Transfers and Reassignments by the Employer

1. In the event it becomes necessary for the Employer to involuntarily transfer or reassign an employee, the Employer will **strive to provide the employee with fifteen (15) working days written notice, but will provide no fewer than** ten (10) working days prior written notice, except in cases of emergencies involving the protection of the property of the Commonwealth or involving the health and safety of those persons whose care and/or custody have been entrusted to the Commonwealth. **Such written notice will be copied to the Union.** In emergency situations management shall, at the Union's request, provide the reason(s) for the transfer/reassignment. However, a declaration of said emergency shall not be used for the purpose of avoiding the payment of overtime. The Employer shall use the joint criteria of ability to do the job and inverse seniority in determining which of the potentially affected employees shall be transferred/reassigned.

ARTICLE 23 ARBITRATION OF DISCIPLINARY ACTION

Section 1

No employee who has been employed in the bargaining units described in Article 1 of this Agreement for **nine (9)** months or more, except for three (3) consecutive years for teachers, shall be discharged, suspended, or demoted for disciplinary reasons without just cause. An employee who severs his/her employment with the Commonwealth must serve an additional probationary period upon re-employment. An employee who leaves a position in an agency for another position in a different agency must serve an additional probationary period. A bargaining unit employee who accepts a bargaining unit position in a different agency without a break in service and is unsuccessful in the probationary period in the different agency shall return to his/her prior position in the previous agency, or, if the position he/she vacated is not available he/she shall be placed on a recall list for the next available vacancy within that job title and location. **Upon issuance of discipline, including demotion, suspension, or termination, the Employer will carbon copy written notification sent to the employee to the Union (designated e-mail address or by mail to 293 Boston Post Road West, Marlborough MA 01752).**

ARTICLE 23A GRIEVANCE PROCEDURE

Section 4

Once arbitration has been requested by the Union, the Union has (60) calendar days from the receipt of the arbitrator lists provided by the Human Resources Division to select an

arbitrator. If the Union fails to select an arbitrator within (60) calendar days of receipt of the arbitrator lists, the grievance is considered withdrawn with prejudice, but without precedent. **If the Union requests ADR, the sixty (60) calendar day period will not commence until the Commonwealth responds with an affirmative or negative response.** Upon the selection of the arbitrator, the Union shall initiate scheduling with the arbitrator within ten (10) months of the filing for arbitration. The parties will make a good faith effort to schedule a hearing date that falls within twelve (12) months of the filing for arbitration.

ARTICLE 24 PERSONNEL RECORDS

Section 4

D. The parties agree that reprimands that have been placed into the personnel record of an employee which are more than two and one-half (2 1/2) years old from the date of the issuance of the reprimand, provided there has been no subsequent discipline imposed, shall be removed from the personnel record.

ARTICLE 24A PERFORMANCE EVALUATION

The parties agree to eliminate the current Article 24A and Supplemental Agreement D, respectively, and consolidate them into the following revised Article 24A:

Section 1

In accordance with the provisions of Chapter 767 of the Acts of 1981, there shall be established an Employee Performance Review System (EPRS) for all employees covered by this Agreement.

Section 2

Said system shall permit variations in format between various departments and agencies. There shall be no variation in format within the same Department/Agency for the same job titles. Any format must meet the following criteria (subject to formal promulgation under M.G.L. c. 31, Sections 4 and 6A):

A. All employee evaluations shall be in writing and shall be included in the employee's official personnel file. The Union shall be notified should the employee lack English proficiency to understand the evaluation and its process. All EPRS evaluations shall be based upon a "Meets", "Exceeds", or "Below" expectations standard.

B. Evaluations shall be completed by the employee's immediate state supervisor and be approved by a state supervisor of a higher grade designated by the Appointing Authority (except in cases of potential conflict of interest or other legitimate reasons).

C. A final formal EPRS evaluation shall be completed once per year for each member of the Bargaining Unit. Probationary employees shall be evaluated by the mid-point of their probationary period. However, the standard EPRS program shall commence no later than the first July 1st of their employment.

D. Prior to each evaluation period the supervisor shall meet with the employee and shall inform the employee of the general performance dimensions and procedures to be utilized in evaluating the employee's performance.

E. The performance dimensions shall be objective, observable, measurable to the extent practicable, and job-related. These performance dimensions must be in writing and printed on the EPRS form.

F. Disciplinary actions impacting on an employee's "ability to perform his/her normal duties" shall be considered for the purpose of a final overall rating on the performance review.

G. Disciplinary actions not impacting on an employee's "ability to perform his/her normal duties" shall not have a greater impact than other areas of the employee evaluation for the purpose of an "Exceeds", "Meets" or "Below" rating.

H. Supervisors and managers shall not use performance evaluations to threaten or coerce employees in any manner.

I. There shall be no pre-determined formula or ratio used to establish the number of "Below" or "Exceeds" ratings given.

J. At least once during the evaluation period, at or near its mid-point, the supervisor shall meet with the employee to review the employee's progress. The employee shall have two (2) work days to review the evaluation prior to signing it. A remedial development plan shall be formulated jointly if the mid-term review results in a rating of "Below." **The remedial development plan should be reviewed with the employee every 30 days until a meets rating is achieved or until Stage C occurs.** Employees who receive a "Below" for a mid-term review and who are not given a remedial plan, shall not be given a "Below" on their final evaluation.

K. Employees that may be nearing a "Below" rating shall be counseled by his/her supervisor at least three (3) months in advance of their final stage of the evaluation as to the specific areas that must be improved and what they must do to attain a "Meets" rating.

L. At or near the end of the evaluation period, the supervisor shall meet with the employee and inform the employee of the results of the evaluation. The employee shall sign the evaluation and indicate whether he/she agrees or disagrees with the content thereof. The employee shall have two (2) work days to review the evaluation prior to signing.

M. Following the employee's review and signature, the form shall be submitted to the higher level supervisor for final determination of ratings. The employee shall be given a copy of the completed form and shall have the right to file a written rebuttal which shall be affixed to the form. The employee shall have (2) work days to review evaluation prior to signing it.

N. Any employee who has received a rating of "Below" will have his/her evaluation reviewed monthly by the Appointing Authority or his/her designee, who shall review all the circumstances of the rating. The Appointing Authority or his/her designee may redetermine the rating after reviewing the circumstances of the initial evaluation. If the Appointing Authority or his/her designee redetermines the rating then the employee will receive the increase retroactive to the date of original step increase due, or Article 12 increase, whichever is appropriate. If the Appointing Authority or his/her designee does not redetermine the rating then the employee may file through the Alliance/SEIU Local 509 within fourteen (14) days with the Human Resources Division a request for a review of the Appointing Authority's or his/her designee's determination by a tri-partite panel consisting of one person designated by the Alliance/SEIU Local 509, one person designated by the Chief Human Resources Officer and one person designated by the Department of Labor Relations who shall be assigned on a rotating basis.

O. Any employee who receives a "Below" evaluation shall be re-evaluated thirty (30) days after the completion of his/her final evaluation. The Department/Agency shall file a remedial plan for an employee receiving a "Below" rating. Each re-review period shall be thirty (30) days in length to a maximum of six (6) months. The employee shall have his/her re-evaluations done each thirty (30) day period until a "Meets" rating is achieved or six (6) months pass, whichever is first.

During the process of the re-review, the employee who continues to receive "Below" ratings shall be able to make a one-time appeal of that re-review rating to the Merit Arbitration Board. This appeal must be filed within ten (10) days of the last re-review rating. Any decision in favor of the employee will be from the month of the appeal forward. Such appeal may not be filed if the employee has already filed an appeal at the time of the final "Below" review.

P. Any appeal of a final "Below" rating shall be initiated at a Merit Arbitration Panel as designated below:

- Said appeal shall be filed within twenty-one (21) days with the Human Resources Division.
- Only employees receiving a rating of "Below" shall be able to appeal the rating.
- The appeal shall be considered by a Merit Arbitration Panel consisting of one person designated by the President of SEIU Local 509/Secretary of the Alliance, one person designated by the Chief Human Resources Officer, and one person

designated by the Chairperson of the Department of Labor Relations who shall be assigned on a rotating basis.

- The standard of review to be applied by the panel shall be solely limited to whether or not the final performance rating of "Below" was justified.
- The decision of the Merit Arbitration Panel shall be final and binding and any employee having a "Below" rating overturned shall be made whole in as prompt a manner as possible. Any costs associated with this process will be borne equally by the parties.

Q. If part A and/or part B of the EPRS are not completed then the employee shall not be given a "Below" on their final evaluation.

R. Each year each employee shall be given a statement of their rights and the Employer's responsibility under the EPRS system.

S. No employee's pay shall be reduced if he/she gets a "Below" on his/her final evaluation.

T. Once an employee receives a "Meets" or "Exceeds" evaluation during the re-review process, he/she shall be eligible for the denied step and/or denied salary increases effective from the date of receiving the "Meets" or "Exceeds" rating. An employee's anniversary date for step purposes shall not be delayed upon receiving the "Meets" or "Exceeds" rating.

U. Any employee who may be adversely impacted by an untimely evaluation shall be made whole upon the completion of the performance review and upon achieving a final rating of "Meets".

V. All performance merit ratings shall be based on the current EPRS system as described in this Article and all payment of salary and/or step increases shall be based on current language found in Article 12 relating to pay for performance.

W. All financial considerations (i.e., merit increases, step rate increase) shall be based on the employee's most recent, final annual evaluation.

X. When work-related circumstances occur over which the employee/Agency has no control, the employee shall not be prevented from attaining an overall rating of "Meets".

