

PSC Proposal A/B

Salary Schedule

Presented by Pembroke School Committee on June 3, 2025

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

- 1) 1.5% increase on steps 1-10 (Years 1, 2 & 3)
- 2) 2.0% increase on step 11 (Years 1, 2 & 3)

2024-2025 Grid							
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	CAGS
1*	\$ 64,922	\$ 67,623	\$ 73,035	\$ 74,660	\$ 76,281	\$ 76,666	\$ 77,258
2	\$ 66,930	\$ 69,714	\$ 75,294	\$ 76,969	\$ 78,630	\$ 79,038	\$ 79,646
3	\$ 69,000	\$ 71,871	\$ 77,623	\$ 79,351	\$ 81,063	\$ 81,482	\$ 82,110
4	\$ 71,133	\$ 74,093	\$ 80,025	\$ 81,803	\$ 83,569	\$ 84,002	\$ 84,650
5	\$ 73,333	\$ 76,385	\$ 82,500	\$ 84,335	\$ 86,154	\$ 86,600	\$ 87,267
6	\$ 75,601	\$ 78,747	\$ 85,050	\$ 86,943	\$ 88,818	\$ 89,278	\$ 89,967
7	\$ 77,940	\$ 81,182	\$ 87,681	\$ 89,632	\$ 91,566	\$ 92,040	\$ 92,749
8	\$ 80,350	\$ 83,694	\$ 90,393	\$ 92,403	\$ 94,397	\$ 94,886	\$ 95,618
9	\$ 82,836	\$ 86,282	\$ 93,189	\$ 95,262	\$ 97,317	\$ 97,820	\$ 98,575
10	\$ 85,397	\$ 88,950	\$ 96,071	\$ 98,208	\$ 100,328	\$ 100,846	\$ 101,624
11	\$ 88,038	\$ 91,702	\$ 99,042	\$ 101,244	\$ 103,429	\$ 103,965	\$ 104,767
*New employees with no experience remain on Step 1 for the first two years of employment							
Guidance Differential = \$5,815							

19 Year 1 2025-2026							
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	CAGS
1*	\$ 65,896	\$ 68,637	\$ 74,131	\$ 75,780	\$ 77,425	\$ 77,816	\$ 78,417
2	\$ 67,934	\$ 70,760	\$ 76,423	\$ 78,124	\$ 79,809	\$ 80,224	\$ 80,841
3	\$ 70,035	\$ 72,949	\$ 78,787	\$ 80,541	\$ 82,279	\$ 82,704	\$ 83,342
4	\$ 72,200	\$ 75,204	\$ 81,225	\$ 83,030	\$ 84,823	\$ 85,262	\$ 85,920
5	\$ 74,433	\$ 77,531	\$ 83,738	\$ 85,600	\$ 87,446	\$ 87,899	\$ 88,576
6	\$ 76,735	\$ 79,928	\$ 86,326	\$ 88,247	\$ 90,150	\$ 90,617	\$ 91,317
7	\$ 79,109	\$ 82,400	\$ 88,996	\$ 90,976	\$ 92,939	\$ 93,421	\$ 94,140
8	\$ 81,555	\$ 84,949	\$ 91,749	\$ 93,789	\$ 95,813	\$ 96,309	\$ 97,052
9	\$ 84,079	\$ 87,576	\$ 94,587	\$ 96,691	\$ 98,777	\$ 99,287	\$ 100,054
10	\$ 86,678	\$ 90,284	\$ 97,512	\$ 99,681	\$ 101,833	\$ 102,359	\$ 103,148
11	\$ 89,799	\$ 93,536	\$ 101,023	\$ 103,269	\$ 105,498	\$ 106,044	\$ 106,862
*New employees with no experience remain on Step 1 for the first two years of employment							
Guidance Differential = \$5,902							

