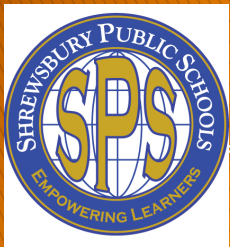


Shrewsbury Teacher Salaries

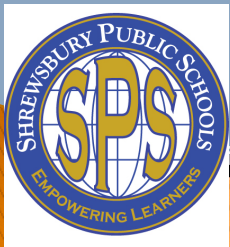
February 26, 2014



Shrewsbury Public Schools

Competitive Salaries

- **Ratification of Contract between Shrewsbury School Committee and Shrewsbury Education Association**
- **Cost of living adjustment comparison**
- **Salary comparison**



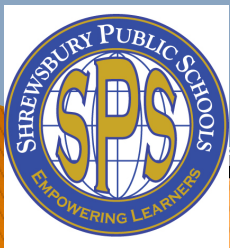
Shrewsbury Public Schools

Cost of Living Adjustment

- **School Year 2013-2014 0%***
- **School Year 2014-2015 1.75%****
- **School Year 2015-2016 1.5% for first half of year and additional 0.5% for second half of year**

*** Step adjustment to Step 11 and Step 13**

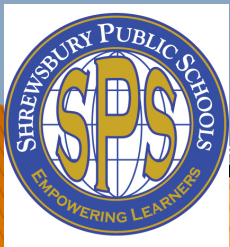
**** Step adjustment to Step 12**



Shrewsbury Public Schools

Cost of Living Adjustments

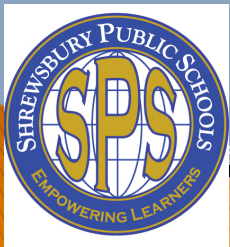
- 2013-2014 cost of living adjustments for the AVC
 - Range:
 - Maynard 2.65%
 - Marlborough 2.00%
 - Northborough 1.50%
 - Westborough 1.50%
 - Millbury 1.00%
 - Shrewsbury 0%, with new Step 13



Shrewsbury Public Schools

Cost of Living Adjustments

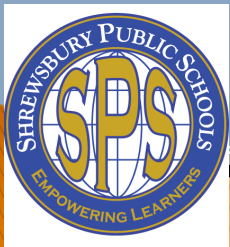
- **2014-2015 cost of living adjustments for the AVC**
 - **Range (4 districts reporting):**
 - **Assabet Valley Technical High School 2.25%**
 - **Hudson 2.00%**
 - **Marlborough 2.00%**
 - **Shrewsbury 1.75%**



Shrewsbury Public Schools

Salary Grids

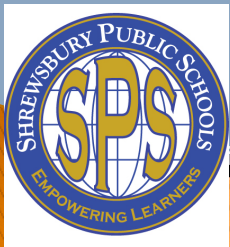
- Utilized by all public school systems in Massachusetts
- Lanes are based on educational attainment
- Steps are based on experience



Shrewsbury Public Schools

Salaries

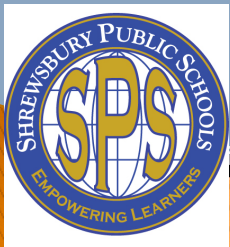
- **Bachelor Level Beginner**
 - \$43,224 (8 out of 16 AVC districts, 3 of 7 DART districts)
- **Master Level Beginner**
 - \$47,937 (4 out of 16 AVC districts, 3 of 7 DART districts)
- **Maximum Highest Salary Attainment**
 - \$87,190 (4 of 16 AVC districts, 4 of 7 DART districts)
 - Southborough \$93,765; Northborough \$92,454; Westborough \$87,081



Shrewsbury Public Schools

State Salary Averages

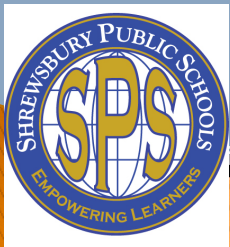
- Department of Elementary and Secondary Education state average teacher salary for Fiscal Year 2012=\$68,848
- Shrewsbury average teacher salary for Fiscal Year 2012=\$69,063
- DESE hasn't released their figures for FY 2013 and FY 2014, but Shrewsbury dropped from 2013 to 2014, which reflects retirements of experienced teachers being replaced by new teachers



Shrewsbury Public Schools

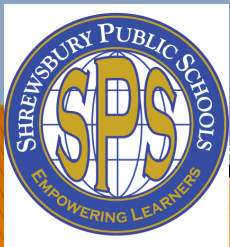
Teacher Salaries

- **Our teacher cost of living adjustments for the recently settled contract are modest compared to other similar school districts**
- **Our teacher salaries are comparable to those in other similar school districts**
- **Our teacher salaries as a whole are at the state average**



Shrewsbury Public Schools

Questions?



Shrewsbury Public Schools
