

Westford School District – 2011-12 and 2012-13 SALARY SCHEDULES

The salary schedule below should be used for general informational purposes only and should NOT be interpreted as a guarantee of step or column placement if hired. The District reserves the right to use other factors to determine proper salary schedule placement. Salary Schedule placements are subject to caps. Salary Schedule placements are also subject to limitations of the applicable master agreement.

STEP PLACEMENT

To estimate your step placement on our salary schedule grant yourself one step advancement for each of the first five years you taught as a licensed educator in a public school (preK-12) starting at step 3. Beyond five years of experience, grant yourself one additional step advancement for every two years you taught as a licensed educator in a public school (preK-12). Your estimated step placement would be one step above your calculated step advancements. (Examples: If you have four years of previous public school teaching experience (preK-12) you should estimate a step seven placement. If you have 11 years of previous public school teaching experience (preK-12) you should estimate a step eleven placement. Etc.)

COLUMN PLACEMENT

To estimate your column placement on our salary schedule you should only consider academic credits that are earned subsequent to the earning of a degree, are related to the teaching assignment, and which a grade of B or better was obtained. Seminars, conferences, workshops, and other non-credit bearing courses shall not be considered. If hired, photocopies of official transcripts and/or grade reports would need to be provided to verify proper column placement.

Salary Schedule 2011-2012

Multiplier	\$32,801												
Step	BA Index	Salary	BA+15 Index	Salary	BA+30 Index	Salary	MA Index	Salary	MA+15 Index	Salary	MA+30 Index	Salary	Step
1													
2													
3	1.2000	\$39,361	1.2500	\$41,001	1.3000	\$42,641	1.3500	\$44,281	1.4000	\$45,921	1.4500	\$47,561	3
4	1.2500	\$41,001	1.3000	\$42,641	1.3500	\$44,281	1.4000	\$45,921	1.4500	\$47,561	1.5000	\$49,202	4
5	1.3000	\$42,641	1.3500	\$44,281	1.4000	\$45,921	1.4500	\$47,561	1.5000	\$49,202	1.5500	\$50,842	5
6	1.3500	\$44,281	1.4000	\$45,921	1.4500	\$47,561	1.5000	\$49,202	1.5500	\$50,842	1.6000	\$52,482	6
7	1.4000	\$45,921	1.4500	\$47,561	1.5000	\$49,202	1.5500	\$50,842	1.6000	\$52,482	1.6500	\$54,122	7
8	1.4500	\$47,561	1.5000	\$49,202	1.5500	\$50,842	1.6000	\$52,482	1.6500	\$54,122	1.7000	\$55,762	8
9	1.5000	\$49,202	1.5500	\$50,842	1.6000	\$52,482	1.6500	\$54,122	1.7000	\$55,762	1.7500	\$57,402	9
10	1.5500	\$50,842	1.6000	\$52,482	1.6500	\$54,122	1.7000	\$55,762	1.7500	\$57,402	1.8000	\$59,042	10
11			1.6500	\$54,122	1.7000	\$55,762	1.7500	\$57,402	1.8000	\$59,042	1.8500	\$60,682	11
12			1.7000	\$55,762	1.7500	\$57,402	1.8000	\$59,042	1.8500	\$60,682	1.9000	\$62,322	12
13					1.8000	\$59,042	1.8500	\$60,682	1.9000	\$62,322	1.9500	\$63,962	13
14							1.9000	\$62,322	1.9500	\$63,962	2.0000	\$65,602	14
15							1.9500	\$63,962	2.0000	\$65,602	2.0500	\$67,242	15
16									2.0500	\$67,242	2.1000	\$68,882	16
17									2.1000	\$68,882	2.1500	\$70,522	17
18											2.2000	\$72,162	18
19											2.2500	\$73,802	19

Salary Schedule 2012-13

Multiplier		\$33,234		BA+15		BA+30		MA		MA+15		MA+30		Step
Step	BA Index	Salary	BA+15 Index	Salary	BA+30 Index	Salary	MA Index	Salary	MA+15 Index	Salary	MA+30 Index	Salary		
1														
2														
3	1.2000	\$39,881	1.2500	\$41,543	1.3000	\$43,204	1.3500	\$44,866	1.4000	\$46,528	1.4500	\$48,189	3	
4	1.2500	\$41,543	1.3000	\$43,204	1.3500	\$44,866	1.4000	\$46,528	1.4500	\$48,189	1.5000	\$49,851	4	
5	1.3000	\$43,204	1.3500	\$44,866	1.4000	\$46,528	1.4500	\$48,189	1.5000	\$49,851	1.5500	\$51,513	5	
6	1.3500	\$44,866	1.4000	\$46,528	1.4500	\$48,189	1.5000	\$49,851	1.5500	\$51,513	1.6000	\$53,174	6	
7	1.4000	\$46,528	1.4500	\$48,189	1.5000	\$49,851	1.5500	\$51,513	1.6000	\$53,174	1.6500	\$54,836	7	
8	1.4500	\$48,189	1.5000	\$49,851	1.5500	\$51,513	1.6000	\$53,174	1.6500	\$54,836	1.7000	\$56,498	8	
9	1.5000	\$49,851	1.5500	\$51,513	1.6000	\$53,174	1.6500	\$54,836	1.7000	\$56,498	1.7500	\$58,160	9	
10	1.5500	\$51,513	1.6000	\$53,174	1.6500	\$54,836	1.7000	\$56,498	1.7500	\$58,160	1.8000	\$59,821	10	
11			1.6500	\$54,836	1.7000	\$56,498	1.7500	\$58,160	1.8000	\$59,821	1.8500	\$61,483	11	
12			1.7000	\$56,498	1.7500	\$58,160	1.8000	\$59,821	1.8500	\$61,483	1.9000	\$63,145	12	
13					1.8000	\$59,821	1.8500	\$61,483	1.9000	\$63,145	1.9500	\$64,806	13	
14							1.9000	\$63,145	1.9500	\$64,806	2.0000	\$66,468	14	
15							1.9500	\$64,806	2.0000	\$66,468	2.0500	\$68,130	15	
16									2.0500	\$68,130	2.1000	\$69,791	16	
17									2.1000	\$69,791	2.1500	\$71,453	17	
18											2.2000	\$73,115	18	
19											2.2500	\$74,777	19	