Year 2 2026-2027								
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	CAGS	
1*	\$ 66,884	\$ 69,667	\$ 75,242	\$ 76,917	\$ 78,587	\$ 78,983	\$ 79,593	
2	\$ 68,953	\$ 71,821	\$ 77,570	\$ 79,295	\$ 81,007	\$ 81,427	\$ 82,053	
3	\$ 71,086	\$ 74,043	\$ 79,969	\$ 81,749	\$ 83,513	\$ 83,945	\$ 84,592	
4	\$ 73,283	\$ 76,332	\$ 82,444	\$ 84,275	\$ 86,095	\$ 86,541	\$ 87,209	
5	\$ 75,549	\$ 78,694	\$ 84,994	\$ 86,884	\$ 88,758	\$ 89,217	\$ 89,905	
6	\$ 77,886	\$ 81,127	\$ 87,621	\$ 89,571	\$ 91,503	\$ 91,976	\$ 92,686	
7	\$ 80,296	\$ 83,636	\$ 90,331	\$ 92,341	\$ 94,334	\$ 94,822	\$ 95,552	
8	\$ 82,779	\$ 86,224	\$ 93,125	\$ 95,196	\$ 97,250	\$ 97,754	\$ 98,508	
9	\$ 85,340	\$ 88,890	\$ 96,006	\$ 98,141	\$ 100,258	\$ 100,777	\$ 101,554	
10	\$ 87,978	\$ 91,639	\$ 98,975	\$ 101,176	\$ 103,360	\$ 103,894	\$ 104,696	
11	\$ 91,595	\$ 95,407	\$ 103,043	\$ 105,334	\$ 107,608	\$ 108,165	\$ 109,000	
*New employees with no experience remain on Step 1 for the first two years of employment								
Guidance Differential = \$5,991								

Year 3 2027-2028								
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	CAGS	
1*	\$ 67,888	\$ 70,712	\$ 76,371	\$ 78,070	\$ 79,765	\$ 80,168	\$ 80,787	
2	\$ 69,987	\$ 72,898	\$ 78,733	\$ 80,485	\$ 82,222	\$ 82,648	\$ 83,284	
3	\$ 72,152	\$ 75,154	\$ 81,169	\$ 82,976	\$ 84,766	\$ 85,204	\$ 85,861	
4	\$ 74,382	\$ 77,477	\$ 83,680	\$ 85,540	\$ 87,386	\$ 87,839	\$ 88,517	
5	\$ 76,683	\$ 79,874	\$ 86,268	\$ 88,187	\$ 90,089	\$ 90,556	\$ 91,253	
6	\$ 79,054	\$ 82,344	\$ 88,935	\$ 90,914	\$ 92,875	\$ 93,356	\$ 94,077	
7	\$ 81,500	\$ 84,890	\$ 91,686	\$ 93,726	\$ 95,749	\$ 96,244	\$ 96,986	
8	\$ 84,020	\$ 87,517	\$ 94,522	\$ 96,624	\$ 98,709	\$ 99,220	\$ 99,986	
9	\$ 86,620	\$ 90,223	\$ 97,446	\$ 99,613	\$ 101,762	\$ 102,288	\$ 103,078	
10	\$ 89,298	\$ 93,013	\$ 100,459	\$ 102,694	\$ 104,911	\$ 105,452	\$ 106,266	
11	\$ 93,427	\$ 97,315	\$ 105,104	\$ 107,441	\$ 109,760	\$ 110,328	\$ 111,180	
*New employees with no experience remain on Step 1 for the first two years of employment								
Guidance Differential = \$6,081								

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.

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 sixty (60) approved credit hours are earned beyond the Masters Degree and certified to the School Committee, a permanent increase **will shall** be awarded.
6. 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**.
7. 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- per year per 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.~~

MASTERS

Baccreitors									
Lowest Step			Step 5			Highest Step			
District	Rank	Salary	District	Rank	Salary	District	Rank	Salary	
PTA Proposal		\$70,277	PTA Proposal		\$79,381	Duxbury	1	\$100,886	
Pembroke	1	\$64,822	Pembroke	1	\$73,333	Cohasset	2	\$97,366	
Canton	2	\$58,682	Canton	2	\$69,091	Schuette	3	\$96,581	
Cohasset	3	\$58,462	Silver Lake	3	\$67,908	Canton	4	\$95,167	
Schuette	4	\$56,258	Schuette	4	\$67,858	PTA Proposal		\$93,440	
Marshfield	5	\$55,910	Cohasset	5	\$66,960	Marshfield	5	\$92,072	
Silver Lake	6	\$55,224	Whitman-Hanson	6	\$65,884	Mansfield	6	\$90,350	
Duxbury	7	\$54,564	Duxbury	7	\$65,420	Silver Lake	7	\$88,666	
Whitman-Hanson	8	\$52,647	Marshfield	8	\$64,657	Pembroke	8	\$89,038	
Mansfield	9	\$51,521	Mansfield	9	\$62,066	Whitman-Hanson	9	\$85,425	
Freetown-Lakeville	10	\$48,804	Freetown-Lakeville	10	\$59,027	Freetown-Lakeville	10	\$80,837	

