

Winchester Public Schools

Unit A, B, C, D

Salary Schedules

2019-2022

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(Hires after the 2018-19 school year)	Current Employees	2021-2022 school year with 2% COLA						
		BA	BA 15	MA	MA 15	MA 30	MA 45	MA 60
	1	51,212	55,084	58,953	61,645	64,334	67,768	71,202
1	2	51,212	55,084	58,953	61,645	64,334	67,768	71,202
2	3	53,157	57,105	61,045	63,740	66,429	69,863	73,297
3	4	55,103	59,387	63,665	66,364	69,053	72,484	75,920
4	5	57,058	61,662	66,264	68,964	71,656	75,090	78,523
5	6	59,492	64,188	68,876	71,577	74,268	77,704	81,139
6	7	61,928	66,711	71,487	74,188	76,883	80,318	83,751
7	8	64,378	69,232	74,102	76,807	79,506	82,938	86,372
8	9	66,822	72,030	77,239	79,946	82,644	86,077	89,512
9	10	69,248	74,806	80,366	83,076	85,774	89,209	92,644
10	11	72,184	78,100	84,018	86,729	89,434	92,866	96,300
11	12	75,106	81,396	87,676	90,390	93,094	96,529	99,963
12	13	77,555	83,931	90,297	93,094	96,386	99,821	103,255
13	14			93,111	95,994	99,268	102,807	106,343
14	15					102,360	106,009	110,191

WEA Instructors Salary Schedule		
FY20 (9/1/19 - 8/31/20) 1% adjustment and 2% COLA		
Step	BA	MA
1	35,516	37,146
2	36,498	38,584
3	37,481	40,022
4	38,481	41,459
5	39,464	42,897
6	40,426	44,336
7	41,408	45,775
8	42,391	47,212
9	43,371	48,650
10	44,354	50,090
11	45,333	51,527
12	46,318	52,965

WEA Instructors Salary Schedule		
FY22 (9/1/21 - 8/31/22) 2% COLA		
Step	BA	MA
1	37,132	38,836
2	38,159	40,339
3	39,186	41,843
4	40,232	43,345
5	41,260	44,849
6	42,266	46,354
7	43,292	47,858
8	44,319	49,360
9	45,345	50,864
10	46,372	52,369
11	47,396	53,871
12	48,426	55,375

WEA Instructors Salary Schedule		
FY21 (9/1/20 - 8/31/21) .5% adjustment and 2% COLA		
Step	BA	MA
1	36,404	38,075
2	37,411	39,548
3	38,418	41,022
4	39,443	42,495
5	40,451	43,970
6	41,437	45,445
7	42,443	46,920
8	43,450	48,392
9	44,456	49,866
10	45,463	51,342
11	46,467	52,815
12	47,476	54,289

WEA Clerical Union Compensation Schedules FY2020- July 1, 2019 - June 30, 2020, 2.5% Increase + 1% Market Adjustment Steps 1-3

	Grade	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
CL-1	1	\$19.26	\$19.89	\$20.53	\$21.00	\$21.68	\$22.12	\$22.56	\$23.01	\$23.47
CL-2	2	\$20.19	\$20.86	\$21.53	\$22.02	\$22.73	\$23.19	\$23.65	\$24.12	\$24.60
CL-3	3	\$22.23	\$22.95	\$23.70	\$24.23	\$25.02	\$25.52	\$26.02	\$26.55	\$27.08
CL-4	4	\$24.52	\$25.32	\$26.13	\$26.73	\$27.59	\$28.15	\$28.71	\$29.28	\$29.87

WEA Clerical Union Compensation Schedules FY2021- July 1, 2020 - June 30, 2021, 2.5% Increase

	Grade	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
CL-1	1	\$19.74	\$20.39	\$21.05	\$21.53	\$22.22	\$22.67	\$23.12	\$23.59	\$24.06
CL-2	2	\$20.70	\$21.38	\$22.07	\$22.57	\$23.30	\$23.77	\$24.24	\$24.72	\$25.22
CL-3	3	\$22.79	\$23.52	\$24.29	\$24.84	\$25.65	\$26.16	\$26.68	\$27.21	\$27.76
CL-4	4	\$25.13	\$25.95	\$26.79	\$27.40	\$28.28	\$28.85	\$29.43	\$30.02	\$30.62

WEA Clerical Union Compensation Schedules FY2022- July 1, 2021 - June 30, 2022, 2.0% Increase

	Grade	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
CL-1	1	\$20.14	\$20.80	\$21.47	\$21.96	\$22.67	\$23.13	\$23.59	\$24.06	\$24.54
CL-2	2	\$21.11	\$21.80	\$22.51	\$23.02	\$23.77	\$24.24	\$24.72	\$25.22	\$25.72
CL-3	3	\$23.24	\$23.99	\$24.78	\$25.33	\$26.16	\$26.68	\$27.21	\$27.76	\$28.31
CL-4	4	\$25.63	\$26.47	\$27.32	\$27.95	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23

