

APPENDIX A
TEACHERS' SALARIES
& OCCUPATIONAL AND PHYSICAL THERAPISTS

Bachelor

	9/1/2016	9/1/2017	9/1/2018
Step	2%	2.5%	2.5%
1	\$41,777	\$42,821	\$43,892
2	\$44,827	\$45,948	\$47,097
3	\$47,875	\$49,072	\$50,299
4	\$50,926	\$52,199	\$53,504
5	\$53,972	\$55,321	\$56,704
6	\$57,020	\$58,446	\$59,907
7	\$60,065	\$61,567	\$63,106
8	\$63,118	\$64,696	\$66,313
9	\$66,164	\$67,818	\$69,513
10	\$69,213	\$70,943	\$72,717
11	\$72,260	\$74,066	\$75,918

Master

	9/1/2016	9/1/2017	9/1/2018
Step	2%	2.5%	2.5%
1	\$44,777	\$45,896	\$47,043
2	\$48,289	\$49,496	\$50,733
3	\$51,801	\$53,096	\$54,423
4	\$55,313	\$56,696	\$58,113
5	\$58,822	\$60,293	\$61,800
6	\$62,336	\$63,894	\$65,491
7	\$65,850	\$67,496	\$69,183
8	\$69,361	\$71,095	\$72,872
9	\$72,872	\$74,694	\$76,561
10	\$76,385	\$78,295	\$80,252
11	\$79,899	\$81,896	\$83,943

Master + 30

	9/1/2016	9/1/2017	9/1/2018
Step	2%	2.5%	2.5%
1	\$47,823	\$49,019	\$50,244
2	\$51,821	\$53,117	\$54,445
3	\$55,817	\$57,212	\$58,642
4	\$59,815	\$61,310	\$62,843
5	\$63,816	\$65,411	\$67,046
6	\$67,811	\$69,506	\$71,244
7	\$71,810	\$73,605	\$75,445
8	\$75,808	\$77,703	\$79,646
9	\$79,858	\$81,854	\$83,900
10	\$83,803	\$85,898	\$88,045
11	\$87,803	\$89,998	\$92,248

MASTER + 45

	9/1/2016	9/1/2017	9/1/2018
Step	2%	2.50%	2.50%
1	\$50,594	\$51,859	\$53,155
2	\$54,591	\$55,956	\$57,355
3	\$58,588	\$60,053	\$61,554
4	\$62,586	\$64,151	\$65,755
5	\$66,585	\$68,250	\$69,956
6	\$70,580	\$72,345	\$74,154
7	\$74,580	\$76,445	\$78,356
8	\$78,578	\$80,542	\$82,556
9	\$82,627	\$84,693	\$86,810
10	\$86,574	\$88,738	\$90,956
11	\$90,572	\$92,836	\$95,157

MASTER +60

	9/1/2016	9/1/2017	9/1/2018
Step	2%	2.50%	2.50%
1	\$52,813	\$54,133	\$55,486
2	\$56,810	\$58,230	\$59,686
3	\$60,806	\$62,326	\$63,884
4	\$64,806	\$66,426	\$68,087
5	\$68,804	\$70,524	\$72,287
6	\$72,799	\$74,619	\$76,484
7	\$76,800	\$78,720	\$80,688
8	\$80,797	\$82,817	\$84,887
9	\$84,847	\$86,968	\$89,142
10	\$88,793	\$91,013	\$93,288
11	\$92,790	\$95,110	\$97,488

Salary is increased each year on the basis of satisfactory service.

