## 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)

Step	Bach	elors	Bach	elors +15	Ma	sters	Maste	ers +15	Mas	ters +30	Ma	sters +60	CA	GS
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 em	ploye	ess with n	о ехр	erience re	mai	in on Ste	p 1 fo	r the first tv	vo ye	ars of emp	loyr	nent		
Guidance	Diffe	rential = \$	5,815			the section of								

20	Step	Bach	elors	Bach	elors +15	Masters	Mast	ers +15	Mas	ters +30	Mas	sters +60	CA	GS
21	1*	\$	65,896	\$	68,637	\$ 74,131	\$	75,780	\$	77,425	\$	77,816	\$	78,417
22	2	\$	67,934	\$	70,760	\$ 76,423	\$	78,124	\$	79,809	\$	80,224	\$	80,841
23	3	\$	70,035	\$	72,949	\$ 78,787	\$	80,541	\$	82,279	\$	82,704	\$	83,342
24	4	\$ _	72,200	\$	75,204	\$ 81,225	\$	83,030	\$	84,823	\$	85,262	\$	85,920
25	5	\$	74,433	\$	77,531	\$ 83,738	\$	85,600	\$	87,446	\$	87,899	\$	88,576
26	6	\$	76,735	\$	79,928	\$ 86,326	\$	88,247	\$	90,150	\$	90,617	\$	91,317
27	7	\$	79,109	\$	82,400	\$ 88,996	\$	90,976	\$	92,939	\$	93,421	\$	94,140
28	8	35 . 555	81,555	\$	84,949	\$ 91,749	\$	93,789	\$	95,813	\$	96,309	\$	97,052
29	9	\$	84,079	\$	87,576	\$ 94,587	\$	96,691	\$	98,777	\$	99,287	\$	100,054
29 30 31	10	\$	86,678	\$	90,284	\$ 97,512	\$	99,681	\$	101,833	\$	102,359	\$	103,148
31	11	\$	89,799	\$	93,536	\$101,023	\$	103,269	\$	105,498	\$	106,044	\$	106,862
32	*New em	ploye	ess with no	ехре	erience re	main on Ste	p 1 fo	r the first tv	vo ye	ars of em	oloyi	ment		
33	Guidance	Diffe	rential = \$	5,902			TE UNIO	CHAPTER VEL					THE STATE OF	

- Marin Co. Land Co. 1997 Blanch and Electrical Committee Committee Co.