Y. Any employee who as a result of an evaluation pursuant to this Article receives an overall rating of "Below" shall have the right to appeal such a rating in accordance with this Article. Nothing in this Article shall be construed as limiting in any way any other appeal rights provided by law, except that the appeal procedures provided in this Article shall not be available to an employee who elects to appeal his/her evaluation rating under the provisions of M.G.L. c. 31, Section 6C.

Z. On and after the date of this Agreement, the Commonwealth shall evaluate bargaining unit employees no more strictly than it has historically evaluated such employees for the ratings of "Below" and "Meets".

Section 3 EPRS Committee

A. There shall be established within each agency a Labor/Management Committee, consisting of not more than four (4) representatives of each party, which shall meet at the request of either party to discuss any problems or issues surrounding the employee performance review system.

B. The parties agree to establish a Labor/Management Committee consisting of three (3) representatives selected by the Alliance and three (3) representatives selected by the Human Resources Division. The Committee shall meet upon request of either party and shall review and make recommendations to revise the performance evaluation guidelines/form and address any concerns regarding the Commonwealth's policies and practices regarding the review and maintenance of Personnel Records. The Committee shall also discuss problems involving the employee performance review system which are unrelated to the Department/Agency Labor/Management Committee established above.

ARTICLE 30 WAGE REOPENER (New)

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.

APPENDIX H

New Alternative Work Option form to be included in Appendix:

ALTERNATIVE WORK OPTION APPLICATION FORM

Pursuant to the Alternative Work Option (AWO) Guidelines in the Collective Bargaining Agreement, an Alternative Work Option may be available to eligible employees based on the operational needs of the Agency, which may change. I am aware of Appendix H within the Collective Bargaining Agreement, as well as my Agency's own Alternative Work Option Program.

Start Date Requested: _____

Employee ID: _____ Work Phone #: _____

Print Name: _____ Title: _____

Work Address: _____

Type of Alternative Work Option Requested:

Please Note: Week-end shifts are available only at Agencies that operate on those days.

Reason for request (voluntary): _____

Attach additional pages if necessary.

If applicable, my requested AWO schedule is as follows:

Day of Week	Start Time	Work Day End	Total Hours
Sunday			
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Total Weekly Hours			

Employee Signature

Title		Approved	Denied	Modified
Supervisor				
Manager				
Sr. Manager				

Reason (if denied or modified): _____

Supervisor's Signature Date:

Manager's and Sr. Manager's Signatures Date:

CC: Employee, Supervisor, Manager, Employee's personnel file, 509 Chapter President

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

Vacation Accruals for Current Employees

Current employees with less than 4.5 years of creditable service as of the date of this MOU may, upon the approval of the Appointing Authority, begin accruing vacation credits at the rate of 9.375 hours (37.5/week) or 10.000 hours (40/week).

To be eligible, employees must have had at least 4.5 years of relevant work history prior to commencement of employment with the Commonwealth.

Employees must apply within 6 months of the implementation of the parties' Collective Bargaining Agreement, on a form to be supplied by their Appointing Authority. If approved, the commencement of the enhanced vacation accrual will be effective July 1, 2018. If the employee fails to file a request within the allotted six months, he/she shall be eligible to receive enhanced vacation accrual on a prospective basis. If the employees' vacation accrual is changed, the employees will remain at this rate until they reach 9.5 years of creditable service with the Commonwealth.

Grievances of an Appointing Authority's denial of accelerated vacation accrual may be processed in an expedited Alternative Dispute Resolution (ADR) hearing upon request by the Union.

**COMMONWEALTH OF MASSACHUSETTS
EMPLOYEE RELEVANT SERVICE REQUEST FORM
FOR VACATION ACCRUAL STATUS ADJUSTMENT
(To be returned to the agency human resources/payroll office after completion by employee)**

I understand that current employees accruing two weeks of vacation may apply to receive a three week accrual, effective July 1, 2018, if they meet the threshold of four and one half years relevant work experience at the time of hire. I wish to be considered for accelerated vacation accrual status, and I hereby certify that I had at least four and one half (4.5) years of the following relevant work experience at my time of hire. I am including either a current resume, or the resume I submitted at the time of hire, and submit the following information.

Name _____ Current Department _____

Current Job Title _____

Bargaining Unit _____ Work Email Address _____

Area Code/Telephone # _____ Employee ID Number _____

Agency Date of Hire _____

Please provide a detailed description of relevant job and/or professional experience, amounting to at least four and one half (4 ½) years, **at time of agency hire** (attach extra pages if necessary):

Name of Employer: _____

Dates of Employment: _____

Description of relevant job duties: _____

Name of Employer: _____

Dates of Employment: _____

Description of relevant job duties: _____

Name of Employer: _____

Dates of Employment: _____

Description of relevant job duties: _____

Employee Signature

Date

SUBMISSION MUST BE RECEIVED NO LATER THAN _____
[6 months from date of the implementation of this agreement]

Approval:

Agency Head or Designee

Date

Resume included: ____ (Y/N)

MEMORANDUM OF UNDERSTANDING
ARTICLE 17
JOB SPECIFICATIONS

The Commonwealth and the Union agree that during the term of this agreement the Commonwealth shall retain the unreserved right to implement revised job specifications for job titles certified to bargaining unit 8 and 10, except when:

- The revised job specification will require a change in minimum entrance requirements that would adversely affect promotional opportunities for employees in bargaining unit 8 and 10

Or

- The revised job specification contains level distinguishing characteristics that are more restrictive than current and prevailing employment practices.

In the event the union believes either of the above are true, the matter shall be submitted to expedited arbitration in a forum agreed to by the parties. The issue(s) to be reviewed by the neutral shall be limited to an affirmative or negative assessment of the union's claim under the above standards. Should the arbitrator agree with the union's position, the parties acknowledge that implementation of the specification shall be subject to ordinary bargaining obligations.

The provisions of this MOU shall be **extended for the period July 1, 2017 – June 30, 2020.**

In addition, the terms of this MOU shall not supersede any specific classification/reclassification provision contained within a supplemental agreement to the collective bargaining agreement.

SECTION II

In addition to changes in the Collective Bargaining Agreement, the parties have come to agreement on the following items:

Reasonable Accommodation Labor Management Committee

During the course of negotiations toward a successor Collective Bargaining Agreement, SEIU Local 509 expressed interest in continued discussions about the Commonwealth's processes and procedures for reasonable accommodations. The parties therefore 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 526, an Order Regarding Non-Discrimination, Diversity, Equal Opportunity, and Affirmative Action, 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.

Notice of New Hires

The Human Resources Division will provide the union with regular notice of accepted offers of employment into the bargaining unit. This information will include new hires, rehires and transfers. The union will provide HRD a designated e-mail address to which said information may be sent.

Nursing Mothers

The Commonwealth's Human Resources Division will update and reissue the memo concerning Nursing Mothers rights and accommodations, no later than 30 days after the signing of this agreement.

Health and Safety

The Commonwealth and its agencies shall provide adequate notice to employees of construction, pest management, mechanical breakdowns (such as HVAC systems) or other actions which could potentially impact health and safety of employees. Labor relations staff will annually issue a written reminder to agency management of the need to notify employees on-site of the aforementioned.

Electronic Mail

Electronic mail shall serve the function of correspondence currently referred to anywhere in the Agreement as via mail (US Postal Service mail), facsimile, or in writing.

Promotional Process

During the course of negotiations toward a successor Agreement, the Commonwealth and the Union have had extensive discussions regarding Article 14 of the Collective Bargaining Agreement. The parties therefore agree to continue to discuss guidelines governing the promotional process. The Commonwealth and the Union shall establish a committee, which shall include both Union and Management representatives, for the purpose of designing a standardized document. Said document shall be used for conducting promotional evaluations, and may contain a point system as an objective means of utilizing the promotional criteria. It is the parties' intention that such a document shall be produced by the end of the current contract. In addition the parties may also agree to pilot programs wherein such a document might be assessed and evaluated prior to Commonwealth wide implementation.

Classification

The parties agree that the Memorandum of Understanding regarding job specifications should be renewed for the period July 1, 2017 through June 30, 2020.

Student Loan Forgiveness Program

The Commonwealth shall administer the process of annual certification of full time employment letters for members enrolled in the Federal Public Service Loan Forgiveness Program. Members will be permitted 2 or fewer hours of paid educational leave once per 2 years for on-site training provided by the union. The parties will work collaboratively during the duration of the collective bargaining agreement to implement said program.

SECTION III

HR/CMS INSTRUCTIONS

The salary increases for Local 509 will be automated in HR/CMS. The Human Resource Division will provide departments with both predictive & updated reports in Document Direct that will facilitate the identification of employees receiving January 2017, January 2018, and January 2019 increase in salary rate.

Retroactive payments for January 2017 & January 2018 will also be automated in HR/CMS. Document Direct reports will be provided for departments.

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

Questions regarding HR/CMS Instructions should be directed to Common Help at 866-888-2808

INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER

LCM Instructions

In order 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 on line 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 90 of the Acts of 2018 include an appropriation (1599-4448) to fund incremental costs of the Alliance, AFSCME-SEIU, Local 888 Unit 2 collective bargaining agreement.

A&F will coordinate with the CTR and HRD such that all retroactive payments and salary increases are paid directly from the collective bargaining reserve via LCM.

If FY 2018 tax revenues equal or exceed \$27.072 billion, triggering an additional 1 percent salary increase, the Administration will file for additional funding to cover the increase. Upon enactment, A&F will provide additional guidance regarding implementation.

Please address questions on A&F policies to Daniel Shark, Fiscal Policy Analyst, at 857-400-5458.

