



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

CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lieutenant Governor

MICHAEL J. HEFFERNAN  
Secretary

RONALD J. ARIGO  
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

**ISSUED IN CONJUNCTION WITH:** Catharine Hornby, Budget Director  
Executive Office for Administration and Finance

**DATE:** October 29, 2018

**RE:** Implementation of the January 1, 2017 1% Salary Increase Associated with Revenue Trigger for the Commonwealth – Alliance, AFSCME-SEIU Local 509 Units 8 & 10 Collective Bargaining Agreement

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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) authorized the implementation of the provisions of the new agreement effective June 10, 2018, unless otherwise indicated.

### **Confidential, Intermittent, Short-Term Employees**

In accordance with Section 46 of Chapter 30 of the Massachusetts General Laws, the salary rate increases will apply to employees in confidential positions who would otherwise be included in these collective bargaining units and to intermittent and short-term employees who are incumbents of positions in titles assigned to this collective bargaining unit. ***Employees who are appointed to nine-hundred sixty (960) hour positions, (retirees occupying so-called PR position types), will not be eligible for the aforementioned salary rate increases.***

This Memorandum retroactively implements the January 8, 2017 1% salary increase associated

with the Commonwealth realizing the FY 2018 tax revenue trigger threshold as required by Article 12.1.B of said Agreement. The new salary charts will be implemented the pay period beginning November 11, 2018. Retroactive payments will become effective the subsequent pay period. Instructions regarding retroactive payments will be sent out in a separate correspondence from the Office of the Comptroller. Information and implementation instructions from the Human Resources Division (HRD) and the Executive Office for Administration and Finance (A&F) are provided herein.

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## **HR/CMS INSTRUCTIONS**

Detailed instructions along with a frequently asked questions document will be available on 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 ADMINISTRATION AND FINANCE**

Section 67 of Chapter 273 of the Acts of 2018 includes an appropriation (1599-4449) to fund incremental costs of the SEIU Local 509 collective bargaining agreement.

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

Increase of 1% + 1% Revenue  
Trigger 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	\$1,054.55	\$1,072.13	\$1,090.08	\$1,108.31	\$1,126.92	\$1,145.79	\$1,165.02	\$1,184.70	\$1,204.63	\$1,225.00	\$1,249.51	\$1,274.48
02	\$1,073.66	\$1,091.26	\$1,109.15	\$1,127.45	\$1,146.03	\$1,164.93	\$1,184.19	\$1,203.77	\$1,223.77	\$1,244.07	\$1,268.98	\$1,294.33
03	\$1,089.76	\$1,109.64	\$1,129.79	\$1,150.44	\$1,171.47	\$1,192.97	\$1,214.76	\$1,237.12	\$1,259.80	\$1,283.02	\$1,308.68	\$1,334.88
04	\$1,117.94	\$1,137.75	\$1,158.02	\$1,178.68	\$1,199.73	\$1,221.13	\$1,242.98	\$1,265.33	\$1,288.01	\$1,311.15	\$1,337.35	\$1,364.08
05	\$1,135.69	\$1,157.19	\$1,179.10	\$1,201.50	\$1,224.34	\$1,247.63	\$1,271.43	\$1,295.72	\$1,320.50	\$1,345.77	\$1,372.67	\$1,400.14
06	\$1,173.58	\$1,195.15	\$1,217.12	\$1,239.51	\$1,262.39	\$1,285.68	\$1,309.45	\$1,333.72	\$1,358.46	\$1,383.67	\$1,411.33	\$1,439.53
07	\$1,201.62	\$1,225.11	\$1,249.09	\$1,273.61	\$1,298.61	\$1,324.13	\$1,350.26	\$1,376.82	\$1,404.05	\$1,431.81	\$1,460.46	\$1,489.65
08	\$1,227.85	\$1,253.19	\$1,279.08	\$1,305.63	\$1,332.75	\$1,360.48	\$1,388.78	\$1,417.71	\$1,447.32	\$1,477.62	\$1,507.12	\$1,537.31
09	\$1,271.43	\$1,299.12	\$1,327.47	\$1,356.52	\$1,386.14	\$1,416.54	\$1,447.64	\$1,479.48	\$1,512.05	\$1,545.37	\$1,576.30	\$1,607.80
10	\$1,317.62	\$1,347.15	\$1,377.29	\$1,408.18	\$1,439.87	\$1,472.23	\$1,505.39	\$1,539.41	\$1,575.93	\$1,613.72	\$1,646.00	\$1,678.91
11	\$1,360.73	\$1,392.86	\$1,425.80	\$1,459.53	\$1,494.10	\$1,529.60	\$1,567.25	\$1,606.81	\$1,647.33	\$1,688.92	\$1,722.69	\$1,757.11
12	\$1,417.14	\$1,450.97	\$1,485.58	\$1,521.09	\$1,558.25	\$1,597.91	\$1,638.50	\$1,680.19	\$1,722.93	\$1,766.69	\$1,802.02	\$1,838.07
12A	\$1,459.66	\$1,494.49	\$1,530.15	\$1,566.72	\$1,604.99	\$1,645.85	\$1,687.66	\$1,730.58	\$1,774.61	\$1,819.70	\$1,856.09	\$1,893.20
13	\$1,491.92	\$1,527.68	\$1,565.52	\$1,605.49	\$1,646.38	\$1,688.38	\$1,731.37	\$1,775.54	\$1,820.77	\$1,867.21	\$1,904.55	\$1,942.61
14	\$1,550.88	\$1,595.07	\$1,640.52	\$1,687.31	\$1,735.36	\$1,784.81	\$1,835.68	\$1,888.01	\$1,941.84	\$1,997.13	\$2,037.07	\$2,077.79
14A	\$1,597.41	\$1,642.93	\$1,689.74	\$1,737.93	\$1,787.42	\$1,838.36	\$1,890.75	\$1,944.65	\$2,000.08	\$2,057.05	\$2,098.18	\$2,140.12
15	\$1,629.20	\$1,677.15	\$1,726.49	\$1,777.33	\$1,829.60	\$1,883.43	\$1,938.89	\$1,995.92	\$2,054.64	\$2,115.16	\$2,157.46	\$2,200.61
16	\$1,717.29	\$1,769.58	\$1,823.36	\$1,878.87	\$1,936.07	\$1,994.98	\$2,055.70	\$2,118.26	\$2,182.76	\$2,249.13	\$2,294.13	\$2,340.03
17	\$1,820.77	\$1,875.17	\$1,931.21	\$1,988.97	\$2,048.36	\$2,109.53	\$2,172.58	\$2,237.54	\$2,304.43	\$2,373.32	\$2,420.76	\$2,469.18
17A	\$1,893.60	\$1,950.17	\$2,008.46	\$2,068.53	\$2,130.29	\$2,193.90	\$2,259.48	\$2,327.05	\$2,396.60	\$2,468.25	\$2,517.59	\$2,567.95
18	\$1,907.89	\$1,965.87	\$2,025.54	\$2,087.04	\$2,150.39	\$2,215.72	\$2,282.98	\$2,352.30	\$2,423.71	\$2,497.35	\$2,547.29	\$2,598.26
19	\$2,006.67	\$2,068.25	\$2,131.77	\$2,197.21	\$2,264.64	\$2,334.15	\$2,405.88	\$2,479.71	\$2,555.81	\$2,634.32	\$2,687.01	\$2,740.75
19A	\$2,086.93	\$2,150.98	\$2,217.04	\$2,285.09	\$2,355.22	\$2,427.52	\$2,502.12	\$2,578.90	\$2,658.04	\$2,739.70	\$2,794.49	\$2,850.37
20	\$2,114.51	\$2,178.13	\$2,243.73	\$2,311.22	\$2,380.71	\$2,452.41	\$2,526.21	\$2,602.25	\$2,680.58	\$2,761.23	\$2,816.46	\$2,872.80
21	\$2,212.76	\$2,280.42	\$2,350.08	\$2,421.98	\$2,495.98	\$2,572.32	\$2,650.97	\$2,731.96	\$2,815.45	\$2,901.52	\$2,959.54	\$3,018.76
21A	\$2,301.26	\$2,371.63	\$2,444.08	\$2,518.86	\$2,595.82	\$2,675.22	\$2,757.01	\$2,841.23	\$2,928.06	\$3,017.59	\$3,077.92	\$3,139.51

