

# PTA Proposal AB1

## Salary Schedule

*Presented by Pembroke Teachers Association on Tuesday, February 11, 2025*

The Pembroke Teachers Association proposes the following salary schedules for Units A & B, which reflect the following improvements:

- 1) 5% COLA each year of the CBA
- 2) Compressing from 11 steps to 8 steps over three years by dropping the previous year's Step 1 each year and adjusting the numbering of steps accordingly
- 3) Adding a Master's+45 lane by moving the previous MA+60 lane to the new MA+45 lane, the previous CAGS lane to the MA+60 lane, and creating a new lane for CAGS/Doctorate,
- 4) Removing the freeze at step one which required Members to stay at Step 1 for two years
- 5) Adjusting the Guidance Differential to reflect a value equal to 8% of the Master's Step 1 salary
- 6) Each year of the new CBA (for three years) \$1,000 added to the top step. *(added from below after this was presented in bargaining)*
- 7) Every member in each unit will benefit from one (1) step of movement. *(added during presentation of proposal)*

Year 1: 2025-2026 for Units A & B								
Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	CAGS/ Doctorate
<b>4</b>	<del>\$64,922</del>	<del>\$67,623</del>	<del>\$73,035</del>	<del>\$74,660</del>	<del>\$76,274</del>		<del>\$76,666</del>	<del>\$77,258</del>
<b>New Step 1</b>	\$ 70,277	\$ 73,200	\$ 79,059	\$ 80,817	\$ 82,562	<b>\$ 82,990</b>	<b>\$ 83,628</b>	<b>\$ 84,228</b>
<b>New Step 2</b>	\$ 72,450	\$ 75,465	\$ 81,504	\$ 83,319	\$ 85,116	<b>\$ 85,556</b>	<b>\$ 86,216</b>	<b>\$ 86,816</b>
<b>New Step 3</b>	\$ 74,690	\$ 77,798	\$ 84,026	\$ 85,893	\$ 87,747	<b>\$ 88,202</b>	<b>\$ 88,883</b>	<b>\$ 89,483</b>
<b>New Step 4</b>	\$ 77,000	\$ 80,204	\$ 86,625	\$ 88,552	\$ 90,462	<b>\$ 90,930</b>	<b>\$ 91,630</b>	<b>\$ 92,230</b>
<b>New Step 5</b>	\$ 79,381	\$ 82,684	\$ 89,303	\$ 91,290	\$ 93,259	<b>\$ 93,742</b>	<b>\$ 94,465</b>	<b>\$ 95,065</b>
<b>New Step 6</b>	\$ 81,837	\$ 85,241	\$ 92,065	\$ 94,114	\$ 96,144	<b>\$ 96,642</b>	<b>\$ 97,386</b>	<b>\$ 97,986</b>
<b>New Step 7</b>	\$ 84,368	\$ 87,879	\$ 94,913	\$ 97,023	\$ 99,117	<b>\$ 99,630</b>	<b>\$ 100,399</b>	<b>\$ 100,999</b>
<b>New Step 8</b>	\$ 86,978	\$ 90,596	\$ 97,848	\$ 100,025	\$ 102,183	<b>\$ 102,711</b>	<b>\$ 103,504</b>	<b>\$ 104,104</b>
<b>New Step 9</b>	\$ 89,667	\$ 93,398	\$ 100,875	\$ 103,118	\$ 105,344	<b>\$ 105,888</b>	<b>\$ 106,705</b>	<b>\$ 107,305</b>
<b>New Step 10</b>	\$ 93,440	\$ 97,287	\$ 104,994	\$ 107,306	\$ 109,600	<b>\$ 110,163</b>	<b>\$ 111,005</b>	<b>\$ 111,605</b>
1) 5% COLA for all 2) Add MA+45 Lane [former MA+60 = new MA+45; former CAGS= new MA+60; New CAGS/Doctorate = (MA+60)+\$600] 3) Drop Step 1 - Any Members at Step 1 for one year in 2024-2025 remain at New Step 1; any Members at Step 1 for two years in 2023-2024 and 2024-2025 move to new step two; all other Members move to the step whose new step number is the same as the step number they were placed at for 2024-2025, except for								

those at the top of the scale.