1. Teachers of at least ten years' experience in Braintree holding a Bachelor's degree plus 30 credit hours are to be eligible for Master's degree schedule.
2. Transfer between columns (by either award of advance degree or qualification under Section 1 above) is to be made the following February or September. A teacher who plans to progress from one column to a higher degree must notify the Superintendent of Schools in writing by October 1 of the year preceding such contemplated advancement.
3. If the Committee shall establish any new position, other than those already covered by this Agreement, within the bargaining unit covered by this Agreement, the Committee shall negotiate with the Association regarding the wages, hours and conditions of employment for said position.
4. Proposals for new advisor stipends will be referred to the Extracurricular Advisors Stipend Committee for consideration.
5. Each year, by December 1, if possible, the committee shall make available to the Association an annual distribution chart of teachers' salaries.
6. Career Award: In recognition of dedicated service to the children of Braintree, any employee covered by this Agreement who has been employed for ten (10) consecutive years in the Braintree School System shall be eligible for a "Career Award" in the form of an increase in compensation in the final year of employment by following the established procedure.

Eligible employees who desire to participate in the "Career Award" program will notify the Superintendent by November 1 of the calendar year prior to the school year in which they intend

to retire of their intention to retire, under the provisions of the Massachusetts Teachers Retirement Act or the Town of Braintree Retirement Act.

All Units: If such notice is submitted in writing by November 1, then, at the commencement of the final year of teaching, the annual salary of the individual concerned will be increased by one thousand dollars (\$1,000), and this amount shall be payable in equal installments over the final school year. In addition, all sick leave days accumulated by a retiring individual prior to his/her final year of employment will be reimbursed at the rate of \$12 per day. This amount will also be added to the final year's salary and shall be payable in equal installments over the final school year.

In the event the individual fails to retire under the provisions of either of these Acts immediately at the conclusion of the school year (unless prevented from so by death), the employee will agree in writing to repay the Town of Braintree the differential between salary which was actually received under the provisions of this Section and that which the employee would have received had he or he/she not submitted the intention to retire, said amount to be deducted from the final summer paychecks of the school year.

7. A longevity payment will be added to each employee's annual salary according to the following schedule:

	<u>Effective September 1, 2016</u>	<u>Effective September 1, 2017</u>	<u>Effective September 1, 2018</u>
After 20 - 24 years of service	\$1350 annually	\$1850 annually	\$2350 annually
After 25 - 29 years of service	\$2100 annually	\$2600 annually	\$3100 annually
After 30 or more years' service	\$2600 annually	\$3100annually	\$3600 annually

In addition to the longevity adjustments specified above, the following longevity benefit will be implemented for paraeducators after 15-19 years of service:

1. September 1, 2016 \$500
2. September 1, 2017 \$750
3. September 1, 2018 \$1,000

Part-time employees will be paid on a pro-rata basis, depending upon the percentage of full-time employment for their particular position. The above payments will be paid in a lump sum to employees annually in the second payroll period in December. If an employee were to attain a new service level (i.e. 25th year of service) prior to the midpoint of a particular school year, then that employee shall receive the longevity payment for that new service level in the December of that same school year.