22	\$2,322.63	\$2,394.02	\$2,467.74	\$2,543.70	\$2,621.98	\$2,702.70	\$2,785.86	\$2,871.61	\$2,960.00	\$3,051.06	\$3,112.11	\$3,174.32
23	\$2,441.51	\$2,515.10	\$2,590.90	\$2,669.00	\$2,749.39	\$2,832.27	\$2,917.63	\$3,005.59	\$3,096.14	\$3,189.44	\$3,253.23	\$3,318.29
24	\$2,551.95	\$2,629.05	\$2,708.42	\$2,790.18	\$2,874.55	\$2,961.31	\$3,050.80	\$3,142.91	\$3,237.88	\$3,335.63	\$3,402.33	\$3,470.38
25	\$2,662.31	\$2,743.21	\$2,826.59	\$2,912.57	\$3,001.09	\$3,092.32	\$3,186.32	\$3,283.24	\$3,383.03	\$3,485.86	\$3,555.58	\$3,626.69
26	\$2,760.59	\$2,845.03	\$2,931.93	\$3,021.58	\$3,113.93	\$3,209.13	\$3,307.19	\$3,408.30	\$3,512.48	\$3,619.86	\$3,692.26	\$3,766.12
C19	\$2,130.11	\$2,195.48	\$2,262.92	\$2,332.38	\$2,403.96	\$2,477.75	\$2,553.91	\$2,632.27	\$2,713.02	\$2,796.38	\$2,852.31	\$2,909.36
C20	\$2,236.61	\$2,305.25	\$2,376.07	\$2,449.01	\$2,524.16	\$2,601.64	\$2,681.60	\$2,763.89	\$2,848.67	\$2,936.19	\$2,994.93	\$3,054.83
C22	\$2,466.33	\$2,541.75	\$2,619.39	\$2,699.51	\$2,782.00	\$2,867.10	\$2,954.77	\$3,045.02	\$3,138.08	\$3,234.02	\$3,298.68	\$3,364.69

