

Framingham Public Schools

Salaries: Unit A



Office of Human Resources

Responsiveness, Commitment, Efficiency and Compassion

Salary Schedule Sample: Unit A

Step	Bachelors	Masters	Masters +15	Masters + 30	Masters + 45	Masters + 60	Doctorate	
1	46,848	50,564	52,295	54,025	55,759	57,485	59,217	
2	48,516	52,082	53,865	55,645	57,431	59,208	60,993	
3	49,971	53,644	55,479	57,314	59,153	60,986	62,823	
4	52,442	56,301	58,227	60,154	62,086	64,013	65,940	I
5	55,037	59,088	60,959	63,136	65,162	67,186	69,212	
6	57,762	62,077	64,143	66,265	68,391	70,520	72,644	
7	60,626	65,087	67,322	69,554	71,786	74,018	76,246	II
8	63,631	68,320	70,661	73,006	75,351	77,690	80,037	
9	66,784	72,077	74,167	76,629	79,090	81,552	84,008	
10	70,097	76,042	77,850	80,430	83,018	85,601	88,186	III
11	73,576	80,221	82,131	84,427	87,141	89,854	92,563	
12	77,140	84,065	85,573	87,516	89,798	92,559	93,727	IV



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12	77,140	84,065	85,573	87,516	89,798	92,559	95,127	IV

STEPS

<u>Step</u>
<u>1</u>
<u>2</u>
<u>3</u>
<u>4</u>
<u>5</u>
<u>6</u>
<u>7</u>
<u>8</u>
<u>9</u>
<u>10</u>
<u>11</u>
<u>12</u>

Moving down the steps...: Bachelors and Masters ONLY

*Complete a Step Change
Request Form on Talented
Records Blank Docs

Salary Schedule Sample: STEPS

Step	Bachelors	Masters	Masters +15	Masters + 30	Masters + 45	Masters + 60	Doctorate	
1	46,848	50,564	52,295	54,025	55,759	57,485	59,217	
2	48,516	52,082	53,865	55,645	57,431	59,208	60,993	
3	49,971	53,644	55,479	57,314	59,153	60,986	62,823	
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11	73,576	80,221	82,131	84,427	87,141	89,854	92,563	
12	77,140	84,065	85,573	87,516	89,798	92,559	93,727	IV



Level I



Level 2



Level 3



Level 4

Level I to Level II

2 In order to progress from Level I to Level II in the Bachelor or Master/Master Equivalent schedule, the teacher must receive a favorable recommendation from his/her superior.

- BAC/MAS
- Steps 1 through 4
- Step 4 —> Step 5
- Recommendation

Level II to Level III

3. In order to move from Level II to Level III in the Bachelor or Master/Master Equivalent schedule, a teacher must present evidence of the successful completion of six semester credits for courses previously approved by the Superintendent of Schools. Three credits must be in the teacher's subject matter field; three credits may be in the field of general education. These courses must have been taken as the teacher progressed through Level II of the salary schedule. The only exception to the subject matter course requirements shall be for those people who have been accepted in an advanced degree program.

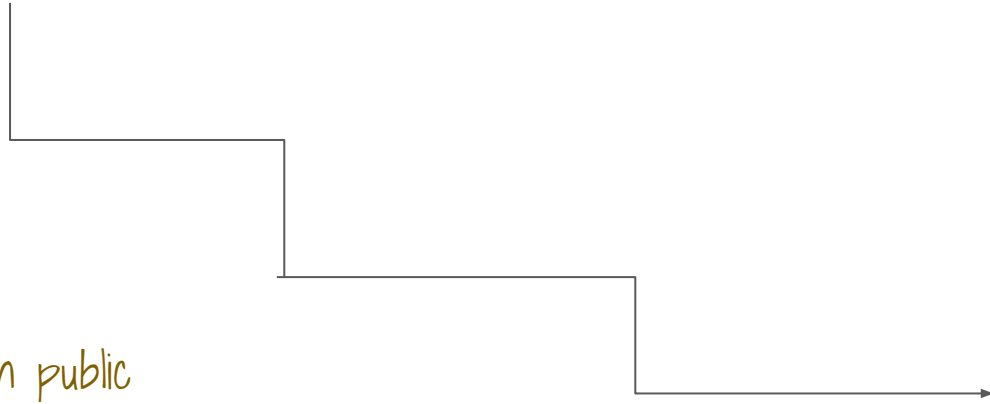
- BAC/MAS
- Level 2 = Steps 5 through 7
- Step 7 —> Step 8
- 6 credits
 - Previously approved
 - 3 subject matter (except in advanced degree program)
 - 3 general education
 - Taken AFTER Step 5!!!

Level III to Level IV

4. In order to move from Level III to Level IV on the Bachelor or Master/Master Equivalent schedule, a teacher must present evidence of the successful completion of six semester credits for courses previously approved by the Superintendent of Schools. Three credits must be in the teacher's subject matter area, three credits may be in the field of general education. These courses must have been taken as the teacher progressed through the steps of Level III of the salary schedule. The only exception to the subject matter course requirements shall be for those people who have been accepted in an advanced degree program.

- BAC/MAS
- Level III: Steps 8 through 10
- Step 10 —> Step 1
- 6 credits
 - Previously approved
 - 3 subject matter (except in advanced degree program)
 - 3 general education
 - Taken AFTER Step 8!!!