SECTION IV

Increase
of **1.00%** effective 1/8/2017

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,044.11	\$1,061.51	\$1,079.29	\$1,097.34	\$1,115.76	\$1,134.45	\$1,153.49	\$1,172.97	\$1,192.70	\$1,212.87	\$1,237.14	\$1,261.86
02	\$1,063.03	\$1,080.46	\$1,098.17	\$1,116.29	\$1,134.68	\$1,153.40	\$1,172.47	\$1,191.85	\$1,211.65	\$1,231.75	\$1,256.42	\$1,281.51
03	\$1,078.97	\$1,098.65	\$1,118.60	\$1,139.05	\$1,159.87	\$1,181.16	\$1,202.73	\$1,224.87	\$1,247.33	\$1,270.32	\$1,295.72	\$1,321.66
04	\$1,106.87	\$1,126.49	\$1,146.55	\$1,167.01	\$1,187.85	\$1,209.04	\$1,230.67	\$1,252.80	\$1,275.26	\$1,298.17	\$1,324.11	\$1,350.57
05	\$1,124.45	\$1,145.73	\$1,167.43	\$1,189.60	\$1,212.22	\$1,235.28	\$1,258.84	\$1,282.89	\$1,307.43	\$1,332.45	\$1,359.08	\$1,386.28
06	\$1,161.96	\$1,183.32	\$1,205.07	\$1,227.24	\$1,249.89	\$1,272.95	\$1,296.49	\$1,320.51	\$1,345.01	\$1,369.97	\$1,397.36	\$1,425.28
07	\$1,189.72	\$1,212.98	\$1,236.72	\$1,261.00	\$1,285.75	\$1,311.02	\$1,336.89	\$1,363.19	\$1,390.15	\$1,417.63	\$1,446.00	\$1,474.90
08	\$1,215.69	\$1,240.78	\$1,266.42	\$1,292.70	\$1,319.55	\$1,347.01	\$1,375.03	\$1,403.67	\$1,432.99	\$1,462.99	\$1,492.20	\$1,522.09
09	\$1,258.84	\$1,286.26	\$1,314.33	\$1,343.09	\$1,372.42	\$1,402.51	\$1,433.31	\$1,464.83	\$1,497.08	\$1,530.07	\$1,560.69	\$1,591.88
10	\$1,304.57	\$1,333.81	\$1,363.65	\$1,394.24	\$1,425.61	\$1,457.65	\$1,490.49	\$1,524.17	\$1,560.33	\$1,597.74	\$1,629.70	\$1,662.29
11	\$1,347.26	\$1,379.07	\$1,411.68	\$1,445.08	\$1,479.31	\$1,514.46	\$1,551.73	\$1,590.90	\$1,631.02	\$1,672.20	\$1,705.63	\$1,739.71
12	\$1,403.11	\$1,436.60	\$1,470.87	\$1,506.03	\$1,542.82	\$1,582.09	\$1,622.28	\$1,663.55	\$1,705.87	\$1,749.20	\$1,784.18	\$1,819.87
12A	\$1,445.21	\$1,479.69	\$1,515.00	\$1,551.21	\$1,589.10	\$1,629.55	\$1,670.95	\$1,713.45	\$1,757.04	\$1,801.68	\$1,837.71	\$1,874.46
13	\$1,477.15	\$1,512.55	\$1,550.02	\$1,589.59	\$1,630.08	\$1,671.66	\$1,714.23	\$1,757.96	\$1,802.74	\$1,848.72	\$1,885.69	\$1,923.38
14	\$1,535.52	\$1,579.28	\$1,624.28	\$1,670.60	\$1,718.18	\$1,767.14	\$1,817.50	\$1,869.32	\$1,922.61	\$1,977.36	\$2,016.90	\$2,057.22
14A	\$1,581.59	\$1,626.66	\$1,673.01	\$1,720.72	\$1,769.72	\$1,820.16	\$1,872.03	\$1,925.40	\$1,980.28	\$2,036.68	\$2,077.41	\$2,118.93
15	\$1,613.07	\$1,660.54	\$1,709.40	\$1,759.73	\$1,811.49	\$1,864.78	\$1,919.69	\$1,976.16	\$2,034.30	\$2,094.22	\$2,136.10	\$2,178.82
16	\$1,700.29	\$1,752.06	\$1,805.31	\$1,860.27	\$1,916.90	\$1,975.23	\$2,035.35	\$2,097.29	\$2,161.15	\$2,226.86	\$2,271.42	\$2,316.86
17	\$1,802.74	\$1,856.60	\$1,912.09	\$1,969.28	\$2,028.08	\$2,088.64	\$2,151.07	\$2,215.39	\$2,281.61	\$2,349.82	\$2,396.79	\$2,444.73
17A	\$1,874.85	\$1,930.86	\$1,988.57	\$2,048.05	\$2,109.20	\$2,172.18	\$2,237.11	\$2,304.01	\$2,372.87	\$2,443.81	\$2,492.66	\$2,542.52
18	\$1,889.00	\$1,946.41	\$2,005.49	\$2,066.38	\$2,129.10	\$2,193.78	\$2,260.38	\$2,329.01	\$2,399.71	\$2,472.62	\$2,522.07	\$2,572.53
19	\$1,986.80	\$2,047.77	\$2,110.66	\$2,175.46	\$2,242.22	\$2,311.04	\$2,382.06	\$2,455.16	\$2,530.50	\$2,608.24	\$2,660.41	\$2,713.61
19A	\$2,066.27	\$2,129.68	\$2,195.09	\$2,262.47	\$2,331.90	\$2,403.49	\$2,477.35	\$2,553.37	\$2,631.72	\$2,712.57	\$2,766.82	\$2,822.15
20	\$2,093.57	\$2,156.56	\$2,221.51	\$2,288.34	\$2,357.14	\$2,428.13	\$2,501.20	\$2,576.49	\$2,654.04	\$2,733.89	\$2,788.57	\$2,844.36
21	\$2,190.85	\$2,257.84	\$2,326.81	\$2,398.00	\$2,471.27	\$2,546.85	\$2,624.72	\$2,704.91	\$2,787.57	\$2,872.79	\$2,930.24	\$2,988.87
21A	\$2,278.48	\$2,348.15	\$2,419.88	\$2,493.92	\$2,570.12	\$2,648.73	\$2,729.71	\$2,813.10	\$2,899.07	\$2,987.71	\$3,047.45	\$3,108.43
22	\$2,299.63	\$2,370.32	\$2,443.31	\$2,518.51	\$2,596.02	\$2,675.94	\$2,758.28	\$2,843.18	\$2,930.69	\$3,020.85	\$3,081.30	\$3,142.89
23	\$2,417.34	\$2,490.20	\$2,565.25	\$2,642.57	\$2,722.17	\$2,804.23	\$2,888.74	\$2,975.83	\$3,065.49	\$3,157.86	\$3,221.02	\$3,285.44
24	\$2,526.68	\$2,603.02	\$2,681.60	\$2,762.55	\$2,846.09	\$2,931.99	\$3,020.59	\$3,111.79	\$3,205.82	\$3,302.60	\$3,368.64	\$3,436.02
25	\$2,635.95	\$2,716.05	\$2,798.60	\$2,883.73	\$2,971.38	\$3,061.70	\$3,154.77	\$3,250.73	\$3,349.53	\$3,451.35	\$3,520.38	\$3,590.78
26	\$2,733.26	\$2,816.86	\$2,902.90	\$2,991.66	\$3,083.10	\$3,177.36	\$3,274.45	\$3,374.55	\$3,477.70	\$3,584.02	\$3,655.70	\$3,728.83
C19	\$2,109.02	\$2,173.74	\$2,240.51	\$2,309.29	\$2,380.16	\$2,453.22	\$2,528.62	\$2,606.21	\$2,686.16	\$2,768.69	\$2,824.07	\$2,880.55
C20	\$2,214.47	\$2,282.43	\$2,352.54	\$2,424.76	\$2,499.17	\$2,575.88	\$2,655.05	\$2,736.52	\$2,820.47	\$2,907.12	\$2,965.28	\$3,024.58
C22	\$2,441.91	\$2,516.58	\$2,593.46	\$2,672.78	\$2,754.46	\$2,838.71	\$2,925.51	\$3,014.87	\$3,107.01	\$3,202.00	\$3,266.02	\$3,331.38

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,093.57	\$2,156.56	\$2,221.50	\$2,288.33	\$2,357.15	\$2,428.13	\$2,501.20	\$2,576.49	\$2,654.03	\$2,733.90	\$2,788.57	\$2,844.36
21	\$2,190.84	\$2,257.84	\$2,326.81	\$2,397.99	\$2,471.26	\$2,546.86	\$2,624.73	\$2,704.91	\$2,787.56	\$2,872.79	\$2,930.24	\$2,988.87
22	\$2,299.63	\$2,370.32	\$2,443.30	\$2,518.51	\$2,596.02	\$2,675.93	\$2,758.29	\$2,843.18	\$2,930.68	\$3,020.85	\$3,081.30	\$3,142.89
22A	\$2,368.62	\$2,441.43	\$2,516.60	\$2,594.07	\$2,673.90	\$2,756.21	\$2,841.04	\$2,928.47	\$3,018.60	\$3,111.47	\$3,173.74	\$3,237.18
24	\$2,526.69	\$2,603.03	\$2,681.60	\$2,762.56	\$2,846.09	\$2,931.99	\$3,020.60	\$3,111.79	\$3,205.81	\$3,302.60	\$3,368.64	\$3,436.02
24A	\$2,602.49	\$2,681.12	\$2,762.05	\$2,845.44	\$2,931.48	\$3,019.95	\$3,111.21	\$3,205.15	\$3,301.99	\$3,401.68	\$3,469.70	\$3,539.10
25	\$2,635.94	\$2,716.05	\$2,798.60	\$2,883.73	\$2,971.39	\$3,061.70	\$3,154.77	\$3,250.74	\$3,349.53	\$3,451.35	\$3,520.38	\$3,590.78
25A	\$2,767.74	\$2,851.85	\$2,938.53	\$3,027.92	\$3,119.96	\$3,214.79	\$3,312.51	\$3,413.28	\$3,517.01	\$3,623.92	\$3,696.40	\$3,770.32
25B	\$2,820.46	\$2,906.17	\$2,994.51	\$3,085.60	\$3,179.38	\$3,276.02	\$3,375.61	\$3,478.29	\$3,584.00	\$3,692.95	\$3,766.81	\$3,842.13
26	\$2,733.26	\$2,816.85	\$2,902.90	\$2,991.66	\$3,083.11	\$3,177.37	\$3,274.45	\$3,374.55	\$3,477.69	\$3,584.02	\$3,655.70	\$3,728.82
26A	\$2,815.25	\$2,901.36	\$2,989.99	\$3,081.41	\$3,175.60	\$3,272.69	\$3,372.69	\$3,475.79	\$3,582.02	\$3,691.54	\$3,765.37	\$3,840.69
27A	\$2,976.11	\$3,067.13	\$3,160.82	\$3,257.47	\$3,357.04	\$3,459.67	\$3,565.39	\$3,674.38	\$3,786.69	\$3,902.46	\$3,980.51	\$4,060.13
27B	\$3,032.79	\$3,125.55	\$3,221.03	\$3,319.51	\$3,420.98	\$3,525.57	\$3,633.30	\$3,744.37	\$3,858.81	\$3,976.80	\$4,056.33	\$4,137.46