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,114.51	\$2,178.13	\$2,243.72	\$2,311.21	\$2,380.72	\$2,452.41	\$2,526.21	\$2,602.25	\$2,680.57	\$2,761.24	\$2,816.46	\$2,872.80
21	\$2,212.75	\$2,280.42	\$2,350.08	\$2,421.97	\$2,495.97	\$2,572.33	\$2,650.98	\$2,731.96	\$2,815.44	\$2,901.52	\$2,959.54	\$3,018.76
22	\$2,322.63	\$2,394.02	\$2,467.73	\$2,543.70	\$2,621.98	\$2,702.69	\$2,785.87	\$2,871.61	\$2,959.99	\$3,051.06	\$3,112.11	\$3,174.32
22A	\$2,392.31	\$2,465.84	\$2,541.77	\$2,620.01	\$2,700.64	\$2,783.77	\$2,869.45	\$2,957.75	\$3,048.79	\$3,142.58	\$3,205.48	\$3,269.55
24	\$2,551.96	\$2,629.06	\$2,708.42	\$2,790.19	\$2,874.55	\$2,961.31	\$3,050.81	\$3,142.91	\$3,237.87	\$3,335.63	\$3,402.33	\$3,470.38
24A	\$2,628.51	\$2,707.93	\$2,789.67	\$2,873.89	\$2,960.79	\$3,050.15	\$3,142.32	\$3,237.20	\$3,335.01	\$3,435.70	\$3,504.40	\$3,574.49
25	\$2,662.30	\$2,743.21	\$2,826.59	\$2,912.57	\$3,001.10	\$3,092.32	\$3,186.32	\$3,283.25	\$3,383.03	\$3,485.86	\$3,555.58	\$3,626.69
25A	\$2,795.42	\$2,880.37	\$2,967.92	\$3,058.20	\$3,151.16	\$3,246.94	\$3,345.64	\$3,447.41	\$3,552.18	\$3,660.16	\$3,733.36	\$3,808.02
25B	\$2,848.66	\$2,935.23	\$3,024.46	\$3,116.46	\$3,211.17	\$3,308.78	\$3,409.37	\$3,513.07	\$3,619.84	\$3,729.88	\$3,804.48	\$3,880.55
26	\$2,760.59	\$2,845.02	\$2,931.93	\$3,021.58	\$3,113.94	\$3,209.14	\$3,307.19	\$3,408.30	\$3,512.47	\$3,619.86	\$3,692.26	\$3,766.11
26A	\$2,843.40	\$2,930.37	\$3,019.89	\$3,112.22	\$3,207.36	\$3,305.42	\$3,406.42	\$3,510.55	\$3,617.84	\$3,728.46	\$3,803.02	\$3,879.10
27A	\$3,005.87	\$3,097.80	\$3,192.43	\$3,290.04	\$3,390.61	\$3,494.27	\$3,601.04	\$3,711.12	\$3,824.56	\$3,941.48	\$4,020.32	\$4,100.73
27B	\$3,063.12	\$3,156.81	\$3,253.24	\$3,352.71	\$3,455.19	\$3,560.83	\$3,669.63	\$3,781.81	\$3,897.40	\$4,016.57	\$4,096.89	\$4,178.83

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

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,767.61	\$1,884.92	\$2,002.26	\$2,119.61	\$2,236.92	\$2,354.23	\$2,471.59	\$2,588.89	\$2,706.21	\$2,823.56
90B	\$1,910.11	\$2,039.78	\$2,169.42	\$2,299.08	\$2,428.79	\$2,558.42	\$2,688.08	\$2,817.76	\$2,947.42	\$3,077.08
90C	\$2,032.58	\$2,166.96	\$2,301.38	\$2,435.72	\$2,570.09	\$2,704.50	\$2,838.86	\$2,973.24	\$3,107.62	\$3,241.99
92A	\$3,811.79									
93A	\$1,944.38	\$2,073.42	\$2,202.50	\$2,331.53	\$2,460.61	\$2,589.65	\$2,718.71	\$2,847.77	\$2,976.84	\$3,105.91
93B	\$2,101.11	\$2,243.74	\$2,386.38	\$2,529.01	\$2,671.62	\$2,814.26	\$2,956.88	\$3,099.55	\$3,242.16	\$3,384.78
93C	\$2,235.85	\$2,383.65	\$2,531.47	\$2,679.31	\$2,827.12	\$2,974.92	\$3,122.73	\$3,270.57	\$3,418.38	\$3,566.19

**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	\$928.87	\$951.12	\$974.68	\$999.58	\$1,025.02	\$1,051.18	\$1,077.95	\$1,105.45	\$1,133.61	\$1,162.52	\$1,185.77	\$1,209.48
90A	\$2,119.49	\$2,260.05	\$2,400.60	\$2,541.16	\$2,681.71	\$2,822.83	\$2,963.39	\$3,103.94	\$3,244.50	\$3,385.62		
90B	\$2,290.04	\$2,445.59	\$2,601.16	\$2,756.71	\$2,912.27	\$3,067.29	\$3,222.83	\$3,378.40	\$3,533.96	\$3,689.51		
90C	\$2,436.71	\$2,597.82	\$2,759.49	\$2,920.06	\$3,081.73	\$3,242.85	\$3,403.95	\$3,565.06	\$3,726.17	\$3,887.30		
92A	\$4,570.10											
93A	\$2,331.16	\$2,486.15	\$2,640.59	\$2,795.61	\$2,950.06	\$3,105.05	\$3,259.50	\$3,414.51	\$3,568.97	\$3,723.95		
93B	\$2,518.94	\$2,690.04	\$2,861.17	\$3,032.27	\$3,203.40	\$3,374.50	\$3,545.06	\$3,716.19	\$3,887.30	\$4,058.40		
93C	\$2,680.61	\$2,857.83	\$3,035.06	\$3,212.28	\$3,389.50	\$3,566.72	\$3,743.96	\$3,921.18	\$4,098.41	\$4,275.64		