4) Add \$1,000 to top step

5) Members are no longer frozen at Step 1 for two years.

6) The Guidance Differential shall be 8% of the value of Master's New Step 1 = \$6,325

#### Year 2: 2026-2027 for Units A & B

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	CAGS/Doctorate
<b>Step 1</b>	<del>\$ 70,277</del>	<del>\$ 73,200</del>	<del>\$ 79,059</del>	<del>\$ 80,817</del>	<del>\$ 82,562</del>	<del>\$ 82,990</del>	<del>\$ 83,628</del>	<del>\$ 84,228</del>
<b>New Step 1</b>	\$ 76,073	\$ 79,238	\$ 85,579	\$ 87,484	\$ 89,372	\$ 89,834	\$ 90,526	\$ 91,156
<b>New Step 2</b>	\$ 78,424	\$ 81,688	\$ 88,228	\$ 90,188	\$ 92,135	\$ 92,612	\$ 93,327	\$ 93,957
<b>New Step 3</b>	\$ 80,850	\$ 84,214	\$ 90,956	\$ 92,979	\$ 94,985	\$ 95,477	\$ 96,212	\$ 96,842
<b>New Step 4</b>	\$ 83,350	\$ 86,819	\$ 93,768	\$ 95,855	\$ 97,922	\$ 98,429	\$ 99,189	\$ 99,819
<b>New Step 5</b>	\$ 85,929	\$ 89,503	\$ 96,668	\$ 98,819	\$ 100,952	\$ 101,474	\$ 102,256	\$ 102,886
<b>New Step 6</b>	\$ 88,586	\$ 92,273	\$ 99,658	\$ 101,874	\$ 104,073	\$ 104,612	\$ 105,419	\$ 106,049
<b>New Step 7</b>	\$ 91,327	\$ 95,126	\$ 102,741	\$ 105,026	\$ 107,292	\$ 107,847	\$ 108,679	\$ 109,309
<b>New Step 8</b>	\$ 94,150	\$ 98,067	\$ 105,918	\$ 108,274	\$ 110,612	\$ 111,183	\$ 112,040	\$ 112,670
<b>New Step 9</b>	\$ 99,112	\$ 103,151	\$ 111,244	\$ 112,672	\$ 115,080	\$ 116,671	\$ 117,556	\$ 118,186

1) 5% COLA for all

2) Drop Step 1 - All Members stay at the step whose new step number is the same as the step number they were placed at for 2025-2026, except for those at the top of the scale whose new step number is 9 instead of 10.

3) Add \$1,000 to top step

4) The Guidance Differential shall be 8% of the value of Master's New Step 1 = \$6,846

#### Year 3: 2027-2028 for Units A & B

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	CAGS/Doctorate
<b>Step 1</b>	<del>\$ 76,073</del>	<del>\$ 79,238</del>	<del>\$ 85,579</del>	<del>\$ 87,484</del>	<del>\$ 89,372</del>	<del>\$ 89,834</del>	<del>\$ 90,526</del>	<del>\$ 91,156</del>
<b>New Step 1</b>	\$ 82,345	\$ 85,772	\$ 92,639	\$ 94,697	\$ 96,742	\$ 97,243	\$ 97,993	\$ 98,654
<b>New Step 2</b>	\$ 84,892	\$ 88,425	\$ 95,504	\$ 97,628	\$ 99,734	\$ 100,250	\$ 101,022	\$ 101,684
<b>New Step 3</b>	\$ 87,518	\$ 91,159	\$ 98,456	\$ 100,647	\$ 102,818	\$ 103,350	\$ 104,148	\$ 104,810
<b>New Step 4</b>	\$ 90,225	\$ 93,978	\$ 101,502	\$ 103,760	\$ 105,999	\$ 106,548	\$ 107,369	\$ 108,030
<b>New Step 5</b>	\$ 93,015	\$ 96,886	\$ 104,641	\$ 106,968	\$ 109,276	\$ 109,842	\$ 110,690	\$ 111,351
<b>New Step 6</b>	\$ 95,893	\$ 99,882	\$ 107,878	\$ 110,278	\$ 112,657	\$ 113,239	\$ 114,113	\$ 114,774