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

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,750.11	\$1,866.26	\$1,982.44	\$2,098.62	\$2,214.77	\$2,330.92	\$2,447.12	\$2,563.26	\$2,679.42	\$2,795.60
90B	\$1,891.20	\$2,019.58	\$2,147.94	\$2,276.32	\$2,404.74	\$2,533.09	\$2,661.47	\$2,789.86	\$2,918.24	\$3,046.61
90C	\$2,012.46	\$2,145.50	\$2,278.59	\$2,411.60	\$2,544.64	\$2,677.72	\$2,810.75	\$2,943.80	\$3,076.85	\$3,209.89
92A	\$3,774.05									
93A	\$1,925.13	\$2,052.89	\$2,180.69	\$2,308.45	\$2,436.25	\$2,564.01	\$2,691.79	\$2,819.57	\$2,947.37	\$3,075.16
93B	\$2,080.31	\$2,221.52	\$2,362.75	\$2,503.97	\$2,645.17	\$2,786.40	\$2,927.60	\$3,068.86	\$3,210.06	\$3,351.27
93C	\$2,213.71	\$2,360.05	\$2,506.41	\$2,652.78	\$2,799.13	\$2,945.47	\$3,091.81	\$3,238.19	\$3,384.53	\$3,530.88

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
13	\$919.67	\$941.70	\$965.03	\$989.68	\$1,014.87	\$1,040.77	\$1,067.28	\$1,094.50	\$1,122.39	\$1,151.01	\$1,174.03	\$1,197.50
90A	\$2,098.50	\$2,237.67	\$2,376.83	\$2,516.00	\$2,655.16	\$2,794.88	\$2,934.05	\$3,073.21	\$3,212.38	\$3,352.10		
90B	\$2,267.37	\$2,421.38	\$2,575.41	\$2,729.42	\$2,883.44	\$3,036.92	\$3,190.92	\$3,344.95	\$3,498.97	\$3,652.98		
90C	\$2,412.58	\$2,572.10	\$2,732.17	\$2,891.15	\$3,051.22	\$3,210.74	\$3,370.25	\$3,529.76	\$3,689.28	\$3,848.81		
92A	\$4,524.85											
93A	\$2,308.08	\$2,461.53	\$2,614.45	\$2,767.93	\$2,920.85	\$3,074.31	\$3,227.23	\$3,380.70	\$3,533.63	\$3,687.08		
93B	\$2,494.00	\$2,663.41	\$2,832.84	\$3,002.25	\$3,171.68	\$3,341.09	\$3,509.96	\$3,679.40	\$3,848.81	\$4,018.22		
93C	\$2,654.07	\$2,829.53	\$3,005.01	\$3,180.48	\$3,355.94	\$3,531.41	\$3,706.89	\$3,882.36	\$4,057.83	\$4,233.31		

effective 7/9/2017

New/revised grades with
Jan17's 1% ->

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,044.11	\$1,061.51	\$1,079.29	\$1,097.34	\$1,115.76	\$1,134.45	\$1,153.49	\$1,172.97	\$1,192.70	\$1,212.87	\$1,237.14	\$1,261.86
02	\$1,063.03	\$1,080.46	\$1,098.17	\$1,116.29	\$1,134.68	\$1,153.40	\$1,172.47	\$1,191.85	\$1,211.65	\$1,231.75	\$1,256.42	\$1,281.51
03	\$1,078.97	\$1,098.65	\$1,118.60	\$1,139.05	\$1,159.87	\$1,181.16	\$1,202.73	\$1,224.87	\$1,247.33	\$1,270.32	\$1,295.72	\$1,321.66
04	\$1,106.87	\$1,126.49	\$1,146.55	\$1,167.01	\$1,187.85	\$1,209.04	\$1,230.67	\$1,252.80	\$1,275.26	\$1,298.17	\$1,324.11	\$1,350.57
05	\$1,124.45	\$1,145.73	\$1,167.43	\$1,189.60	\$1,212.22	\$1,235.28	\$1,258.84	\$1,282.89	\$1,307.43	\$1,332.45	\$1,359.08	\$1,386.28
06	\$1,161.96	\$1,183.32	\$1,205.07	\$1,227.24	\$1,249.89	\$1,272.95	\$1,296.49	\$1,320.51	\$1,345.01	\$1,369.97	\$1,397.36	\$1,425.28
07	\$1,189.72	\$1,212.98	\$1,236.72	\$1,261.00	\$1,285.75	\$1,311.02	\$1,336.89	\$1,363.19	\$1,390.15	\$1,417.63	\$1,446.00	\$1,474.90
08	\$1,215.69	\$1,240.78	\$1,266.42	\$1,292.70	\$1,319.55	\$1,347.01	\$1,375.03	\$1,403.67	\$1,432.99	\$1,462.99	\$1,492.20	\$1,522.09
09	\$1,258.84	\$1,286.26	\$1,314.33	\$1,343.09	\$1,372.42	\$1,402.51	\$1,433.31	\$1,464.83	\$1,497.08	\$1,530.07	\$1,560.69	\$1,591.88
10	\$1,304.57	\$1,333.81	\$1,363.65	\$1,394.24	\$1,425.61	\$1,457.65	\$1,490.49	\$1,524.17	\$1,560.33	\$1,597.74	\$1,629.70	\$1,662.29
11	\$1,347.26	\$1,379.07	\$1,411.68	\$1,445.08	\$1,479.31	\$1,514.46	\$1,551.73	\$1,590.90	\$1,631.02	\$1,672.20	\$1,705.63	\$1,739.71
12	\$1,403.11	\$1,436.60	\$1,470.87	\$1,506.03	\$1,542.82	\$1,582.09	\$1,622.28	\$1,663.55	\$1,705.87	\$1,749.20	\$1,784.18	\$1,819.87
12A	\$1,445.21	\$1,479.69	\$1,515.00	\$1,551.21	\$1,589.10	\$1,629.55	\$1,670.95	\$1,713.45	\$1,757.04	\$1,801.68	\$1,837.71	\$1,874.46
13	\$1,477.15	\$1,512.55	\$1,550.02	\$1,589.59	\$1,630.08	\$1,671.66	\$1,714.23	\$1,757.96	\$1,802.74	\$1,848.72	\$1,885.69	\$1,923.38
14	\$1,535.52	\$1,579.28	\$1,624.28	\$1,670.60	\$1,718.18	\$1,767.14	\$1,817.50	\$1,869.32	\$1,922.61	\$1,977.36	\$2,016.90	\$2,057.22
14A	\$1,581.59	\$1,626.66	\$1,673.01	\$1,720.72	\$1,769.72	\$1,820.16	\$1,872.03	\$1,925.40	\$1,980.28	\$2,036.68	\$2,077.41	\$2,118.93
15	\$1,613.07	\$1,660.54	\$1,709.40	\$1,759.73	\$1,811.49	\$1,864.78	\$1,919.69	\$1,976.16	\$2,034.30	\$2,094.22	\$2,136.10	\$2,178.82
16	\$1,700.29	\$1,752.06	\$1,805.31	\$1,860.27	\$1,916.90	\$1,975.23	\$2,035.35	\$2,097.29	\$2,161.15	\$2,226.86	\$2,271.42	\$2,316.86
17	\$1,802.74	\$1,856.60	\$1,912.09	\$1,969.28	\$2,028.08	\$2,088.64	\$2,151.07	\$2,215.39	\$2,281.61	\$2,349.82	\$2,396.79	\$2,444.73
17A	\$1,874.85	\$1,930.86	\$1,988.57	\$2,048.05	\$2,109.20	\$2,172.18	\$2,237.11	\$2,304.01	\$2,372.87	\$2,443.81	\$2,492.66	\$2,542.52
18	\$1,889.00	\$1,946.41	\$2,005.49	\$2,066.38	\$2,129.10	\$2,193.78	\$2,260.38	\$2,329.01	\$2,399.71	\$2,472.62	\$2,522.07	\$2,572.53
19	\$1,986.80	\$2,047.77	\$2,110.66	\$2,175.46	\$2,242.22	\$2,311.04	\$2,382.06	\$2,455.16	\$2,530.50	\$2,608.24	\$2,660.41	\$2,713.61
19A	\$2,066.27	\$2,129.68	\$2,195.09	\$2,262.47	\$2,331.90	\$2,403.49	\$2,477.35	\$2,553.37	\$2,631.72	\$2,712.57	\$2,766.82	\$2,822.15
20	\$2,093.57	\$2,156.56	\$2,221.51	\$2,288.34	\$2,357.14	\$2,428.13	\$2,501.20	\$2,576.49	\$2,654.04	\$2,733.89	\$2,788.57	\$2,844.36
21	\$2,190.85	\$2,257.84	\$2,326.81	\$2,398.00	\$2,471.27	\$2,546.85	\$2,624.72	\$2,704.91	\$2,787.57	\$2,872.79	\$2,930.24	\$2,988.87
21A	\$2,278.48	\$2,348.15	\$2,419.88	\$2,493.92	\$2,570.12	\$2,648.73	\$2,729.71	\$2,813.10	\$2,899.07	\$2,987.71	\$3,047.45	\$3,108.43
22	\$2,299.63	\$2,370.32	\$2,443.31	\$2,518.51	\$2,596.02	\$2,675.94	\$2,758.28	\$2,843.18	\$2,930.69	\$3,020.85	\$3,081.30	\$3,142.89
23	\$2,417.34	\$2,490.20	\$2,565.25	\$2,642.57	\$2,722.17	\$2,804.23	\$2,888.74	\$2,975.83	\$3,065.49	\$3,157.86	\$3,221.02	\$3,285.44
24	\$2,526.68	\$2,603.02	\$2,681.60	\$2,762.55	\$2,846.09	\$2,931.99	\$3,020.59	\$3,111.79	\$3,205.82	\$3,302.60	\$3,368.64	\$3,436.02
25	\$2,635.95	\$2,716.05	\$2,798.60	\$2,883.73	\$2,971.38	\$3,061.70	\$3,154.77	\$3,250.73	\$3,349.53	\$3,451.35	\$3,520.38	\$3,590.78
26	\$2,733.26	\$2,816.86	\$2,902.90	\$2,991.66	\$3,083.10	\$3,177.36	\$3,274.45	\$3,374.55	\$3,477.70	\$3,584.02	\$3,655.70	\$3,728.83
C19	\$2,109.02	\$2,173.74	\$2,240.51	\$2,309.29	\$2,380.16	\$2,453.22	\$2,528.62	\$2,606.21	\$2,686.16	\$2,768.69	\$2,824.07	\$2,880.55
C20	\$2,214.47	\$2,282.43	\$2,352.54	\$2,424.76	\$2,499.17	\$2,575.88	\$2,655.05	\$2,736.52	\$2,820.47	\$2,907.12	\$2,965.28	\$3,024.58
C21	\$2,325.20	\$2,396.55	\$2,470.17	\$2,546.00	\$2,624.12	\$2,704.67	\$2,787.80	\$2,873.35	\$2,961.50	\$3,052.48	\$3,113.54	\$3,175.81
C22	\$2,441.91	\$2,516.58	\$2,593.46	\$2,672.78	\$2,754.46	\$2,838.71	\$2,925.51	\$3,014.87	\$3,107.01	\$3,202.00	\$3,266.02	\$3,331.38