5-2027					+							
Bache	lors	Bach	elors +15	Masters	Mast	ers +15	Ma	sters +30	M	asters +60	C	AGS
\$	66,884	\$	69,667	\$ 75,242	\$	76,917	\$	78,587	\$	78,983	9	79,59
\$	68,953	\$	71,821	\$ 77,570	\$	79,295	\$	81,007	\$	article)) and the first factor has taken processed the sale of the pro-	-	
\$	71,086	\$	74,043	\$ 79,969	\$	81,749	\$	83,513	\$			The second second second
\$	73,283	\$	76,332	\$ 82,444	\$	84,275	\$	86,095	\$	of the state of th	¢	87,209
\$	75,549	\$	78,694	\$ 84,994	\$	86,884	\$	P. P. Str. Str. of Microsoft Control of Microsoft Str.	Ś	Printed Transfer and Australia and Australia	ç	-
\$	77,886	\$	81,127	\$ 87,621	\$	89,571	\$	TO SECURE OF THE PARTY OF THE P	\$		ç	
\$	80,296	\$	83,636	\$ 90,331	\$	92,341	\$		4	Part of the Pay and a second	ç	92,686
\$	82,779	\$	86,224	\$ 93,125	\$	95,196	\$		¢	Chilles Maniera	-	95,552
\$	85,340	\$	88,890	\$ 96,006	\$	The second section of the second section of the section of	\$	Acres de la companya del companya de la companya del companya de la companya de l	ć		-	98,508
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\$ 73,283       \$ 76,332       \$ 82,444         \$ 75,549       \$ 78,694       \$ 84,994         \$ 77,886       \$ 81,127       \$ 87,621         \$ 80,296       \$ 83,636       \$ 90,331         \$ 82,779       \$ 86,224       \$ 93,125         \$ 85,340       \$ 88,890       \$ 96,006         \$ 87,978       \$ 91,639       \$ 98,975         \$ 91,595       \$ 95,407       \$103,043	Bachelors         Bachelors +15         Masters         Mast           \$ 66,884         \$ 69,667         \$ 75,242         \$           \$ 68,953         \$ 71,821         \$ 77,570         \$           \$ 71,086         \$ 74,043         \$ 79,969         \$           \$ 73,283         \$ 76,332         \$ 82,444         \$           \$ 75,549         \$ 78,694         \$ 84,994         \$           \$ 77,886         \$ 81,127         \$ 87,621         \$           \$ 80,296         \$ 83,636         \$ 90,331         \$           \$ 82,779         \$ 86,224         \$ 93,125         \$           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          \$ 91,595         \$ 95,407         \$ 103,043         \$ 105,334	Bachelors         Bachelors +15         Masters         Masters +15         Masters         Masters +15         76,917         \$           \$ 71,086         \$ 71,086         \$ 74,043         \$ 79,969         \$ 81,749         \$ 81,749         \$ 84,275         \$ 86,884         \$ 84,275         \$ 86,884         \$ 86,884         \$ 86,884         \$ 86,884         \$ 86,884         \$ 86,884         \$ 86,884         \$ 89,571         \$ 89,571         \$ 89,571         \$ 89,571         \$ 88,890         \$ 96,006         \$ 98,141         \$ 87,978         \$ 91,639         \$ 98,975	Bachelors         Bachelors +15         Masters         Masters +15         Masters +30           \$ 66,884         \$ 69,667         \$ 75,242         \$ 76,917         \$ 78,587           \$ 68,953         \$ 71,821         \$ 77,570         \$ 79,295         \$ 81,007           \$ 71,086         \$ 74,043         \$ 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68,953         \$ 71,821         \$ 77,570         \$ 79,295         \$ 81,007         \$           \$ 71,086         \$ 74,043         \$ 79,969         \$ 81,749         \$ 83,513         \$           \$ 73,283         \$ 76,332         \$ 82,444         \$ 84,275         \$ 86,095         \$           \$ 75,549         \$ 78,694         \$ 84,994         \$ 86,884         \$ 88,758         \$           \$ 77,886         \$ 81,127         \$ 87,621         \$ 89,571         \$ 91,503         \$           \$ 80,296         \$ 83,636         \$ 90,331         \$ 92,341         \$ 94,334         \$           \$ 82,779         \$ 86,224         \$ 93,125         \$ 95,196         \$ 97,250         \$           \$ 85,340         \$ 88,890         \$ 96,006         \$ 98,141         \$ 100,258         \$           \$ 87,978         \$ 91,639         \$ 98,975         \$ 101,176         \$ 103,360         \$           \$ 91,595         \$ 95,407         \$ 103,043         \$ 105,334         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Step	Back	nelors	Bach	elors +15	Masters	Mast	ers +15	Ma	sters +30	NA:	sters +60	_	4.00
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	\$	72,152	\$	75,154	\$ 81,169	\$	82,976		84,766	\$	82,648	\$	83,28
4	\$	74,382	\$	77,477	\$ 83,680	\$	85,540	\$	87,386	\$	85,204	Ş	
	\$	76,683	\$	79,874	\$ 86,268	\$	88,187	\$	90,089	\$	87,839 90,556	\$	88,517
(	\$	79,054	\$	82,344	\$ 88,935	\$	90,914	13 1 1 1 1	92,875	\$	93,356	ç	91,25
7	\$	81,500	\$	84,890	\$ 91,686	\$	93,726	-	95,749	¢	96,244	ç	94,077
8	\$	84,020	\$	87,517	\$ 94,522	\$	96,624	\$	98,709	\$	99,220	¢	96,986
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	\$	105,078
	\$	93,427	\$	97,315	\$105,104	\$	107,441	\$	109.760	\$	110 220		111,180
New em	ploye	ess with no rential = \$6	expe	rience ren	nain on Step	1 for	the first two	o ve	ers of empl	OVD	nent	Y	111,100

## 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.
  - 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.
  - 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.
  - 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.