**DIRECTORS AND ASSISTANT PRINCIPALS SALARY SCHEDULE
2016-2019**

	2%	2.5%	2.5%
Position	2016-2017	2017-2018	2018-2019
Directors			

Dir. of Elementary Curriculum - Min.	\$113,520	\$116,358	\$119,267
Dir. of Elementary Curriculum - Max.	\$133,707	\$137,050	\$140,476
Dir. of Technology/ Math Min	\$113,520	\$116,358	\$119,267
Dir. of Technology/ Math Max	\$133,707	\$137,050	\$140,476
Dir. of Spec. Serv. (FY) - Min	\$113,520	\$116,358	\$119,267
Dir. of Spec. Serv. (FY) - Max	\$133,707	\$137,050	\$140,476
MS Asst. Princ. (SY+3) Min	\$102,870	\$105,442	\$108,078
MS Asst. Princ. (SY+3) Max.	\$110,648	\$113,414	\$116,249
Housemaster (SY+4) Min.	\$109,101	\$111,829	\$114,625
Housemaster (SY+4)-Max	\$117,299	\$120,231	\$123,237
Assist. Dir. of Spec. Serv. (SY + 4) Min	\$109,101	\$111,829	\$114,625
Assist. Dir. of Spec. Serv. (SY+4) Max	\$117,299	\$120,231	\$123,237
POSITION			
Directors			
Athletic (202 Days) – Min. & Max .	\$112,822	\$115,643	\$118,534
SY+4 Dir. – Min. (Soc.St., Science, Guidance,, English, Math)	\$109,101	\$111,829	\$114,625
SY+4 Director –Max.	\$117,299	\$120,231	\$123,237
SY+2 Director –Min (Art, Health & Family and Cons. Science, Music, PE, World Language School Nursing Services)	\$102,870	\$105,442	\$108,078
SY+2 Director Max	\$106,189	\$108,844	\$111,565
Coordinator-(SY+2) Coordinator of School Nursing Services	\$97,988	\$102,446	\$105,088
Coordinator (SY+2) - Max	\$102,745	\$105,313	\$107,946
Head Counselor-Min	\$109,101	\$111,829	\$114,625
Head Counselor-Max	\$117,299	\$120,231	\$123,237
SY Coordinator-Min	\$94,740	\$97,109	\$99,537
SY Coordinator Max	\$97,392	\$99,827	\$102,323

1. A new administrator would normally be employed at the minimum salary for the category, but, upon the recommendation of the Superintendent may place the new administrator at any point within the salary range up to and including the maximum salary for the position depending upon experience and qualifications. An administrator who is hired at the minimum range or at a salary less than the maximum salary for the position shall receive in each succeeding year of employment an increment of one-third of the difference between his/her beginning salary and the maximum salary for the position. All administrators hired at less than the maximum salary shall receive the maximum salary for the position commencing with the fourth year of employment.

2. Evaluation for administrators will be in accord with the evaluation procedures set forth in Article 9. Administrators will be evaluated by the immediate supervisor assigned in their job description.

NON-ADMINISTRATIVE SALARIES 2016-2019

	2016-2017	2017-2018	2018-2019
Position	2%	2.5%	2.5%
Summer School Teacher (4 hr. day) Per Week	\$745	\$763	\$782
Elem. & Sec. Wkshp. (6 hr. day) Per week	\$832	\$853	\$874
Dir. of Cont. Ed.	\$33.96	\$34.80	\$35.67
Elem. Summer School Director	\$7,724	\$7,918	\$8,116
Sec. Sum. School Director	\$7,724	\$7,918	\$8,116
Secretary to Summer School	\$430	\$441	\$452
Guidance Counselors Daily Summer Stipend (1/182 of current contract salary)			
Spec. Needs Rec. Prog. Coordinator (per hour)	\$48.47	\$49.68	\$50.92
Spec. Needs Rec. Prog. Counselor (per hour)	\$21.40	\$21.93	\$22.48
Case Manager Full Time (1) (Teacher plus 4 weeks @ 1/182 per diem)			
Project Prove, Coordinator, School to Work Program- (Teacher + 10 days @ 1/182 per diem; .6 FTE Teaching Assignment)			

ADMINISTRATIVE ASSISTANT SALARY SCHEDULES 2016-2019
(Weekly Pay)

Category 1 Full year Administrative Assistants (52 weeks) and Administrative Assistants to Elementary School Principals (school year plus 4 weeks plus 10 holidays for a total of 43 weeks). Full year Administrative Assistants include: BHS Headmaster Administrative Assistant, Registrar, Administrative Assistant to Technology Department, 1 Administrative Assistant at each Middle School and Administrative Assistants to Special Services Director.