C23	\$2,564.00	\$2,642.41	\$2,723.13	\$2,806.42	\$2,892.18	\$2,980.64	\$3,071.78	\$3,165.61	\$3,262.36	\$3,362.10	\$3,429.33	\$3,497.95
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BU 08 & 10 Salary Plans (10E/F)

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,093.57	\$2,156.56	\$2,221.50	\$2,288.33	\$2,357.15	\$2,428.13	\$2,501.20	\$2,576.49	\$2,654.03	\$2,733.90	\$2,788.57	\$2,844.36
21	\$2,190.84	\$2,257.84	\$2,326.81	\$2,397.99	\$2,471.26	\$2,546.86	\$2,624.73	\$2,704.91	\$2,787.56	\$2,872.79	\$2,930.24	\$2,988.87
22	\$2,299.63	\$2,370.32	\$2,443.30	\$2,518.51	\$2,596.02	\$2,675.93	\$2,758.29	\$2,843.18	\$2,930.68	\$3,020.85	\$3,081.30	\$3,142.89
22A	\$2,368.62	\$2,441.43	\$2,516.60	\$2,594.07	\$2,673.90	\$2,756.21	\$2,841.04	\$2,928.47	\$3,018.60	\$3,111.47	\$3,173.74	\$3,237.18
24	\$2,526.69	\$2,603.03	\$2,681.60	\$2,762.56	\$2,846.09	\$2,931.99	\$3,020.60	\$3,111.79	\$3,205.81	\$3,302.60	\$3,368.64	\$3,436.02
24A	\$2,602.49	\$2,681.12	\$2,762.05	\$2,845.44	\$2,931.48	\$3,019.95	\$3,111.21	\$3,205.15	\$3,301.99	\$3,401.68	\$3,469.70	\$3,539.10
25	\$2,635.94	\$2,716.05	\$2,798.60	\$2,883.73	\$2,971.39	\$3,061.70	\$3,154.77	\$3,250.74	\$3,349.53	\$3,451.35	\$3,520.38	\$3,590.78
25A	\$2,767.74	\$2,851.85	\$2,938.53	\$3,027.92	\$3,119.96	\$3,214.79	\$3,312.51	\$3,413.28	\$3,517.01	\$3,623.92	\$3,696.40	\$3,770.32
25B	\$2,820.46	\$2,906.17	\$2,994.51	\$3,085.60	\$3,179.38	\$3,276.02	\$3,375.61	\$3,478.29	\$3,584.00	\$3,692.95	\$3,766.81	\$3,842.13
26	\$2,733.26	\$2,816.85	\$2,902.90	\$2,991.66	\$3,083.11	\$3,177.37	\$3,274.45	\$3,374.55	\$3,477.69	\$3,584.02	\$3,655.70	\$3,728.82
26A	\$2,815.25	\$2,901.36	\$2,989.99	\$3,081.41	\$3,175.60	\$3,272.69	\$3,372.69	\$3,475.79	\$3,582.02	\$3,691.54	\$3,765.37	\$3,840.69
27A	\$2,976.11	\$3,067.13	\$3,160.82	\$3,257.47	\$3,357.04	\$3,459.67	\$3,565.39	\$3,674.38	\$3,786.69	\$3,902.46	\$3,980.51	\$4,060.13
27B	\$3,032.79	\$3,125.55	\$3,221.03	\$3,319.51	\$3,420.98	\$3,525.57	\$3,633.30	\$3,744.37	\$3,858.81	\$3,976.80	\$4,056.33	\$4,137.46

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

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,750.11	\$1,866.26	\$1,982.44	\$2,098.62	\$2,214.77	\$2,330.92	\$2,447.12	\$2,563.26	\$2,679.42	\$2,795.60
90B	\$1,891.20	\$2,019.58	\$2,147.94	\$2,276.32	\$2,404.74	\$2,533.09	\$2,661.47	\$2,789.86	\$2,918.24	\$3,046.61
90C	\$2,012.46	\$2,145.50	\$2,278.59	\$2,411.60	\$2,544.64	\$2,677.72	\$2,810.75	\$2,943.80	\$3,076.85	\$3,209.89
92A	\$3,774.05									
93A	\$1,925.13	\$2,052.89	\$2,180.69	\$2,308.45	\$2,436.25	\$2,564.01	\$2,691.79	\$2,819.57	\$2,947.37	\$3,075.16
93B	\$2,080.31	\$2,221.52	\$2,362.75	\$2,503.97	\$2,645.17	\$2,786.40	\$2,927.60	\$3,068.86	\$3,210.06	\$3,351.27
93C	\$2,213.71	\$2,360.05	\$2,506.41	\$2,652.78	\$2,799.13	\$2,945.47	\$3,091.81	\$3,238.19	\$3,384.53	\$3,530.88

BU 08 & 10 Salary Plans (10CD)

Grade 13: Teacher Aide at DESE being upgraded to Grade 15

185 days 7 hour day 35 hours

Grade	1	2	3	4	5	6	7	8	9	10	11	12
15	\$1,071.24	\$1,102.77	\$1,135.22	\$1,168.64	\$1,203.01	\$1,238.41	\$1,274.87	\$1,312.37	\$1,350.99	\$1,390.78	\$1,418.59	\$1,446.96
90A	\$2,098.50	\$2,237.67	\$2,376.83	\$2,516.00	\$2,655.16	\$2,794.88	\$2,934.05	\$3,073.21	\$3,212.38	\$3,352.10		
90B	\$2,267.37	\$2,421.38	\$2,575.41	\$2,729.42	\$2,883.44	\$3,036.92	\$3,190.92	\$3,344.95	\$3,498.97	\$3,652.98		
90C	\$2,412.58	\$2,572.10	\$2,732.17	\$2,891.15	\$3,051.22	\$3,210.74	\$3,370.25	\$3,529.76	\$3,689.28	\$3,848.81		
92A	\$4,524.85											
93A	\$2,308.08	\$2,461.53	\$2,614.45	\$2,767.93	\$2,920.85	\$3,074.31	\$3,227.23	\$3,380.70	\$3,533.63	\$3,687.08		
93B	\$2,494.00	\$2,663.41	\$2,832.84	\$3,002.25	\$3,171.68	\$3,341.09	\$3,509.96	\$3,679.40	\$3,848.81	\$4,018.22		
93C	\$2,654.07	\$2,829.53	\$3,005.01	\$3,180.48	\$3,355.94	\$3,531.41	\$3,706.89	\$3,882.36	\$4,057.83	\$4,233.31		