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	\$1,075.64	\$1,093.57	\$1,111.88	\$1,130.48	\$1,149.46	\$1,168.71	\$1,188.32	\$1,208.39	\$1,228.72	\$1,249.50	\$1,274.50	\$1,299.97
02	\$1,095.13	\$1,113.09	\$1,131.33	\$1,150.00	\$1,168.95	\$1,188.23	\$1,207.87	\$1,227.85	\$1,248.25	\$1,268.95	\$1,294.36	\$1,320.22
03	\$1,111.56	\$1,131.83	\$1,152.39	\$1,173.45	\$1,194.90	\$1,216.83	\$1,239.06	\$1,261.86	\$1,285.00	\$1,308.68	\$1,334.85	\$1,361.58
04	\$1,140.30	\$1,160.51	\$1,181.18	\$1,202.25	\$1,223.72	\$1,245.55	\$1,267.84	\$1,290.64	\$1,313.77	\$1,337.37	\$1,364.10	\$1,391.36
05	\$1,158.40	\$1,180.33	\$1,202.68	\$1,225.53	\$1,248.83	\$1,272.58	\$1,296.86	\$1,321.63	\$1,346.91	\$1,372.69	\$1,400.12	\$1,428.14
06	\$1,197.05	\$1,219.05	\$1,241.46	\$1,264.30	\$1,287.64	\$1,311.39	\$1,335.64	\$1,360.39	\$1,385.63	\$1,411.34	\$1,439.56	\$1,468.32
07	\$1,225.65	\$1,249.61	\$1,274.07	\$1,299.08	\$1,324.58	\$1,350.61	\$1,377.27	\$1,404.36	\$1,432.13	\$1,460.45	\$1,489.67	\$1,519.44
08	\$1,252.41	\$1,278.25	\$1,304.66	\$1,331.74	\$1,359.41	\$1,387.69	\$1,416.56	\$1,446.06	\$1,476.27	\$1,507.17	\$1,537.26	\$1,568.06
09	\$1,296.86	\$1,325.10	\$1,354.02	\$1,383.65	\$1,413.86	\$1,444.87	\$1,476.59	\$1,509.07	\$1,542.29	\$1,576.28	\$1,607.83	\$1,639.96
10	\$1,343.97	\$1,374.09	\$1,404.84	\$1,436.34	\$1,468.67	\$1,501.67	\$1,535.50	\$1,570.20	\$1,607.45	\$1,645.99	\$1,678.92	\$1,712.49
11	\$1,387.94	\$1,420.72	\$1,454.32	\$1,488.72	\$1,523.98	\$1,560.19	\$1,598.60	\$1,638.95	\$1,680.28	\$1,722.70	\$1,757.14	\$1,792.25
12	\$1,445.48	\$1,479.99	\$1,515.29	\$1,551.51	\$1,589.42	\$1,629.87	\$1,671.27	\$1,713.79	\$1,757.39	\$1,802.02	\$1,838.06	\$1,874.83
12A	\$1,488.85	\$1,524.38	\$1,560.75	\$1,598.05	\$1,637.09	\$1,678.77	\$1,721.41	\$1,765.19	\$1,810.10	\$1,856.09	\$1,893.21	\$1,931.06
13	\$1,521.76	\$1,558.23	\$1,596.83	\$1,637.60	\$1,679.31	\$1,722.15	\$1,766.00	\$1,811.05	\$1,857.19	\$1,904.55	\$1,942.64	\$1,981.46
14	\$1,581.90	\$1,626.97	\$1,673.33	\$1,721.06	\$1,770.07	\$1,820.51	\$1,872.39	\$1,925.77	\$1,980.68	\$2,037.07	\$2,077.81	\$2,119.35
14A	\$1,629.36	\$1,675.79	\$1,723.53	\$1,772.69	\$1,823.17	\$1,875.13	\$1,928.57	\$1,983.54	\$2,040.08	\$2,098.19	\$2,140.14	\$2,182.92
15	\$1,661.78	\$1,710.69	\$1,761.02	\$1,812.88	\$1,866.19	\$1,921.10	\$1,977.67	\$2,035.84	\$2,095.73	\$2,157.46	\$2,200.61	\$2,244.62
16	\$1,751.64	\$1,804.97	\$1,859.83	\$1,916.45	\$1,974.79	\$2,034.88	\$2,096.81	\$2,160.63	\$2,226.42	\$2,294.11	\$2,340.01	\$2,386.83
17	\$1,857.19	\$1,912.67	\$1,969.83	\$2,028.75	\$2,089.33	\$2,151.72	\$2,216.03	\$2,282.29	\$2,350.52	\$2,420.79	\$2,469.18	\$2,518.56
17A	\$1,931.47	\$1,989.17	\$2,048.63	\$2,109.90	\$2,172.90	\$2,237.78	\$2,304.67	\$2,373.59	\$2,444.53	\$2,517.62	\$2,567.94	\$2,619.31
18	\$1,946.05	\$2,005.19	\$2,066.05	\$2,128.78	\$2,193.40	\$2,260.03	\$2,328.64	\$2,399.35	\$2,472.18	\$2,547.30	\$2,598.24	\$2,650.23
19	\$2,046.80	\$2,109.62	\$2,174.41	\$2,241.15	\$2,309.93	\$2,380.83	\$2,454.00	\$2,529.30	\$2,606.93	\$2,687.01	\$2,740.75	\$2,795.57
19A	\$2,128.67	\$2,194.00	\$2,261.38	\$2,330.79	\$2,402.32	\$2,476.07	\$2,552.16	\$2,630.48	\$2,711.20	\$2,794.49	\$2,850.38	\$2,907.38
20	\$2,156.80	\$2,221.69	\$2,288.60	\$2,357.44	\$2,428.32	\$2,501.46	\$2,576.73	\$2,654.30	\$2,734.19	\$2,816.45	\$2,872.79	\$2,930.26
21	\$2,257.02	\$2,326.03	\$2,397.08	\$2,470.42	\$2,545.90	\$2,623.77	\$2,703.99	\$2,786.60	\$2,871.76	\$2,959.55	\$3,018.73	\$3,079.14