Hourly Salary Schedule effective September 1, 2019 through August 31, 2022**for all Education Support Professionals (ESPs):**

	FY2020 Effective September 1, 2019- August 31, 2020 1.5% Increase	FY2021 Effective September 1, 2020- August 31, 2021 2.5% Increase	FY2022 Effective September 1, 2021- August 31, 2022 2.0% Increase
Step	Year 1	Year 2	Year 3
1	\$21.98	\$22.53	\$22.98
2	\$22.64	\$23.21	\$23.67
3	\$23.31	\$23.90	\$24.37
4	\$24.01	\$24.61	\$25.10
5	\$24.73	\$25.35	\$25.86
6	\$25.10	\$25.73	\$26.25
7	\$25.48	\$26.12	\$27.03

Supervisor Schedule FY20 - Effective 9/1/2019 -8/31/2020 2.50% Increase							
	BA	BA15	MA	MA15	MA30	MA45	MA60
1	57,976	61,745	65,707	68,507	71,300	74,874	78,445
2	59,808	63,835	67,859	70,660	73,458	77,030	80,602
3	61,831	65,937	70,035	72,839	75,636	79,208	82,780
4	63,855	68,311	72,762	75,568	78,365	81,935	85,510
5	65,888	70,678	75,465	78,273	81,073	84,646	88,217
6	68,421	73,305	78,183	80,991	83,792	87,366	90,938
7	70,955	75,930	80,898	83,709	86,511	90,085	93,656
8	73,503	78,552	83,620	86,433	89,240	92,810	96,382
9	76,045	81,464	86,882	89,699	92,504	96,075	99,648
10	78,569	84,349	90,135	92,953	95,761	99,333	102,907
11	81,624	87,776	93,934	96,753	99,566	103,138	106,710
12	84,663	91,206	97,739	100,562	103,375	106,949	110,521
13	85,131	91,713	100,465	103,375	106,799	110,373	113,945
14			101,030	103,957	109,797	113,479	117,158
15					110,417	114,120	117,822

Supervisor Schedule FY21 - Effective 9/1/2020 -8/31/2021 2.50% Increase							
	BA	BA15	MA	MA15	MA30	MA45	MA60
1	59,425	63,289	67,349	70,220	73,083	76,746	80,406
2	61,303	65,431	69,556	72,427	75,294	78,956	82,617
3	63,377	67,586	71,786	74,660	77,527	81,188	84,850
4	65,452	70,019	74,581	77,457	80,324	83,984	87,647
5	67,535	72,445	77,351	80,230	83,100	86,762	90,422
6	70,131	75,138	80,137	83,016	85,886	89,550	93,211
7	72,728	77,828	82,921	85,801	88,674	92,337	95,998
8	75,340	80,516	85,710	88,594	91,471	95,130	98,791
9	77,946	83,501	89,054	91,941	94,817	98,477	102,140
10	80,534	86,458	92,389	95,277	98,155	101,816	105,480
11	83,664	89,970	96,282	99,172	102,056	105,716	109,377
12	86,780	93,486	100,182	103,076	105,960	109,622	113,284
13	87,260	94,006	102,977	105,960	109,469	113,132	116,794
14			103,556	106,555	112,542	116,316	120,086
15					113,178	116,973	120,767

Supervisor Schedule FY22 - Effective 9/1/2021 -8/31/2022 2.50% Increase							
	BA	BA15	MA	MA15	MA30	MA45	MA60
1	60,911	64,871	69,033	71,975	74,910	78,665	82,417
2	62,835	67,067	71,294	74,238	77,176	80,929	84,682
3	64,961	69,275	73,581	76,526	79,465	83,218	86,971
4	67,088	71,769	76,445	79,394	82,333	86,083	89,839
5	69,224	74,256	79,285	82,236	85,178	88,931	92,683
6	71,885	77,016	82,141	85,092	88,034	91,789	95,542
7	74,547	79,774	84,994	87,946	90,891	94,646	98,398
8	77,224	82,529	87,853	90,809	93,757	97,508	101,261
9	79,895	85,588	91,280	94,240	97,187	100,939	104,693
10	82,547	88,619	94,699	97,659	100,609	104,361	108,117
11	85,756	92,220	98,689	101,651	104,607	108,359	112,112
12	88,949	95,823	102,687	105,653	108,609	112,363	116,116
13	89,441	96,356	105,551	108,609	112,206	115,961	119,714
14			106,145	109,219	115,355	119,224	123,089
15					116,007	119,898	123,786