Increase
of **2.00%** effective 1/7/2018

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,064.99	\$1,082.74	\$1,100.88	\$1,119.29	\$1,138.08	\$1,157.14	\$1,176.56	\$1,196.43	\$1,216.55	\$1,237.13	\$1,261.88	\$1,287.10
02	\$1,084.29	\$1,102.07	\$1,120.13	\$1,138.62	\$1,157.37	\$1,176.47	\$1,195.92	\$1,215.69	\$1,235.88	\$1,256.39	\$1,281.55	\$1,307.14
03	\$1,100.55	\$1,120.62	\$1,140.97	\$1,161.83	\$1,183.07	\$1,204.78	\$1,226.78	\$1,249.37	\$1,272.28	\$1,295.73	\$1,321.63	\$1,348.09
04	\$1,129.01	\$1,149.02	\$1,169.48	\$1,190.35	\$1,211.61	\$1,233.22	\$1,255.28	\$1,277.86	\$1,300.77	\$1,324.13	\$1,350.59	\$1,377.58
05	\$1,146.94	\$1,168.64	\$1,190.78	\$1,213.39	\$1,236.46	\$1,259.99	\$1,284.02	\$1,308.55	\$1,333.58	\$1,359.10	\$1,386.26	\$1,414.01
06	\$1,185.20	\$1,206.99	\$1,229.17	\$1,251.78	\$1,274.89	\$1,298.41	\$1,322.42	\$1,346.92	\$1,371.91	\$1,397.37	\$1,425.31	\$1,453.79
07	\$1,213.51	\$1,237.24	\$1,261.45	\$1,286.22	\$1,311.47	\$1,337.24	\$1,363.63	\$1,390.45	\$1,417.95	\$1,445.98	\$1,474.92	\$1,504.40
08	\$1,240.00	\$1,265.60	\$1,291.75	\$1,318.55	\$1,345.94	\$1,373.95	\$1,402.53	\$1,431.74	\$1,461.65	\$1,492.25	\$1,522.04	\$1,552.53
09	\$1,284.02	\$1,311.99	\$1,340.62	\$1,369.95	\$1,399.87	\$1,430.56	\$1,461.98	\$1,494.13	\$1,527.02	\$1,560.67	\$1,591.90	\$1,623.72
10	\$1,330.66	\$1,360.49	\$1,390.92	\$1,422.12	\$1,454.12	\$1,486.80	\$1,520.30	\$1,554.65	\$1,591.54	\$1,629.69	\$1,662.29	\$1,695.54
11	\$1,374.21	\$1,406.65	\$1,439.91	\$1,473.98	\$1,508.90	\$1,544.75	\$1,582.76	\$1,622.72	\$1,663.64	\$1,705.64	\$1,739.74	\$1,774.50
12	\$1,431.17	\$1,465.33	\$1,500.29	\$1,536.15	\$1,573.68	\$1,613.73	\$1,654.73	\$1,696.82	\$1,739.99	\$1,784.18	\$1,819.86	\$1,856.27
12A	\$1,474.11	\$1,509.28	\$1,545.30	\$1,582.23	\$1,620.88	\$1,662.14	\$1,704.37	\$1,747.72	\$1,792.18	\$1,837.71	\$1,874.46	\$1,911.95
13	\$1,506.69	\$1,542.80	\$1,581.02	\$1,621.38	\$1,662.68	\$1,705.09	\$1,748.51	\$1,793.12	\$1,838.79	\$1,885.69	\$1,923.40	\$1,961.85
14	\$1,566.23	\$1,610.87	\$1,656.77	\$1,704.01	\$1,752.54	\$1,802.48	\$1,853.85	\$1,906.71	\$1,961.06	\$2,016.91	\$2,057.24	\$2,098.36
14A	\$1,613.22	\$1,659.19	\$1,706.47	\$1,755.13	\$1,805.11	\$1,856.56	\$1,909.47	\$1,963.91	\$2,019.89	\$2,077.41	\$2,118.96	\$2,161.31
15	\$1,645.33	\$1,693.75	\$1,743.59	\$1,794.92	\$1,847.72	\$1,902.08	\$1,958.08	\$2,015.68	\$2,074.99	\$2,136.10	\$2,178.82	\$2,222.40
16	\$1,734.30	\$1,787.10	\$1,841.42	\$1,897.48	\$1,955.24	\$2,014.73	\$2,076.06	\$2,139.24	\$2,204.37	\$2,271.40	\$2,316.85	\$2,363.20
17	\$1,838.79	\$1,893.73	\$1,950.33	\$2,008.67	\$2,068.64	\$2,130.41	\$2,194.09	\$2,259.70	\$2,327.24	\$2,396.82	\$2,444.73	\$2,493.62
17A	\$1,912.35	\$1,969.48	\$2,028.34	\$2,089.01	\$2,151.38	\$2,215.62	\$2,281.85	\$2,350.09	\$2,420.33	\$2,492.69	\$2,542.51	\$2,593.37
18	\$1,926.78	\$1,985.34	\$2,045.60	\$2,107.71	\$2,171.68	\$2,237.66	\$2,305.59	\$2,375.59	\$2,447.70	\$2,522.07	\$2,572.51	\$2,623.98
19	\$2,026.54	\$2,088.73	\$2,152.87	\$2,218.97	\$2,287.06	\$2,357.26	\$2,429.70	\$2,504.26	\$2,581.11	\$2,660.40	\$2,713.62	\$2,767.88
19A	\$2,107.60	\$2,172.27	\$2,238.99	\$2,307.72	\$2,378.54	\$2,451.56	\$2,526.90	\$2,604.44	\$2,684.35	\$2,766.82	\$2,822.16	\$2,878.59
20	\$2,135.44	\$2,199.69	\$2,265.94	\$2,334.11	\$2,404.28	\$2,476.69	\$2,551.22	\$2,628.02	\$2,707.12	\$2,788.57	\$2,844.34	\$2,901.25
21	\$2,234.67	\$2,303.00	\$2,373.35	\$2,445.96	\$2,520.70	\$2,597.79	\$2,677.21	\$2,759.01	\$2,843.32	\$2,930.25	\$2,988.84	\$3,048.65
21A	\$2,324.05	\$2,395.11	\$2,468.28	\$2,543.80	\$2,621.52	\$2,701.70	\$2,784.30	\$2,869.36	\$2,957.05	\$3,047.46	\$3,108.40	\$3,170.60
22	\$2,345.62	\$2,417.73	\$2,492.18	\$2,568.88	\$2,647.94	\$2,729.46	\$2,813.45	\$2,900.04	\$2,989.30	\$3,081.27	\$3,142.93	\$3,205.75
23	\$2,465.69	\$2,540.00	\$2,616.56	\$2,695.42	\$2,776.61	\$2,860.31	\$2,946.51	\$3,035.35	\$3,126.80	\$3,221.02	\$3,285.44	\$3,351.15
24	\$2,577.21	\$2,655.08	\$2,735.23	\$2,817.80	\$2,903.01	\$2,990.63	\$3,081.00	\$3,174.03	\$3,269.94	\$3,368.65	\$3,436.01	\$3,504.74
25	\$2,688.67	\$2,770.37	\$2,854.57	\$2,941.40	\$3,030.81	\$3,122.93	\$3,217.87	\$3,315.74	\$3,416.52	\$3,520.38	\$3,590.79	\$3,662.60
26	\$2,787.93	\$2,873.20	\$2,960.96	\$3,051.49	\$3,144.76	\$3,240.91	\$3,339.94	\$3,442.04	\$3,547.25	\$3,655.70	\$3,728.81	\$3,803.41
C19	\$2,151.20	\$2,217.21	\$2,285.32	\$2,355.48	\$2,427.76	\$2,502.28	\$2,579.19	\$2,658.33	\$2,739.88	\$2,824.06	\$2,880.55	\$2,938.16
C20	\$2,258.76	\$2,328.08	\$2,399.59	\$2,473.26	\$2,549.15	\$2,627.40	\$2,708.15	\$2,791.25	\$2,876.88	\$2,965.26	\$3,024.59	\$3,085.07
C21	\$2,371.70	\$2,444.48	\$2,519.57	\$2,596.92	\$2,676.60	\$2,758.76	\$2,843.56	\$2,930.82	\$3,020.73	\$3,113.53	\$3,175.81	\$3,239.33

C22	\$2,490.75	\$2,566.91	\$2,645.33	\$2,726.24	\$2,809.55	\$2,895.48	\$2,984.02	\$3,075.17	\$3,169.15	\$3,266.04	\$3,331.34	\$3,398.01
C23	\$2,615.28	\$2,695.26	\$2,777.59	\$2,862.55	\$2,950.02	\$3,040.25	\$3,133.22	\$3,228.92	\$3,327.61	\$3,429.34	\$3,497.92	\$3,567.91