Category 1

Full year	2016-2017		
52 Weeks	2%		
Step 1	\$737.02		
Step 2	\$773.22		
Step 3	\$805.55		
Step 4	\$843.04		
Step 5	\$879.25		
Step 6	\$918.04		
Step 7	\$952.97		
Step 8	\$991.75		
Step 9	\$1,021.48		
Step 10	\$1,057.04		
Step 11	\$1,094.03		

Category 2 School year administrative assistant (37 weeks plus 1 week prior to school opening and 1 week after school closes plus 10 holidays, total 41 weeks). Administrative Assistants to Middle School Principals, Housemasters, Directors, and Supervisors, and Administrative Assistants to Curriculum Directors (except Guidance, Mathematics and Technology) shall be school year plus 4 weeks plus 10 holidays for a total of 43 weeks

Category 2

	2016-2017		
	2%		
Step 1	\$696.94		
Step 2	\$727.96		
Step 3	\$764.17		
Step 4	\$795.20		
Step 5	\$827.53		
Step 6	\$863.74		
Step 7	\$899.94		
Step 8	\$941.32		
Step 9	\$971.06		
Step 10	\$1,005.32		
Step 11	\$1,040.51		

Category 3 School year administrative assistant (37 weeks plus 1 week prior to school opening and 1 week after school closes plus 10 holidays, total 41 weeks). Administrative Assistant at the Media Center at Braintree High School. Full year Data Entry Administrative Assistant (52 weeks)

Category 3

	2016 - 2017		
	2%		
Step 1	\$616.77		
Step 2	\$645.21		
Step 3	\$677.54		
Step 4	\$703.39		
Step 5	\$735.73		
Step 6	\$764.17		
Step 7	\$796.51		
Step 8	\$831.40		
Step 9	\$857.27		
Step 10	\$887.34		
Step 11	\$918.39		

Effective September 1, 2017 all three categories, as outlined above, shall be compensated according to the following schedule. This schedule shall be adjusted to an hourly rate for any Administrative Assistant who work less than full-time, regardless of whether they work a full year or school year

	2017-2018	2018-2019
	2.5%	2.5%
Step 1	\$755.45	\$774.34
Step 2	\$792.55	\$812.36
Step 3	\$825.69	\$846.33
Step 4	\$864.12	\$885.72
Step 5	\$901.23	\$923.76
Step 6	\$940.99	\$964.51
Step 7	\$976.79	\$1,001.21
Step 8	\$1,016.54	\$1,041.95
Step 9	\$1,047.02	\$1,073.20
Step 10	\$1,083.47	\$1,110.56
Step 11	\$1,121.38	\$1,149.41

DEGREED NURSES
187 Days

	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	\$42,926	\$43,999	\$45,099
Step 2	\$46,058	\$47,209	\$48,389
Step 3	\$49,191	\$50,421	\$51,682
Step 4	\$52,324	\$53,632	\$54,973
Step 5	\$55,456	\$56,842	\$58,263
Step 6	\$58,587	\$60,052	\$61,553
Step 7	\$61,717	\$63,260	\$64,842
Step 8	\$64,852	\$66,473	\$68,135
Step 9	\$67,982	\$69,682	\$71,424
Step 10	\$71,114	\$72,892	\$74,714
Step 11	\$74,245	\$76,101	\$78,004
Master Degree	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	\$46,007	\$47,157	\$48,336
Step 2	\$49,616	\$50,856	\$52,127
Step 3	\$53,224	\$54,555	\$55,919
Step 4	\$56,831	\$58,252	\$59,708
Step 5	\$60,440	\$61,951	\$63,500
Step 6	\$64,050	\$65,651	\$67,292
Step 7	\$67,659	\$69,350	\$71,084
Step 8	\$71,265	\$73,047	\$74,873
Step 9	\$74,874	\$76,746	\$78,665
Step 10	\$78,483	\$80,445	\$82,456
Step 11	\$82,092	\$84,144	\$86,248
Master + 30	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	\$49,135	\$50,363	\$51,622
Step 2	\$53,244	\$54,575	\$55,939
Step 3	\$57,351	\$58,785	\$60,255
Step 4	\$61,457	\$62,993	\$64,568
Step 5	\$65,570	\$67,209	\$68,889
Step 6	\$69,673	\$71,415	\$73,200

