

The salary schedules for the duration of the agreement is as follows:

Salary first day of the 2015-2016 school year (0.75% increase)								
Step	Bachelors	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Doctorate	
1	44,574	48,110	49,756	51,403	53,052	54,695	56,343	
2	46,161	49,554	51,250	52,945	54,644	56,335	58,033	
3	47,546	51,041	52,786	54,533	56,282	58,026	59,774	
4	49,897	53,568	55,401	57,235	59,072	60,906	62,740	I
5	52,365	56,220	58,000	60,071	61,999	63,925	65,852	
6	54,958	59,064	61,030	63,049	65,071	67,097	69,118	
7	57,683	61,928	64,054	66,178	68,302	70,426	72,546	II
8	60,543	65,004	67,232	69,462	71,694	73,920	76,152	
9	63,543	68,579	70,567	72,910	75,251	77,594	79,931	
10	66,695	72,351	74,071	76,527	78,989	81,447	83,906	III
11	70,005	76,328	78,145	80,330	82,912	85,493	88,070	
12	73,396	79,985	81,420	83,268	85,440	88,066	89,178	IV
Salary 92nd day of the 2015-2016 school year (1.00% increase)								
Step	Bachelors	Masters	Masters +15	Masters +30	Masters +45	Masters +60	Doctorate	
1	45,020	48,591	50,254	51,917	53,583	55,242	56,906	
2	46,623	50,050	51,763	53,474	55,190	56,898	58,613	
	48,021							

3		51,551	53,314	55,078	56,845	58,606	60,372	
4	50,396	54,104	55,955	57,807	59,663	61,515	63,367	I
5	52,889	56,782	58,580	60,672	62,619	64,564	66,511	
6	55,508	59,655	61,640	63,679	65,722	67,768	69,809	
7	58,260	62,547	64,695	66,840	68,985	71,130	73,271	II
8	61,148	65,654	67,904	70,157	72,411	74,659	76,914	
9	64,178	69,265	71,273	73,639	76,004	78,370	80,730	
10	67,362	73,075	74,812	77,292	79,779	82,261	84,745	III
11	70,705	77,091	78,926	81,133	83,741	86,348	88,951	
12	74,130	80,785	82,234	84,101	86,294	88,947	90,070	IV

Salary first day of the 2016-2017 school year (1.00% increase)								
Step	Bachelor s	Masters	Masters +15	Masters + 30	Masters + 45	Masters + 60	Doctorate	
1	45,470	49,077	50,757	52,436	54,119	55,794	57,475	
2	47,089	50,551	52,281	54,009	55,742	57,467	59,199	
3	48,501	52,067	53,847	55,629	57,413	59,192	60,976	
4	50,900	54,645	56,515	58,385	60,260	62,130	64,001	I
5	53,418	57,350	59,166	61,279	63,245	65,210	67,176	
6	56,063	60,252	62,256	64,316	66,379	68,446	70,507	
7	58,843	63,172	65,342	67,508	69,675	71,841	74,004	II

Salary first day of the 2017-2018 school year (1% increase)								
Step	Bachelor s	Masters	Masters +15	Masters + 30	Masters + 45	Masters + 60	Doctorate	
1	46,384	50,063	51,777	53,490	55,207	56,916	58,630	
2	48,036	51,567	53,331	55,094	56,862	58,622	60,389	
3	49,476	53,113	54,929	56,747	58,567	60,382	62,201	
4	51,923	55,743	57,650	59,559	61,471	63,379	65,287	I
5	54,492	58,503	60,355	62,510	64,516	66,520	68,526	
6	57,190	61,463	63,508	65,609	67,713	69,821	71,924	
7	60,025	64,442	66,655	68,865	71,075	73,285	75,491	II
8	63,001	67,643	69,962	72,283	74,605	76,921	79,245	
9	66,123	71,364	73,433	75,870	78,307	80,745	83,176	
10	69,403	75,289	77,079	79,634	82,196	84,754	87,313	III
11	72,847	79,427	81,318	83,591	86,278	88,964	91,646	
12	76,376	83,233	84,726	86,649	88,909	91,642	92,799	IV
Salary 92nd day of the 2017-2018 school year (1.00% increase)								
Step	Bachelor s	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

Note:

Supermax: Any employee with 22 years in public education shall receive a supermax payment of \$1500.

Supermax1: Any employee with 25 years in FPS shall receive a supermax payment of \$1800.

Supermax2: Any employee with 30 years in FPS shall receive a supermax payment of \$2200.

Non-Grid Stipends:

High School:

Limited English Proficiency Coordinator (LEP) \$319.00

Parent Involvement Facilitator (PIF) \$2,127.00

High School College and Career Counselor \$4,100.00

Faculty Manager \$8,722.00

Student Activities Treasurer: **per semester**

Total receipts: \$250,000 or more \$3,500.00

Total receipts: \$100,000-\$249,999 \$2,000.00

Total receipts: less than \$100,000 \$1,000.00

Middle School:

Limited English Proficiency Coordinator (LEP) \$319.00

Parent Involvement Facilitator (PIF)	\$2,127.00
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Elementary School:

Elementary Art and Music Head Teacher	\$4,224.00
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Limited English Proficiency Coordinator (LEP)	\$319.00
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Parent Involvement Facilitator (PIF)	\$2,127.00
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Open Circle Consultant	\$106.00
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Elementary Activity-chosen by the principal	\$300.00
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Pre-School:

Webmaster	\$1,350.00
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District-Wide:

Department Heads with Supervision and Evaluation-**per each level**

*1-8 Teachers supervised	\$7500.00
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*9-15 Teachers supervised	\$8000.00
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*16 or more Teachers supervised	\$8500.00
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Department Heads without Supervision and Evaluation	\$5500.00
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Mentors	\$850.00
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MCAS Alternative Assessment Trainer	\$2,500.00
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Manager Nurses Health Record Database	\$1,063.00
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Elementary Summer School, Director	\$8,449.00
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Secondary Summer School, Director	\$8,703.00
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Summer School Teacher (hourly)	\$27.13
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Summer Workshops	\$27.13
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Grant Funded Positions (hourly)	\$27.13
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Tutoring-fulfilling district obligations (hourly)	\$27.13
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Saturday School/Detention (hourly)	\$27.13
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Saturday School/Detention Coordinator (hourly)	\$53.17
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Professional Development Presenter (hourly)	\$55.00
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Professional Development Presenter Prep (hourly)	\$27.13
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Teacher in After School Program (hourly)	\$27.13
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Intramurals (per hour)	\$36.36
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Curriculum Development Committee Work/ Policy Writing (hourly)	\$34.00
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SPED Summer School:

Extended School Year (ESY) Coordinator	\$8,703.00
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Nurse Coordinator	\$500.00
SPED Summer School Coordinators:	
0-75 students	\$2,700.00
76-100 students	\$3,000.00
101-150 students	\$3,300.00
151+ students	\$3,800.00
Psychologists Department Facilitator PreK-12	\$3,000.00
Nurses Department Facilitator PreK-12	\$3,000.00
High School Social Worker Department Facilitator	\$1500.00
K-8 Social Worker Department Facilitator	\$3000.00
*High School Guidance Counselor Department Facilitator	\$400.00
<i>*If the Facilitator is NOT the Department Head</i>	\$1,500.00
K-8 Guidance Counselor Department Facilitator	\$300.00

2014/2015 Framingham Public Schools Stipends	Stipend Grid				
A- Meets 3-5 days each week for 2-3 hours including regular weekends for a minimum of 9 weeks					
B- Meets 3-5 days each week for 1 hour including occasional weekends					
C- Meets 2 days each week for 1-3 hours including occasional weekends for a minimum of 9 weeks					
D- Meets once each week for 1-3 hours –rare weekend commitments-minimum 9 weeks					
E- Meets 1-2 times each week less than 1 hour – no weekend commitments (or specific responsibilities)					
	A	B	C	D	E
	\$4,500	\$3,750	\$3,250	\$2,350	\$1,350
District Wide			School Com. Media Facilitator		Webmaster
High School only	Flyer News (per season)	Senior class advisor	Poetry and Literary Arts	Academic Decathlon	Freshman Class Advisor
		Marching Band Dir. (season)	Junior Class Advisor	Debate Team	RFL Retreat Chaperone
		RFL After School Coordinator	National Honor Society	Art Guild	International Association
		Student Government/ Council	Newspaper	Sophomore Class Advisor	GLBTQA
			Yearbook	Marching Instructor (season)	Boys/ Girls A Capella
			RFL Summer Program Coordinator	Color Guard Instructor (season)	Webmaster

				Percussion Instructor (season)		
				Show Choir Director		
				Key Club		
				Model Congress		
				Math Team		
				Jazz Band Director		
				Newspaper/Yearbook Business Manager		
				Model UN		
Middle and High School	Stage Director (event)		METG host	Production Manager (event)	Band Activities	
			Technical Director (event)	Producer (event)	Choral Activities	
			Vocal Director (event)	Costume Design (event)	Student Activity Advisorships selected by Principal	
			Choreographer (event)	Drama Company Advisor	Lighting Design	
				Conductor (event)		
Middle School Only				Newspaper	Fine Arts Advisorships selected by the Principal	
				PBIS Coordinator	Jazz Band Director	
				Yearbook	Webmaster	
				Team Leader		
				Student Council		
				Variety Show		
Elementary Only			Head Teacher	PBIS Coordinator	Webmaster	
<u>Football F1</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Football F2</u>	<u>Level 3</u>	<u>Football F3</u>	<u>Level 4</u>

\$9,000	\$6,000	\$4,600	\$5,100	\$4,200	\$3,500	\$3,600
Varsity Football	Varsity Baseball	Varsity Cheerleading	Asst. Football	JV Baseball	Frosh Football	Asst. Cheerleading
	Varsity Basketball	Varsity Cross Country	JV Football	JV Basketball		Asst. Cross Country
	Varsity Field Hockey	Varsity Dance		JV Field Hockey		Asst. Dance
	Varsity Ice Hockey	Varsity Golf		JV Ice Hockey		Asst. Golf
	Varsity Indoor Track	Varsity Gymnastics		JV Lacrosse		Asst. Gymnastics
	Varsity Lacrosse	Varsity Tennis		JV Soccer		Asst. Indoor Track
	Varsity Outdoor Track	Alpine Skiing		JV Softball		Asst. Outdoor Track
	Varsity Soccer			JV Volleyball		Asst. Swimming
	Varsity Softball			JV Wrestling		Asst. Tennis
	Varsity Swimming					Frosh Baseball
	Varsity Volleyball					Frosh Basketball
	Varsity Wrestling					Frosh Field Hockey
						Frosh Ice Hockey
						Frosh Lacrosse
						Frosh Soccer
						Frosh Softball
						Frosh

						Volleyball
						Frosh Wrestling