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,135.44	\$2,199.69	\$2,265.93	\$2,334.10	\$2,404.29	\$2,476.69	\$2,551.22	\$2,628.02	\$2,707.11	\$2,788.58	\$2,844.34	\$2,901.25
21	\$2,234.66	\$2,303.00	\$2,373.35	\$2,445.95	\$2,520.69	\$2,597.80	\$2,677.22	\$2,759.01	\$2,843.31	\$2,930.25	\$2,988.84	\$3,048.65
22	\$2,345.62	\$2,417.73	\$2,492.17	\$2,568.88	\$2,647.94	\$2,729.45	\$2,813.46	\$2,900.04	\$2,989.29	\$3,081.27	\$3,142.93	\$3,205.75
22A	\$2,415.99	\$2,490.26	\$2,566.93	\$2,645.95	\$2,727.38	\$2,811.33	\$2,897.86	\$2,987.04	\$3,078.97	\$3,173.70	\$3,237.21	\$3,301.92
24	\$2,577.22	\$2,655.09	\$2,735.23	\$2,817.81	\$2,903.01	\$2,990.63	\$3,081.01	\$3,174.03	\$3,269.93	\$3,368.65	\$3,436.01	\$3,504.74
24A	\$2,654.54	\$2,734.74	\$2,817.29	\$2,902.35	\$2,990.11	\$3,080.35	\$3,173.43	\$3,269.25	\$3,368.03	\$3,469.71	\$3,539.09	\$3,609.88
25	\$2,688.66	\$2,770.37	\$2,854.57	\$2,941.40	\$3,030.82	\$3,122.93	\$3,217.87	\$3,315.75	\$3,416.52	\$3,520.38	\$3,590.79	\$3,662.60
25A	\$2,823.09	\$2,908.89	\$2,997.30	\$3,088.48	\$3,182.36	\$3,279.09	\$3,378.76	\$3,481.55	\$3,587.35	\$3,696.40	\$3,770.33	\$3,845.73
25B	\$2,876.87	\$2,964.29	\$3,054.40	\$3,147.31	\$3,242.97	\$3,341.54	\$3,443.12	\$3,547.86	\$3,655.68	\$3,766.81	\$3,842.15	\$3,918.97
26	\$2,787.93	\$2,873.19	\$2,960.96	\$3,051.49	\$3,144.77	\$3,240.92	\$3,339.94	\$3,442.04	\$3,547.24	\$3,655.70	\$3,728.81	\$3,803.40
26A	\$2,871.56	\$2,959.39	\$3,049.79	\$3,143.04	\$3,239.11	\$3,338.14	\$3,440.14	\$3,545.31	\$3,653.66	\$3,765.37	\$3,840.68	\$3,917.50
27A	\$3,035.63	\$3,128.47	\$3,224.04	\$3,322.62	\$3,424.18	\$3,528.86	\$3,636.70	\$3,747.87	\$3,862.42	\$3,980.51	\$4,060.12	\$4,141.33
27B	\$3,093.45	\$3,188.06	\$3,285.45	\$3,385.90	\$3,489.40	\$3,596.08	\$3,705.97	\$3,819.26	\$3,935.99	\$4,056.34	\$4,137.46	\$4,220.21

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

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,785.11	\$1,903.59	\$2,022.09	\$2,140.59	\$2,259.07	\$2,377.54	\$2,496.06	\$2,614.53	\$2,733.01	\$2,851.51
90B	\$1,929.02	\$2,059.97	\$2,190.90	\$2,321.85	\$2,452.83	\$2,583.75	\$2,714.70	\$2,845.66	\$2,976.60	\$3,107.54
90C	\$2,052.71	\$2,188.41	\$2,324.16	\$2,459.83	\$2,595.53	\$2,731.27	\$2,866.97	\$3,002.68	\$3,138.39	\$3,274.09
92A	\$3,849.53									
93A	\$1,963.63	\$2,093.95	\$2,224.30	\$2,354.62	\$2,484.98	\$2,615.29	\$2,745.63	\$2,875.96	\$3,006.32	\$3,136.66
93B	\$2,121.92	\$2,265.95	\$2,410.01	\$2,554.05	\$2,698.07	\$2,842.13	\$2,986.15	\$3,130.24	\$3,274.26	\$3,418.30
93C	\$2,257.98	\$2,407.25	\$2,556.54	\$2,705.84	\$2,855.11	\$3,004.38	\$3,153.65	\$3,302.95	\$3,452.22	\$3,601.50

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	\$1,092.66	\$1,124.83	\$1,157.92	\$1,192.01	\$1,227.07	\$1,263.18	\$1,300.37	\$1,338.62	\$1,378.01	\$1,418.60	\$1,446.96	\$1,475.90
90A	\$2,140.47	\$2,282.42	\$2,424.37	\$2,566.32	\$2,708.26	\$2,850.78	\$2,992.73	\$3,134.67	\$3,276.63	\$3,419.14		
90B	\$2,312.72	\$2,469.81	\$2,626.92	\$2,784.01	\$2,941.11	\$3,097.66	\$3,254.74	\$3,411.85	\$3,568.95	\$3,726.04		
90C	\$2,460.83	\$2,623.54	\$2,786.81	\$2,948.97	\$3,112.24	\$3,274.95	\$3,437.66	\$3,600.36	\$3,763.07	\$3,925.79		
92A	\$4,615.35											
93A	\$2,354.24	\$2,510.76	\$2,666.74	\$2,823.29	\$2,979.27	\$3,135.80	\$3,291.77	\$3,448.31	\$3,604.30	\$3,760.82		
93B	\$2,543.88	\$2,716.68	\$2,889.50	\$3,062.30	\$3,235.11	\$3,407.91	\$3,580.16	\$3,752.99	\$3,925.79	\$4,098.58		
93C	\$2,707.15	\$2,886.12	\$3,065.11	\$3,244.09	\$3,423.06	\$3,602.04	\$3,781.03	\$3,960.01	\$4,138.99	\$4,317.98		

Increase
of 2.00% effective 1/6/2019

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,086.29	\$1,104.39	\$1,122.90	\$1,141.68	\$1,160.84	\$1,180.28	\$1,200.09	\$1,220.36	\$1,240.88	\$1,261.87	\$1,287.12	\$1,312.84
02	\$1,105.98	\$1,124.11	\$1,142.53	\$1,161.39	\$1,180.52	\$1,200.00	\$1,219.84	\$1,240.00	\$1,260.60	\$1,281.52	\$1,307.18	\$1,333.28
03	\$1,122.56	\$1,143.03	\$1,163.79	\$1,185.07	\$1,206.73	\$1,228.88	\$1,251.32	\$1,274.36	\$1,297.73	\$1,321.64	\$1,348.06	\$1,375.05
04	\$1,151.59	\$1,172.00	\$1,192.87	\$1,214.16	\$1,235.84	\$1,257.88	\$1,280.39	\$1,303.42	\$1,326.79	\$1,350.61	\$1,377.60	\$1,405.13
05	\$1,169.88	\$1,192.01	\$1,214.60	\$1,237.66	\$1,261.19	\$1,285.19	\$1,309.70	\$1,334.72	\$1,360.25	\$1,386.28	\$1,413.99	\$1,442.29
06	\$1,208.90	\$1,231.13	\$1,253.75	\$1,276.82	\$1,300.39	\$1,324.38	\$1,348.87	\$1,373.86	\$1,399.35	\$1,425.32	\$1,453.82	\$1,482.87
07	\$1,237.78	\$1,261.98	\$1,286.68	\$1,311.94	\$1,337.70	\$1,363.98	\$1,390.90	\$1,418.26	\$1,446.31	\$1,474.90	\$1,504.42	\$1,534.49
08	\$1,264.80	\$1,290.91	\$1,317.59	\$1,344.92	\$1,372.86	\$1,401.43	\$1,430.58	\$1,460.37	\$1,490.88	\$1,522.10	\$1,552.48	\$1,583.58
09	\$1,309.70	\$1,338.23	\$1,367.43	\$1,397.35	\$1,427.87	\$1,459.17	\$1,491.22	\$1,524.01	\$1,557.56	\$1,591.88	\$1,623.74	\$1,656.19
10	\$1,357.27	\$1,387.70	\$1,418.74	\$1,450.56	\$1,483.20	\$1,516.54	\$1,550.71	\$1,585.74	\$1,623.37	\$1,662.28	\$1,695.54	\$1,729.45
11	\$1,401.69	\$1,434.78	\$1,468.71	\$1,503.46	\$1,539.08	\$1,575.65	\$1,614.42	\$1,655.17	\$1,696.91	\$1,739.75	\$1,774.53	\$1,809.99
12	\$1,459.79	\$1,494.64	\$1,530.30	\$1,566.87	\$1,605.15	\$1,646.00	\$1,687.82	\$1,730.76	\$1,774.79	\$1,819.86	\$1,856.26	\$1,893.40
12A	\$1,503.59	\$1,539.47	\$1,576.21	\$1,613.87	\$1,653.30	\$1,695.38	\$1,738.46	\$1,782.67	\$1,828.02	\$1,874.46	\$1,911.95	\$1,950.19
13	\$1,536.82	\$1,573.66	\$1,612.64	\$1,653.81	\$1,695.93	\$1,739.19	\$1,783.48	\$1,828.98	\$1,875.57	\$1,923.40	\$1,961.87	\$2,001.09
14	\$1,597.55	\$1,643.09	\$1,689.91	\$1,738.09	\$1,787.59	\$1,838.53	\$1,890.93	\$1,944.84	\$2,000.28	\$2,057.25	\$2,098.38	\$2,140.33
14A	\$1,645.48	\$1,692.37	\$1,740.60	\$1,790.23	\$1,841.21	\$1,893.69	\$1,947.66	\$2,003.19	\$2,060.29	\$2,118.96	\$2,161.34	\$2,204.54
15	\$1,678.24	\$1,727.63	\$1,778.46	\$1,830.82	\$1,884.67	\$1,940.12	\$1,997.24	\$2,055.99	\$2,116.49	\$2,178.82	\$2,222.40	\$2,266.85
16	\$1,768.99	\$1,822.84	\$1,878.25	\$1,935.43	\$1,994.34	\$2,055.02	\$2,117.58	\$2,182.02	\$2,248.46	\$2,316.83	\$2,363.19	\$2,410.46
17	\$1,875.57	\$1,931.60	\$1,989.34	\$2,048.84	\$2,110.01	\$2,173.02	\$2,237.97	\$2,304.89	\$2,373.78	\$2,444.76	\$2,493.62	\$2,543.49
17A	\$1,950.60	\$2,008.87	\$2,068.91	\$2,130.79	\$2,194.41	\$2,259.93	\$2,327.49	\$2,397.09	\$2,468.74	\$2,542.54	\$2,593.36	\$2,645.24
18	\$1,965.32	\$2,025.05	\$2,086.51	\$2,149.86	\$2,215.11	\$2,282.41	\$2,351.70	\$2,423.10	\$2,496.65	\$2,572.51	\$2,623.96	\$2,676.46
19	\$2,067.07	\$2,130.50	\$2,195.93	\$2,263.35	\$2,332.80	\$2,404.41	\$2,478.29	\$2,554.35	\$2,632.73	\$2,713.61	\$2,767.89	\$2,823.24
19A	\$2,149.75	\$2,215.72	\$2,283.77	\$2,353.87	\$2,426.11	\$2,500.59	\$2,577.44	\$2,656.53	\$2,738.04	\$2,822.16	\$2,878.60	\$2,936.16
20	\$2,178.15	\$2,243.68	\$2,311.26	\$2,380.79	\$2,452.37	\$2,526.22	\$2,602.24	\$2,680.58	\$2,761.26	\$2,844.34	\$2,901.23	\$2,959.28
21	\$2,279.36	\$2,349.06	\$2,420.82	\$2,494.88	\$2,571.11	\$2,649.75	\$2,730.75	\$2,814.19	\$2,900.19	\$2,988.86	\$3,048.62	\$3,109.62
21A	\$2,370.53	\$2,443.01	\$2,517.65	\$2,594.68	\$2,673.95	\$2,755.73	\$2,839.99	\$2,926.75	\$3,016.19	\$3,108.41	\$3,170.57	\$3,234.01
22	\$2,392.53	\$2,466.08	\$2,542.02	\$2,620.26	\$2,700.90	\$2,784.05	\$2,869.72	\$2,958.04	\$3,049.09	\$3,142.90	\$3,205.79	\$3,269.87
23	\$2,515.00	\$2,590.80	\$2,668.89	\$2,749.33	\$2,832.14	\$2,917.52	\$3,005.44	\$3,096.06	\$3,189.34	\$3,285.44	\$3,351.15	\$3,418.17
24	\$2,628.75	\$2,708.18	\$2,789.93	\$2,874.16	\$2,961.07	\$3,050.44	\$3,142.62	\$3,237.51	\$3,335.34	\$3,436.02	\$3,504.73	\$3,574.83
25	\$2,742.44	\$2,825.78	\$2,911.66	\$3,000.23	\$3,091.43	\$3,185.39	\$3,282.23	\$3,382.05	\$3,484.85	\$3,590.79	\$3,662.61	\$3,735.85
26	\$2,843.69	\$2,930.66	\$3,020.18	\$3,112.52	\$3,207.66	\$3,305.73	\$3,406.74	\$3,510.88	\$3,618.20	\$3,728.81	\$3,803.39	\$3,879.48
C19	\$2,194.22	\$2,261.55	\$2,331.03	\$2,402.59	\$2,476.32	\$2,552.33	\$2,630.77	\$2,711.50	\$2,794.68	\$2,880.54	\$2,938.16	\$2,996.92
C20	\$2,303.94	\$2,374.64	\$2,447.58	\$2,522.73	\$2,600.13	\$2,679.95	\$2,762.31	\$2,847.08	\$2,934.42	\$3,024.57	\$3,085.08	\$3,146.77
C21	\$2,419.13	\$2,493.37	\$2,569.96	\$2,648.86	\$2,730.13	\$2,813.94	\$2,900.43	\$2,989.44	\$3,081.14	\$3,175.80	\$3,239.33	\$3,304.12