21A	\$2,347.29	\$2,419.06	\$2,492.96	\$2,569.24	\$2,647.74	\$2,728.72	\$2,812.15	\$2,898.05	\$2,986.62	\$3,077.94	\$3,139.48	\$3,202.30
22	\$2,369.08	\$2,441.90	\$2,517.09	\$2,594.57	\$2,674.42	\$2,756.75	\$2,841.58	\$2,929.04	\$3,019.20	\$3,112.08	\$3,174.35	\$3,237.81
23	\$2,490.34	\$2,565.40	\$2,642.72	\$2,722.38	\$2,804.38	\$2,888.92	\$2,975.98	\$3,065.70	\$3,158.06	\$3,253.23	\$3,318.29	\$3,384.66
24	\$2,602.99	\$2,681.63	\$2,762.59	\$2,845.98	\$2,932.04	\$3,020.54	\$3,111.82	\$3,205.77	\$3,302.64	\$3,402.34	\$3,470.38	\$3,539.79
25	\$2,715.56	\$2,798.07	\$2,883.12	\$2,970.82	\$3,061.11	\$3,154.17	\$3,250.05	\$3,348.90	\$3,450.69	\$3,555.58	\$3,626.69	\$3,699.22
26	\$2,815.80	\$2,901.93	\$2,990.57	\$3,082.01	\$3,176.21	\$3,273.31	\$3,373.33	\$3,476.47	\$3,582.73	\$3,692.26	\$3,766.11	\$3,841.44
C19	\$2,172.71	\$2,239.39	\$2,308.18	\$2,379.03	\$2,452.04	\$2,527.31	\$2,604.99	\$2,684.92	\$2,767.28	\$2,852.31	\$2,909.36	\$2,967.55
C20	\$2,281.34	\$2,351.36	\$2,423.59	\$2,497.99	\$2,574.64	\$2,653.67	\$2,735.23	\$2,819.17	\$2,905.64	\$2,994.91	\$3,054.83	\$3,115.93
C21	\$2,395.42	\$2,468.93	\$2,544.77	\$2,622.88	\$2,703.37	\$2,786.35	\$2,871.99	\$2,960.13	\$3,050.94	\$3,144.66	\$3,207.57	\$3,271.71
C22	\$2,515.66	\$2,592.59	\$2,671.78	\$2,753.50	\$2,837.64	\$2,924.44	\$3,013.87	\$3,105.92	\$3,200.84	\$3,298.70	\$3,364.65	\$3,431.98
C23	\$2,641.44	\$2,722.21	\$2,805.37	\$2,891.18	\$2,979.53	\$3,070.66	\$3,164.55	\$3,261.22	\$3,360.89	\$3,463.64	\$3,532.89	\$3,603.59

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,156.80	\$2,221.69	\$2,288.59	\$2,357.43	\$2,428.33	\$2,501.46	\$2,576.73	\$2,654.30	\$2,734.18	\$2,816.46	\$2,872.79	\$2,930.26
21	\$2,257.01	\$2,326.03	\$2,397.08	\$2,470.41	\$2,545.89	\$2,623.78	\$2,704.00	\$2,786.60	\$2,871.75	\$2,959.55	\$3,018.73	\$3,079.14
22	\$2,369.08	\$2,441.90	\$2,517.08	\$2,594.57	\$2,674.42	\$2,756.74	\$2,841.59	\$2,929.04	\$3,019.19	\$3,112.08	\$3,174.35	\$3,237.81
22A	\$2,440.16	\$2,515.16	\$2,592.61	\$2,672.41	\$2,754.65	\$2,839.45	\$2,926.84	\$3,016.91	\$3,109.77	\$3,205.43	\$3,269.59	\$3,334.94
24	\$2,603.00	\$2,681.64	\$2,762.59	\$2,845.99	\$2,932.04	\$3,020.54	\$3,111.83	\$3,205.77	\$3,302.63	\$3,402.34	\$3,470.38	\$3,539.79
24A	\$2,681.08	\$2,762.09	\$2,845.46	\$2,931.37	\$3,020.01	\$3,111.15	\$3,205.17	\$3,301.94	\$3,401.71	\$3,504.41	\$3,574.49	\$3,645.98
25	\$2,715.55	\$2,798.07	\$2,883.12	\$2,970.82	\$3,061.12	\$3,154.17	\$3,250.05	\$3,348.92	\$3,450.69	\$3,555.58	\$3,626.69	\$3,699.22
25A	\$2,851.33	\$2,937.98	\$3,027.28	\$3,119.36	\$3,214.18	\$3,311.88	\$3,412.55	\$3,516.36	\$3,623.22	\$3,733.36	\$3,808.03	\$3,884.18
25B	\$2,905.63	\$2,993.93	\$3,084.95	\$3,178.79	\$3,275.39	\$3,374.96	\$3,477.56	\$3,583.33	\$3,692.24	\$3,804.48	\$3,880.57	\$3,958.16
26	\$2,815.80	\$2,901.92	\$2,990.57	\$3,082.01	\$3,176.22	\$3,273.32	\$3,373.33	\$3,476.47	\$3,582.72	\$3,692.26	\$3,766.11	\$3,841.43
26A	\$2,900.27	\$2,988.98	\$3,080.29	\$3,174.46	\$3,271.51	\$3,371.53	\$3,474.55	\$3,580.76	\$3,690.20	\$3,803.03	\$3,879.08	\$3,956.68
27A	\$3,065.99	\$3,159.76	\$3,256.28	\$3,355.84	\$3,458.42	\$3,564.16	\$3,673.06	\$3,785.34	\$3,901.05	\$4,020.31	\$4,100.73	\$4,182.74
27B	\$3,124.38	\$3,219.95	\$3,318.30	\$3,419.76	\$3,524.29	\$3,632.05	\$3,743.02	\$3,857.45	\$3,975.35	\$4,096.90	\$4,178.83	\$4,262.41