With every year in public
education → move step!



Moving down the steps...: M+15, M+30, M+60, DOC

LANES

Bachelors | Masters | Masters +15 | Masters + 30 | Masters + 45 | Masters + 60 | Doctorate

Salary Schedule Sample: LANES



Step	Bachelors	Masters	Masters +15	Masters + 30	Masters + 45	Masters + 60	Doctorate	
1	46,848	50,564	52,295	54,025	55,759	57,485	59,217	
2	48,516	52,082	53,865	55,645	57,431	59,208	60,993	
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12	77,140	84,065	85,573	87,516	89,798	92,559	93,727	IV

BAC ⇒ MAS

5. In order to move from the Bachelor schedule to the Master/Master Equivalent schedule, a teacher must present either evidence of a Master Degree or evidence indicating satisfactory completion of thirty-nine (39) semester hours of credit beyond the bachelor degree, at least eighteen (18) of which must have been taken after September, 1970. These eighteen (18) hours must be approved in advance by the Superintendent of Schools.

- **Get a Masters**

MAS ⇒ M+15

6. Teachers on Masters/Masters Equivalent schedule may progress from that schedule to the Masters +15 schedule upon submission of evidence that fifteen (15) semester hours of credit from an institution accredited by the United States Department of Education or Massachusetts Department of Elementary and Secondary Education have been satisfactorily completed after having received a Masters Degree or having attained the Masters/Masters Equivalent Level. The courses must have been approved in advance by the Superintendent of Schools or his/her designee.

- 15 credits
- Accredited school
- Completed AFTER Masters
- Preapproved

M+15 \Rightarrow M+30

7. Teachers on Masters +15 schedule may progress from that schedule to the Masters +30 schedule upon submission of evidence that fifteen (15) semester hours of credit from an institution accredited by the United States Department of Education or Massachusetts Department of Elementary and Secondary Education have been satisfactorily completed after having reached the Masters +15 Level. The courses must have been approved in advance by the Superintendent of Schools or his/her designee.

- 15 credits
- Accredited school
- Completed AFTER Masters +15
- Preapproved

$M+30 \Rightarrow M+60$

- 30 credits
- Accredited school
- Completed AFTER Masters +30
- Preapproved

M +60 \Rightarrow Doctorate

- Get Doctorate

Requirements

#1: Preliminary notice by 1/30 of previous year: Complete an Intent to Change Lanes (comes out once a year)

10. Notwithstanding anything in this Article to the contrary, effective September 1, 2005, movement from one salary lane or schedule to another (e.g. Masters to Masters + 15) shall occur only if the teacher has given preliminary written notice, to the Superintendent of Schools, of the intended change, by the previous January 30. If such notice is given, the lane change shall take place after satisfactory completion of all course work, but not earlier than the following September 1.

When will lane movement occur? Before 10/30 → retro to 1st day of school

10/30 > 2/1 → retro to 93rd day

Effective September 1, 2013, lane advancement will be retroactive to the first day of school if a teacher submits all of the completed documentation on or before October 1. Lane advancement will be retroactive to the 93rd day of school if a teacher submits all of the completed documentation after October 1 but on or before February 1 of the year in which advancement is sought.

Requirements

#2: Course Approval Form (prior to course or w/in 2 weeks of start)

#3: Grade/transcript w/in 6 mos of course completion

In order to be eligible for lane movement and/or tuition reimbursement, a Unit A member shall submit via Talent Ed, or any other electronic system designated by the Curriculum Office, a course approval form prior to the start of a course or within two (2) weeks of the start date of the course for approval by the Curriculum Office and shall submit a grade/transcript within six (6) months of the course completion. The Office of Human Resources, upon receipt of a course approval form and a grade/transcript, will acknowledge receipt of the aforementioned

documentation within ten (10) work days. Upon notification of a problem with the aforementioned submission(s), the Unit A member will have five (5) work days to resolve the problem and submit the necessary documentation.

It is the responsibility of a Unit A member to notify the Office of Human Resources of his/her completion of any courses necessary to qualify for a lane change via Talent Ed, or any other electronic system designated by the Curriculum Office. The Office of Human Resources, upon verification, shall notify the Unit A member of his/her status within ten (10) work days of the Unit A member's aforementioned notification to the Office of Human Resources.

#4: Submit Lane Change Request Form on TalentEd Blank Docs when have enough credits

Initial Salary Determination

- We do not place new hires beyond Step 10 as a past practice.
- Every year as public school educator → gets a step
 - Certain charter schools in Mass count as public schools → gets a step (<http://www.doe.mass.edu/charter/>)
- Every year as private school educator → get 0.5 step
- Break-in-Service:
 - Any break from public school teaching → add up years of public school teaching and divide in 1/2

Salary Determination Exercise: STEP

- 4 years in Newton Public Schools
- 2 years in Newton Catholic School
- 7 year in Alma Del Mar Charter Schools

On what step should the employee be placed?

Salary Determination Exercise: LANE

Any newly hired Unit A member shall submit all of his/her graduate credits within two (2) weeks of the date of hire.

- Bachelors degree
- Masters in Speech and Language (65 graduate credits)
- 13 additional credits received after the Masters was received

On what lane should here employee be placed?