C22	\$2,540.57	\$2,618.25	\$2,698.24	\$2,780.76	\$2,865.74	\$2,953.39	\$3,043.70	\$3,136.67	\$3,232.53	\$3,331.36	\$3,397.97	\$3,465.97
C23	\$2,667.59	\$2,749.17	\$2,833.14	\$2,919.80	\$3,009.02	\$3,101.06	\$3,195.88	\$3,293.50	\$3,394.16	\$3,497.93	\$3,567.88	\$3,639.27

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,178.15	\$2,243.68	\$2,311.25	\$2,380.78	\$2,452.38	\$2,526.22	\$2,602.24	\$2,680.58	\$2,761.25	\$2,844.35	\$2,901.23	\$2,959.28
21	\$2,279.35	\$2,349.06	\$2,420.82	\$2,494.87	\$2,571.10	\$2,649.76	\$2,730.76	\$2,814.19	\$2,900.18	\$2,988.86	\$3,048.62	\$3,109.62
22	\$2,392.53	\$2,466.08	\$2,542.01	\$2,620.26	\$2,700.90	\$2,784.04	\$2,869.73	\$2,958.04	\$3,049.08	\$3,142.90	\$3,205.79	\$3,269.87
22A	\$2,464.31	\$2,540.07	\$2,618.27	\$2,698.87	\$2,781.93	\$2,867.56	\$2,955.82	\$3,046.78	\$3,140.55	\$3,237.17	\$3,301.95	\$3,367.96
24	\$2,628.76	\$2,708.19	\$2,789.93	\$2,874.17	\$2,961.07	\$3,050.44	\$3,142.63	\$3,237.51	\$3,335.33	\$3,436.02	\$3,504.73	\$3,574.83
24A	\$2,707.63	\$2,789.43	\$2,873.64	\$2,960.40	\$3,049.91	\$3,141.96	\$3,236.90	\$3,334.64	\$3,435.39	\$3,539.10	\$3,609.87	\$3,682.08
25	\$2,742.43	\$2,825.78	\$2,911.66	\$3,000.23	\$3,091.44	\$3,185.39	\$3,282.23	\$3,382.07	\$3,484.85	\$3,590.79	\$3,662.61	\$3,735.85
25A	\$2,879.55	\$2,967.07	\$3,057.25	\$3,150.25	\$3,246.01	\$3,344.67	\$3,446.34	\$3,551.18	\$3,659.10	\$3,770.33	\$3,845.74	\$3,922.64
25B	\$2,934.41	\$3,023.58	\$3,115.49	\$3,210.26	\$3,307.83	\$3,408.37	\$3,511.98	\$3,618.82	\$3,728.79	\$3,842.15	\$3,918.99	\$3,997.35
26	\$2,843.69	\$2,930.65	\$3,020.18	\$3,112.52	\$3,207.67	\$3,305.74	\$3,406.74	\$3,510.88	\$3,618.18	\$3,728.81	\$3,803.39	\$3,879.47
26A	\$2,928.99	\$3,018.58	\$3,110.79	\$3,205.90	\$3,303.89	\$3,404.90	\$3,508.94	\$3,616.22	\$3,726.73	\$3,840.68	\$3,917.49	\$3,995.85
27A	\$3,096.34	\$3,191.04	\$3,288.52	\$3,389.07	\$3,492.66	\$3,599.44	\$3,709.43	\$3,822.83	\$3,939.67	\$4,060.12	\$4,141.32	\$4,224.16
27B	\$3,155.32	\$3,251.82	\$3,351.16	\$3,453.62	\$3,559.19	\$3,668.00	\$3,780.09	\$3,895.65	\$4,014.71	\$4,137.47	\$4,220.21	\$4,304.61

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

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,820.81	\$1,941.66	\$2,062.53	\$2,183.40	\$2,304.25	\$2,425.09	\$2,545.98	\$2,666.82	\$2,787.67	\$2,908.54
90B	\$1,967.60	\$2,101.17	\$2,234.72	\$2,368.29	\$2,501.89	\$2,635.43	\$2,768.99	\$2,902.57	\$3,036.13	\$3,169.69
90C	\$2,093.76	\$2,232.18	\$2,370.64	\$2,509.03	\$2,647.44	\$2,785.90	\$2,924.31	\$3,062.73	\$3,201.16	\$3,339.57
92A	\$3,926.52									
93A	\$2,002.90	\$2,135.83	\$2,268.79	\$2,401.71	\$2,534.68	\$2,667.60	\$2,800.54	\$2,933.48	\$3,066.45	\$3,199.39
93B	\$2,164.36	\$2,311.27	\$2,458.21	\$2,605.13	\$2,752.03	\$2,898.97	\$3,045.87	\$3,192.84	\$3,339.75	\$3,486.67
93C	\$2,303.14	\$2,455.40	\$2,607.67	\$2,759.96	\$2,912.21	\$3,064.47	\$3,216.72	\$3,369.01	\$3,521.26	\$3,673.53

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	\$1,114.51	\$1,147.33	\$1,181.08	\$1,215.85	\$1,251.61	\$1,288.44	\$1,326.38	\$1,365.39	\$1,405.57	\$1,446.97	\$1,475.90	\$1,505.42
90A	\$2,183.28	\$2,328.07	\$2,472.86	\$2,617.65	\$2,762.43	\$2,907.80	\$3,052.58	\$3,197.36	\$3,342.16	\$3,487.52		
90B	\$2,358.97	\$2,519.21	\$2,679.46	\$2,839.69	\$2,999.93	\$3,159.61	\$3,319.83	\$3,480.09	\$3,640.33	\$3,800.56		
90C	\$2,510.05	\$2,676.01	\$2,842.55	\$3,007.95	\$3,174.48	\$3,340.45	\$3,506.41	\$3,672.37	\$3,838.33	\$4,004.31		
92A	\$4,707.66											
93A	\$2,401.32	\$2,560.98	\$2,720.07	\$2,879.76	\$3,038.86	\$3,198.52	\$3,357.61	\$3,517.28	\$3,676.39	\$3,836.04		
93B	\$2,594.76	\$2,771.01	\$2,947.29	\$3,123.55	\$3,299.81	\$3,476.07	\$3,651.76	\$3,828.05	\$4,004.31	\$4,180.55		
93C	\$2,761.29	\$2,943.84	\$3,126.41	\$3,308.97	\$3,491.52	\$3,674.08	\$3,856.65	\$4,039.21	\$4,221.77	\$4,404.34		