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

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,802.96	\$1,922.62	\$2,042.31	\$2,162.00	\$2,281.66	\$2,401.31	\$2,521.02	\$2,640.67	\$2,760.33	\$2,880.03
90B	\$1,948.31	\$2,080.58	\$2,212.81	\$2,345.06	\$2,477.37	\$2,609.59	\$2,741.84	\$2,874.12	\$3,006.37	\$3,138.62
90C	\$2,073.23	\$2,210.30	\$2,347.41	\$2,484.43	\$2,621.49	\$2,758.59	\$2,895.64	\$3,032.70	\$3,169.77	\$3,306.83
92A	\$3,888.03									
93A	\$1,983.27	\$2,114.89	\$2,246.55	\$2,378.16	\$2,509.82	\$2,641.44	\$2,773.08	\$2,904.73	\$3,036.38	\$3,168.03
93B	\$2,143.13	\$2,288.61	\$2,434.11	\$2,579.59	\$2,725.05	\$2,870.55	\$3,016.02	\$3,161.54	\$3,307.00	\$3,452.48
93C	\$2,280.57	\$2,431.32	\$2,582.10	\$2,732.90	\$2,883.66	\$3,034.42	\$3,185.18	\$3,335.98	\$3,486.75	\$3,637.51

**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	\$1,103.59	\$1,136.07	\$1,169.50	\$1,203.94	\$1,239.35	\$1,275.81	\$1,313.37	\$1,352.00	\$1,391.79	\$1,432.78	\$1,461.43	\$1,490.66	
90A	\$2,161.88	\$2,305.25	\$2,448.61	\$2,591.98	\$2,735.34	\$2,879.29	\$3,022.66	\$3,166.02	\$3,309.39	\$3,453.33			
90B	\$2,335.84	\$2,494.50	\$2,653.18	\$2,811.84	\$2,970.52	\$3,128.64	\$3,287.29	\$3,445.97	\$3,604.64	\$3,763.30			
90C	\$2,485.44	\$2,649.78	\$2,814.68	\$2,978.46	\$3,143.36	\$3,307.71	\$3,472.03	\$3,636.36	\$3,800.69	\$3,965.05			
92A	\$4,661.50												
93A	\$2,377.78	\$2,535.87	\$2,693.40	\$2,851.52	\$3,009.06	\$3,167.15	\$3,324.69	\$3,482.80	\$3,640.35	\$3,798.43			
93B	\$2,569.32	\$2,743.84	\$2,918.39	\$3,092.92	\$3,267.47	\$3,441.99	\$3,615.96	\$3,790.51	\$3,965.05	\$4,139.57			
93C	\$2,734.22	\$2,914.99	\$3,095.76	\$3,276.53	\$3,457.29	\$3,638.05	\$3,818.84	\$3,999.60	\$4,180.38	\$4,361.15			

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	\$1,097.15	\$1,115.44	\$1,134.12	\$1,153.09	\$1,172.45	\$1,192.08	\$1,212.09	\$1,232.56	\$1,253.29	\$1,274.49	\$1,299.99	\$1,325.97
02	\$1,117.03	\$1,135.35	\$1,153.96	\$1,173.00	\$1,192.33	\$1,211.99	\$1,232.03	\$1,252.41	\$1,273.22	\$1,294.33	\$1,320.25	\$1,346.62
03	\$1,133.79	\$1,154.47	\$1,175.44	\$1,196.92	\$1,218.80	\$1,241.17	\$1,263.84	\$1,287.10	\$1,310.70	\$1,334.85	\$1,361.55	\$1,388.81
04	\$1,163.11	\$1,183.72	\$1,204.80	\$1,226.30	\$1,248.19	\$1,270.46	\$1,293.20	\$1,316.45	\$1,340.05	\$1,364.12	\$1,391.38	\$1,419.19
05	\$1,181.57	\$1,203.94	\$1,226.73	\$1,250.04	\$1,273.81	\$1,298.03	\$1,322.80	\$1,348.06	\$1,373.85	\$1,400.14	\$1,428.12	\$1,456.70
06	\$1,220.99	\$1,243.43	\$1,266.29	\$1,289.59	\$1,313.39	\$1,337.62	\$1,362.35	\$1,387.60	\$1,413.34	\$1,439.57	\$1,468.35	\$1,497.69
07	\$1,250.16	\$1,274.60	\$1,299.55	\$1,325.06	\$1,351.07	\$1,377.62	\$1,404.82	\$1,432.45	\$1,460.77	\$1,489.66	\$1,519.46	\$1,549.83
08	\$1,277.46	\$1,303.82	\$1,330.75	\$1,358.37	\$1,386.60	\$1,415.44	\$1,444.89	\$1,474.98	\$1,505.80	\$1,537.31	\$1,568.01	\$1,599.42
09	\$1,322.80	\$1,351.60	\$1,381.10	\$1,411.32	\$1,442.14	\$1,473.77	\$1,506.12	\$1,539.25	\$1,573.14	\$1,607.81	\$1,639.99	\$1,672.76
10	\$1,370.85	\$1,401.57	\$1,432.94	\$1,465.07	\$1,498.04	\$1,531.70	\$1,566.21	\$1,601.60	\$1,639.60	\$1,678.91	\$1,712.50	\$1,746.74
11	\$1,415.70	\$1,449.13	\$1,483.41	\$1,518.49	\$1,554.46	\$1,591.39	\$1,630.57	\$1,671.73	\$1,713.89	\$1,757.15	\$1,792.28	\$1,828.10
12	\$1,474.39	\$1,509.59	\$1,545.60	\$1,582.54	\$1,621.21	\$1,662.47	\$1,704.70	\$1,748.07	\$1,792.54	\$1,838.06	\$1,874.82	\$1,912.33
12A	\$1,518.63	\$1,554.87	\$1,591.97	\$1,630.01	\$1,669.83	\$1,712.35	\$1,755.84	\$1,800.49	\$1,846.30	\$1,893.21	\$1,931.07	\$1,969.68
13	\$1,552.20	\$1,589.39	\$1,628.77	\$1,670.35	\$1,712.90	\$1,756.59	\$1,801.32	\$1,847.27	\$1,894.33	\$1,942.64	\$1,981.49	\$2,021.09
14	\$1,613.54	\$1,659.51	\$1,706.80	\$1,755.48	\$1,805.47	\$1,856.92	\$1,909.84	\$1,964.29	\$2,020.29	\$2,077.81	\$2,119.37	\$2,161.74
14A	\$1,661.95	\$1,709.31	\$1,758.00	\$1,808.14	\$1,859.63	\$1,912.63	\$1,967.14	\$2,023.21	\$2,080.88	\$2,140.15	\$2,182.94	\$2,226.58
15	\$1,695.02	\$1,744.90	\$1,796.24	\$1,849.14	\$1,903.51	\$1,959.52	\$2,017.22	\$2,076.56	\$2,137.64	\$2,200.61	\$2,244.62	\$2,289.51
16	\$1,786.67	\$1,841.07	\$1,897.03	\$1,954.78	\$2,014.29	\$2,075.58	\$2,138.75	\$2,203.84	\$2,270.95	\$2,339.99	\$2,386.81	\$2,434.57
17	\$1,894.33	\$1,950.92	\$2,009.23	\$2,069.33	\$2,131.12	\$2,194.75	\$2,260.35	\$2,327.94	\$2,397.53	\$2,469.21	\$2,518.56	\$2,568.93
17A	\$1,970.10	\$2,028.95	\$2,089.60	\$2,152.10	\$2,216.36	\$2,282.54	\$2,350.76	\$2,421.06	\$2,493.42	\$2,567.97	\$2,619.30	\$2,671.70
18	\$1,984.97	\$2,045.29	\$2,107.37	\$2,171.36	\$2,237.27	\$2,305.23	\$2,375.21	\$2,447.34	\$2,521.62	\$2,598.25	\$2,650.20	\$2,703.23
19	\$2,087.74	\$2,151.81	\$2,217.90	\$2,285.97	\$2,356.13	\$2,428.45	\$2,503.08	\$2,579.89	\$2,659.07	\$2,740.75	\$2,795.57	\$2,851.48
19A	\$2,171.24	\$2,237.88	\$2,306.61	\$2,377.41	\$2,450.37	\$2,525.59	\$2,603.20	\$2,683.09	\$2,765.42	\$2,850.38	\$2,907.39	\$2,965.53
20	\$2,199.94	\$2,266.12	\$2,334.37	\$2,404.59	\$2,476.89	\$2,551.49	\$2,628.26	\$2,707.39	\$2,788.87	\$2,872.78	\$2,930.25	\$2,988.87
21	\$2,302.16	\$2,372.55	\$2,445.02	\$2,519.83	\$2,596.82	\$2,676.25	\$2,758.07	\$2,842.33	\$2,929.20	\$3,018.74	\$3,079.10	\$3,140.72