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	Courset Step			Step 5		HIG	Highest Step	
	The state of	Calany	District	Renk	Salary	District	Rank	Salary
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	•	£64.022	Pembroke		873,333	Cohasset	2	\$97,366
Pembroke		658 682	Canton	2	\$69,091	Scituate	3	\$96,581
Canton	7	and one	100		\$67 OOR	Canton	7	\$95,167
Cohasset	3	\$58,462	Silver Lake	,	Continue Continue		Secretaria de la companya del companya de la companya de la companya del companya de la companya	Delivery of the same of
College	7	\$56,258	Scituate	7	\$67,858	PTA Proposal	And the Continues of	253,440
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P. rehin	7	\$54.564	Duxbury	7	\$65,420	Silver Lake	7	\$88,666
Cuxpury		\$52 647	Marshfield	8	\$64,657	Pembroke	Held of Bush and	\$88,038
Vnitman-Hanson		EE4 E24	Mansfield	6	\$62,066	Whitman-Hanson	6	\$85,425
Mansfield	a l	130'100	Transferran I abandilla	40	\$59 027	Freetown-Lakeville	10	\$80,837
metown akaville	10	\$48,804	Preetown-Lakeville	10	400,000			

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Silver Lake	9	\$60,965	Marshield					64044
- Construction	7	\$60.850	Duxbury	7	\$71,706	Whitman-Hanson		\$101.
Cuxouiy	. 0	\$57.051	Mansfield	8	\$69,811	Marshfield	8	\$101,380
Mansheld	0	100,100	- Inchair I abandlla	0	\$63.737	Pembroke	6	\$101,24
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1	を 日本	ERR 678	PTA Proposal		\$14,400	Schuelle	890 - P. C. S. C. L.	
IA Proposal			The state of the s		Control of the latest of the l	Coboses		\$119.348
-	STREET, TOTAL	\$81.837	Pembroke		\$54,035	CONGRESOR		
Canton	かんかん こうかい 一種ない かんかん	1001100			360 400	Monefleld	3	\$114,035
Demkonke	6	\$75,666	Scituate	2	\$64,030	Maliandia		
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		100 000	Conton	A Secret	\$81.837	PTA Proposal		2001114
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office   accept	8	\$53.303	Freetown-Lakeville	8	\$66,981	FIGGUMINGARAMIC		7 . 10

Los	Lowest Step			Step 5		High	Highest Step	The state of
District	Rank	Salary	District	Rank	Salary	District	Rank	Salary
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Demhaske	State - State	873,635	Pembroke		\$82,500	Duxbury	2	\$105,525
Confee		\$62.289	Silver Lake	2	\$74,840	PTA Proposal		\$104,994
Cohomod	, ,	\$61.918	Scituate	3	\$74,137	Cohasset	3	\$103,155
Manhand		\$61 232	Canton	4	\$73,337	Canton	4	\$101,018
Marshield	v	\$61.216	Whitman-Hanson	5	\$71,990	Silver Lake	5	\$99,748
Sciusie	0	650 524	Cohasset	9	\$70,926	Whitman-Hanson	9	\$99,245
Silver Lake		*50 43E	Marshfield	7	\$70,196	Pembroke	7	\$39,042
Duxbury	1	909,100	Produit.	ď	\$69.992	Marshfield	80	\$98,277
Whitman-Hanson	80	\$58,753	Duxuuy		667 120	Mansfield	6	\$97,634
Mansfield	6	\$55,721	Mansheid	B	401,100	The standing	•	CRE EES
Frantum-I skavilla	10	\$50,707	Freetown-Lakeville	10	\$62,162	Freetown-Lakevine	2	2000