M15

M15									
Lowest Step			Step 5			Highest Step			
District	Rank	Salary	District	Rank	Salary	District	Rank	Salary	
PTA Proposal		\$80,817	PTA Proposal		\$91,280	Schuette	1	\$110,624	
Pembroke	1	\$74,660	Pembroke	1	\$84,335	PTA Proposal		\$107,306	
Canton	2	\$65,019	Schuette	2	\$77,240	Duxbury	2	\$107,263	
Marshfield	3	\$63,893	Silver Lake	3	\$76,569	Cohasset	3	\$106,224	
Cohasset	4	\$63,751	Canton	4	\$76,528	Canton	4	\$103,949	
Schuette	5	\$63,644	Cohasset	5	\$73,028	Silver Lake	5	\$101,967	
Silver Lake	6	\$60,965	Marshfield	6	\$72,966	Marshfield	6	\$101,497	
Duxbury	7	\$60,850	Duxbury	7	\$71,706	Whitman-Hanson	7	\$101,420	
Marshfield	8	\$57,951	Marshfield	8	\$69,811	Marshfield	8	\$101,380	
Freetown-Lakeville	9	\$51,511	Freetown-Lakeville	9	\$63,737	Pembroke	9	\$101,244	
						Freetown-Lakeville	10	\$88,897	

M60

MBU								
Lowest Step			Step 5			Highest Step		
District	Rank	Salary	District	Rank	Salary	District	Rank	Salary
PTA Proposal		\$63,626	PTA Proposal		\$94,465	Schuette	1	\$119,406
Canton	1	\$81,837	Pembroke	1	\$84,035	Cohasset	2	\$119,348
Pembroke	2	\$75,688	Schuette	2	\$84,035	Mansfield	3	\$114,035
Cohasset	3	\$71,583	Cohasset	3	\$82,081	Canton	4	\$112,726
Schuette	4	\$69,604	Canton	4	\$81,837	PTA Proposal		\$111,005
Mansfield	5	\$65,190	Silver Lake	5	\$78,823	Duxbury	5	\$110,744
Duxbury	6	\$64,278	Mansfield	6	\$78,530	Silver Lake	6	\$104,705
Silver Lake	7	\$62,931	Duxbury	7	\$75,134	Pembroke	7	\$103,865
Freetown-Lakeville	8	\$53,303	Freetown-Lakeville	8	\$66,981	Freetown-Lakeville	8	\$95,411

Highest Lane

Highest Lane									
Lowest Step			Step 5			Highest Step			
District	Rank	Salary	District	Rank	Salary	District	Rank	Salary	
PTA Proposal		\$4,229	PTA Proposal		\$95,065	Cohasset	1	\$122,904	
Pembroke	1	\$77,358	Pembroke	1	\$87,267	Scituate	2	\$120,573	
Canton	2	\$73,874	Canton	2	\$86,082	Canton	3	\$118,573	
Cohasset	3	\$73,704	Cohasset	3	\$84,452	Mansfield	4	\$118,555	
Marshfield	4	\$71,876	Scituate	4	\$84,045	Duxbury	5	\$112,482	
Scituate	5	\$70,553	Mansfield	5	\$81,671	PTA Proposal		\$111,805	
Mansfield	6	\$67,798	Marshfield	6	\$80,786	Marshfield	6	\$110,687	
Duxbury	7	\$65,992	Whiteman-Hanson	7	\$80,557	Whitman-Hanson	7	\$108,375	
Whiteman-Hanson	8	\$65,481	Silver Lake	8	\$79,611	Silver Lake	8	\$105,514	
Silver Lake	9	\$63,717	Duxbury	9	\$76,847	Pembroke	9	\$104,767	
Freetown-Lakeville	10	\$53,303	Freetown-Lakeville	10	\$66,981	Freetown-Lakeville	10	\$95,411	

Educational Support Personnel

District	Step 1		Highest Step		
	Rank	Hourly Rate	District	Rank	Hourly Rate
PTA Proposal		\$28.00	PTA Proposal		\$30.73
Whitman Hanson (years 0-1)	1	\$23.33	Cohasset	1	\$26.88
Pembroke	2	\$23.09	Pembroke	2	\$25.73
Cohasset	3	\$23.09	Mansfield	3	\$24.28
Mansfield	4	\$18.59	Whitman Hanson	4	\$24.26
Schuate	5	\$18.55	Freelown-Lakeville	5	\$23.72
Silver Lake	6	\$18.28	Duxbury	6	\$23.08
Marshfield	7	\$18.21	Marshfield	7	\$22.58
Duxbury	8	\$18.08	Schuate	8	\$22.61
Canton	9	\$17.41	Silver Lake	9	\$22.38
Freelown-Lakeville	10	\$17.31	Canton	10	\$21.96