21A	\$2,394.24	\$2,467.44	\$2,542.82	\$2,620.62	\$2,700.69	\$2,783.29	\$2,868.39	\$2,956.01	\$3,046.35	\$3,139.50	\$3,202.27	\$3,266.35
22	\$2,416.46	\$2,490.74	\$2,567.43	\$2,646.46	\$2,727.91	\$2,811.89	\$2,898.41	\$2,987.62	\$3,079.58	\$3,174.32	\$3,237.84	\$3,302.57
23	\$2,540.15	\$2,616.71	\$2,695.57	\$2,776.83	\$2,860.47	\$2,946.70	\$3,035.50	\$3,127.01	\$3,221.22	\$3,318.29	\$3,384.66	\$3,452.35
24	\$2,655.05	\$2,735.26	\$2,817.84	\$2,902.90	\$2,990.68	\$3,080.95	\$3,174.06	\$3,269.89	\$3,368.69	\$3,470.39	\$3,539.79	\$3,610.59
25	\$2,769.87	\$2,854.03	\$2,940.78	\$3,030.24	\$3,122.33	\$3,217.25	\$3,315.05	\$3,415.88	\$3,519.70	\$3,626.69	\$3,699.22	\$3,773.20
26	\$2,872.12	\$2,959.97	\$3,050.38	\$3,143.65	\$3,239.73	\$3,338.78	\$3,440.80	\$3,546.00	\$3,654.38	\$3,766.11	\$3,841.43	\$3,918.27
C19	\$2,216.16	\$2,284.18	\$2,354.34	\$2,426.61	\$2,501.08	\$2,577.86	\$2,657.09	\$2,738.62	\$2,822.63	\$2,909.36	\$2,967.55	\$3,026.90
C20	\$2,326.97	\$2,398.39	\$2,472.06	\$2,547.95	\$2,626.13	\$2,706.74	\$2,789.93	\$2,875.55	\$2,963.75	\$3,054.81	\$3,115.93	\$3,178.25
C21	\$2,443.33	\$2,518.31	\$2,595.67	\$2,675.34	\$2,757.44	\$2,842.08	\$2,929.43	\$3,019.33	\$3,111.96	\$3,207.55	\$3,271.72	\$3,337.14
C22	\$2,565.97	\$2,644.44	\$2,725.22	\$2,808.57	\$2,894.39	\$2,982.93	\$3,074.15	\$3,168.04	\$3,264.86	\$3,364.67	\$3,431.94	\$3,500.62
C23	\$2,694.27	\$2,776.65	\$2,861.48	\$2,949.00	\$3,039.12	\$3,132.07	\$3,227.84	\$3,326.44	\$3,428.11	\$3,532.91	\$3,603.55	\$3,675.66