<b>New Step 7</b>	\$ 98,858	\$ 102,971	\$ 111,214	\$ 113,688	\$ 116,142	\$ 116,742	\$ 117,642	\$ 118,304
<b>New Step 8</b>	\$ 105,067	\$ 109,309	\$ 117,806	\$ 119,305	\$ 121,834	\$ 123,505	\$ 124,433	\$ 125,095

- 1) 5% COLA for all for Units A & B
- 2) Drop Step 1 - All Members stay at the step whose new step number is the same as the step number they were placed at for 2025-2026, except for those at the top of the scale whose new step number is 8 instead of 9.
- 3) Add \$1,000 to top step
- 4) The Guidance Differential shall be 8% of the value of Master's New Step 1 = \$7,411

APPENDIX A  
TOWN OF PEMBROKE  
TEACHERS' SALARY SCHEDULE

~~**A. Advancement from one step to another shall not be automatic. The School Committee reserves the right to withhold salary increment, and across-the-board salary increases, or for teachers on maximum to provide the same salary figure as the previous year. The recommendation may come from the Superintendent of Schools, or the Principal, and said recommendation will be only for Just Cause.**~~

**A. All Members shall advance one step on the salary schedule each year until they have reached the top step, unless otherwise specified by negotiated agreement.**

B. Credit hours are to be certified by the institution where earned.

1. When fifteen (15) approved credit hours are earned beyond the Bachelor's Degree and certified to the School Committee, a permanent increase ~~will~~ **shall** be awarded.
2. When a Master's Degree in an approved area is awarded and certified to the School Committee, a permanent salary adjustment above the Bachelor's Degree schedule ~~will~~ **shall** be made.
3. When fifteen (15) approved credit hours are earned beyond the Master's Degree and certified to the School Committee, a permanent increase ~~will~~ **shall** be awarded.
4. When thirty (30) approved credit hours are earned beyond the Master's Degree and certified to the School Committee, a permanent increase ~~will~~ **shall** be awarded.
- 5. When forty-five (45) approved credit hours are earned beyond the Masters Degree and certified to the School Committee, a permanent increase shall be awarded.**
6. When sixty (60) approved credit hours are earned beyond the Masters Degree and certified to the School Committee, a permanent increase ~~will~~ **shall** be awarded.
7. When a Certificate of Advanced Graduate Study (CAGS) ~~or Doctorate~~ is certified to the Committee, a permanent salary adjustment above the Master's Degree ~~will~~ **shall** be ~~made-awarded~~.
8. In September of each year, all credits requiring a salary column change ~~will~~ **shall** result in an effective date of the beginning of that school year for such salary column change, provided, however, that any ~~teacher Member~~ affected submits proof of credits earned or the equivalent to the Superintendent by October 1 of the school year in which due compensation shall become effective. During the remainder of the school year, one (1) additional salary column change will be allowed, and will become effective as of

January 1 of that school year, provided the **teacher Member** submits proof of credits earned or the equivalent to the Superintendent by March 1st of said school year, and provided further that any **teacher Member** anticipating a salary column change to be effective on January 1, so notifies the Superintendent in writing on or before October 1 of the school year in which the change is to become effective.

- C. **Teachers Members** who, in addition to regular classroom work have responsibilities demanding much time and energy, may be paid in addition to the regular salary for such services, upon the recommendation of the Superintendent of Schools and by approval of the School Committee.
- D. **Nurses Unit B Members** who are required by the Committee or the Commonwealth to take Continuing Education Units (**CEUs**) shall be reimbursed for the cost (tuition and fees) of said CEU's, up to a maximum of **\$300- one thousand dollars (\$1,000)** per year per **nurse Unit B Member**.

~~E. Effective July 1, 2009, place nurses from the Nurse Salary Schedule onto Step 7 of the Bachelor's column of the teachers' salary schedule. Delete the Nurse Salary Schedule. All school nurses shall advance from one step to another and from one column to another under the same terms and conditions as teachers.~~