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District	Rank	Salary	District	-				4446 30
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PTA Proposal		-		100000000000000000000000000000000000000		Cohocoot		\$112.54
Damhmka		\$78.271	Pembroke		\$60,134	Odlesser		
Lauring		738 729	Schuate	2	\$80,341	PTA Proposal	Control of the Contro	\$109,6
Canton	7	100'100		3	\$79 024	Duxbury	3	\$109,004
Cohasset	3	\$67,524	Canton	,				6400
	7	\$66.554	Silver Lake	4	\$78,296	Canton	4	\$100,00
Marshield	100 mm		- C-1	4	\$77.359	Mansfield	2	\$105,513
Schuate	2	\$66,072	Congesser	,		7.07	9	C404 AR2
		SCR CR2	Whitman-Hanson	9	\$76,066	Marshilleid	0	1
Whitman-Hanson	0	-			67E 72E	Silver-I ake	7	\$104,162
District	7	\$62,563	Marshilleld		201010		-	
(mann)		000 440	Carcheno	8	\$73,419	Whitman-Hanson	80	\$103,590
Silver Lake		\$02,410	(morn)			- Parker		STATE OF THE PARTY
Managaid	0	\$60.274	Mansfield	6	\$72,602	Решогоке		
Mansheid			- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	*	CAR 302	Freetown-Lakeville	9	\$92,285
Erestown-Lakeville	9	\$52,372	Freetown-Lakeville	2	- Anning			

	Course Chan	Section Management of the Section of		Step 5		HIG	Highest Step	
	date team			4	Calan	District	Rank	Salary
Dietrica	Rank	Salary	District	Kank	CIBIBO			
	CHARLES CHARLES CO.	604 939	PTA Proposal	の大学の大学の大学の	\$95,065	Cohasset		\$122,904
PTA Proposal	N. C.	-			V-00 V-04	Coihista	2	\$120.573
Pembroke		\$77,258	Pembroke	10 - 20 to 10 10 10 10 10 10 10 10 10 10 10 10 10	307,704	Caldala		
Canton	2	\$73.874	Canton	2	\$86,082	Canton	3	\$118,573
Cohoract		\$73.704	Cohasset	3	\$84,452	Mansfield	4	\$118,555
Congsset	,	£71 876	Schuate	4	\$84,045	Duxbury	- 5	\$112,482
Marshileid	State of the state of	2011			+04 £74	DTA Dramesi	Section of the least of the lea	\$111,605
Scituate	2	\$70,553	Mansfield	0	1/01/00			
Monefold	8	\$67.798	Marshfield	9	\$80,786	Marshfield	9	\$110,687
Malianon		665 002	Whitemen-Hanson	7	\$80.557	Whitman-Hanson	7	\$108,375
Duxoury		400,004					•	\$405 54
hiteman-Hanson	8	\$65,481	Silver Lake	8	\$79,611	Silver Lake		2001
Silver Lake	6	\$63,717	Duxbury	6	\$76,847	Pembroke	6	\$104,76
Freetown-Lakeville	10	\$53,303	Freetown-Lakeville	10	\$66,981	Freetown-Lakeville	10	\$95,411

Educational Support Personnel

	Step 1	「おおけるがあるのであ	Ĩ	Highest Step	
District	Rank	Hourly Rate	District	Rank	Hourty Rate
PTA Proposal		\$28.09	PTA Proposal	A STATE OF THE PARTY OF THE PAR	\$30.73
Itman Hanon (years 0-		\$23.33	Cohasset		\$26.88
Pembroke	2	\$23.09	Pembroke	2	\$25.73
Cohasset	2	\$23.09	Mansfield	3	\$24.28
Mansfield	3	\$18.59	Whitman Hanson	4	\$24.26
Schuate	4	\$18.55	Freetown-Lakeville	- 5	\$23.72
Silver Lake	2	\$18.28	Duxbury	9	\$23.08
Marshfield	9	\$18.21	Marshfield		\$22.58
Duxbury	7	\$18.08	Scituate	8	\$22.61
Canton	8	\$17.41	Silver Lake	- 8	\$22.38
Freetown-Lakeville	6	\$17.31	Canton	10	\$21.96