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

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,199.94	\$2,266.12	\$2,334.36	\$2,404.58	\$2,476.90	\$2,551.49	\$2,628.26	\$2,707.39	\$2,788.86	\$2,872.79	\$2,930.25	\$2,988.87
21	\$2,302.15	\$2,372.55	\$2,445.02	\$2,519.82	\$2,596.81	\$2,676.26	\$2,758.08	\$2,842.33	\$2,929.19	\$3,018.74	\$3,079.10	\$3,140.72
22	\$2,416.46	\$2,490.74	\$2,567.42	\$2,646.46	\$2,727.91	\$2,811.87	\$2,898.42	\$2,987.62	\$3,079.57	\$3,174.32	\$3,237.84	\$3,302.57
22A	\$2,488.96	\$2,565.46	\$2,644.46	\$2,725.86	\$2,809.74	\$2,896.24	\$2,985.38	\$3,077.25	\$3,171.97	\$3,269.54	\$3,334.98	\$3,401.64
24	\$2,655.06	\$2,735.27	\$2,817.84	\$2,902.91	\$2,990.68	\$3,080.95	\$3,174.07	\$3,269.89	\$3,368.68	\$3,470.39	\$3,539.79	\$3,610.59
24A	\$2,734.70	\$2,817.33	\$2,902.37	\$2,990.00	\$3,080.41	\$3,173.37	\$3,269.27	\$3,367.98	\$3,469.74	\$3,574.50	\$3,645.98	\$3,718.90
25	\$2,769.86	\$2,854.03	\$2,940.78	\$3,030.24	\$3,122.34	\$3,217.25	\$3,315.05	\$3,415.90	\$3,519.70	\$3,626.69	\$3,699.22	\$3,773.20
25A	\$2,908.36	\$2,996.74	\$3,087.83	\$3,181.75	\$3,278.46	\$3,378.12	\$3,480.80	\$3,586.69	\$3,695.68	\$3,808.03	\$3,884.19	\$3,961.86
25B	\$2,963.74	\$3,053.81	\$3,146.65	\$3,242.37	\$3,340.90	\$3,442.46	\$3,547.11	\$3,655.00	\$3,766.08	\$3,880.57	\$3,958.18	\$4,037.32
26	\$2,872.12	\$2,959.96	\$3,050.38	\$3,143.65	\$3,239.74	\$3,338.79	\$3,440.80	\$3,546.00	\$3,654.37	\$3,766.11	\$3,841.43	\$3,918.26
26A	\$2,958.28	\$3,048.76	\$3,141.90	\$3,237.95	\$3,336.94	\$3,438.96	\$3,544.04	\$3,652.38	\$3,764.00	\$3,879.09	\$3,956.66	\$4,035.81
27A	\$3,127.31	\$3,222.96	\$3,321.41	\$3,422.96	\$3,527.59	\$3,635.44	\$3,746.52	\$3,861.05	\$3,979.07	\$4,100.72	\$4,182.74	\$4,266.39
27B	\$3,186.87	\$3,284.35	\$3,384.67	\$3,488.16	\$3,594.78	\$3,704.69	\$3,817.88	\$3,934.60	\$4,054.86	\$4,178.84	\$4,262.41	\$4,347.66

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

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,839.02	\$1,961.07	\$2,083.16	\$2,205.24	\$2,327.29	\$2,449.34	\$2,571.44	\$2,693.48	\$2,815.54	\$2,937.63
90B	\$1,987.28	\$2,122.19	\$2,257.07	\$2,391.96	\$2,526.92	\$2,661.78	\$2,796.68	\$2,931.60	\$3,066.50	\$3,201.39
90C	\$2,114.69	\$2,254.51	\$2,394.36	\$2,534.12	\$2,673.92	\$2,813.76	\$2,953.55	\$3,093.35	\$3,233.17	\$3,372.97
92A	\$3,965.79									
93A	\$2,022.94	\$2,157.19	\$2,291.48	\$2,425.72	\$2,560.02	\$2,694.27	\$2,828.54	\$2,962.82	\$3,097.11	\$3,231.39
93B	\$2,185.99	\$2,334.38	\$2,482.79	\$2,631.18	\$2,779.55	\$2,927.96	\$3,076.34	\$3,224.77	\$3,373.14	\$3,521.53
93C	\$2,326.18	\$2,479.95	\$2,633.74	\$2,787.56	\$2,941.33	\$3,095.11	\$3,248.88	\$3,402.70	\$3,556.49	\$3,710.26

**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	\$1,125.66	\$1,158.79	\$1,192.89	\$1,228.02	\$1,264.14	\$1,301.33	\$1,339.64	\$1,379.04	\$1,419.63	\$1,461.44	\$1,490.66	\$1,520.47
90A	\$2,205.12	\$2,351.36	\$2,497.58	\$2,643.82	\$2,790.05	\$2,936.88	\$3,083.11	\$3,229.34	\$3,375.58	\$3,522.40		
90B	\$2,382.56	\$2,544.39	\$2,706.24	\$2,868.08	\$3,029.93	\$3,191.21	\$3,353.04	\$3,514.89	\$3,676.73	\$3,838.57		
90C	\$2,535.15	\$2,702.78	\$2,870.97	\$3,038.03	\$3,206.23	\$3,373.86	\$3,541.47	\$3,709.09	\$3,876.70	\$4,044.35		
92A	\$4,754.73											
93A	\$2,425.34	\$2,586.59	\$2,747.27	\$2,908.55	\$3,069.24	\$3,230.49	\$3,391.18	\$3,552.46	\$3,713.16	\$3,874.40		
93B	\$2,620.71	\$2,798.72	\$2,976.76	\$3,154.78	\$3,332.82	\$3,510.83	\$3,688.28	\$3,866.32	\$4,044.35	\$4,222.36		
93C	\$2,788.90	\$2,973.29	\$3,157.68	\$3,342.06	\$3,526.44	\$3,710.81	\$3,895.22	\$4,079.59	\$4,263.99	\$4,448.37		