Step 7	\$73,781	\$75,626	\$77,517
Step 8	\$77,890	\$79,837	\$81,833
Step 9	\$82,051	\$84,102	\$86,205
Step 10	\$86,106	\$88,259	\$90,465
Step 11	\$90,214	\$92,469	\$94,781
Master + 45	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	\$51,981	\$53,281	\$54,613
Step 2	\$56,090	\$57,492	\$58,929
Step 3	\$60,196	\$61,701	\$63,244
Step 4	\$64,305	\$65,913	\$67,561
Step 5	\$68,415	\$70,125	\$71,878
Step 6	\$72,520	\$74,333	\$76,191
Step 7	\$76,628	\$78,544	\$80,508
Step 8	\$80,736	\$82,754	\$84,823
Step 9	\$84,899	\$87,021	\$89,197
Step 10	\$88,952	\$91,176	\$93,455
Step 11	\$93,060	\$95,387	\$97,772
Non-Degree Nurses will be paid 75% of the Bachelor Schedule based upon experience step.			
Master + 60	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	\$54,201	\$55,556	\$56,945
Step 2	\$58,308	\$59,766	\$61,260
Step 3	\$62,416	\$63,976	\$65,575
Step 4	\$66,524	\$68,187	\$69,892
Step 5	\$70,635	\$72,401	\$74,211
Step 6	\$74,738	\$76,606	\$78,521
Step 7	\$78,847	\$80,818	\$82,838
Step 8	\$82,955	\$85,029	\$87,155
Step 9	\$87,117	\$89,295	\$91,527
Step 10	\$91,170	\$93,449	\$95,785
Step 11	\$95,279	\$97,661	\$100,103

PARAEDUCATOR SALARY SCHEDULE 2016-2019

	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	\$14.13	\$14.48	\$14.84
Step 2	\$14.89	\$15.26	\$15.64
Step 3	\$15.61	\$16.00	\$16.40
Step 4	\$16.28	\$16.69	\$17.11
Step 5	\$16.96	\$17.38	\$17.81
Step 6	\$17.61	\$18.05	\$18.50
Step 7	\$18.27	\$18.73	\$19.20
Step 8	\$18.98	\$19.45	\$19.94
Step 9	\$19.56	\$20.05	\$20.55
Step 10	\$20.22	\$20.73	\$21.25
Step 11	\$20.93	\$21.45	\$21.99

TITLE I TEACHERS' SALARY SCHEDULE

Bachelors	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	31,455	\$32,241	\$33,047
Step 2	33,992	\$34,842	\$35,713
Step 3	38,445	\$39,406	\$40,391
Step 4	41,945	\$42,993	\$44,068
Step 5	45,441	\$46,577	\$47,741
Step 6	48,936	\$50,159	\$51,413
Step 7	52,427	\$53,738	\$55,081
Step 8	55,927	\$57,325	\$58,758
Step 9	59,422	\$60,908	\$62,431
Step 10	61,186	\$62,715	\$64,283
Step 11	64,487	\$66,099	\$67,751

TITLE I TEACHERS' SALARY SCHEDULE

Masters	2016-2017	2017-2018	2017-2019
	2%	2.5%	2.5%
Step 1	\$33,658	\$34,499	\$35,361
Step 2	\$36,712	\$37,630	\$38,571
Step 3	\$41,520	\$42,558	\$43,622
Step 4	\$45,720	\$46,863	\$48,035
Step 5	\$49,532	\$50,770	\$52,039
Step 6	\$53,339	\$54,672	\$56,039
Step 7	\$57,671	\$59,112	\$60,590
Step 8	\$61,519	\$63,057	\$64,633
Step 9	\$65,363	\$66,997	\$68,672
Step 10	\$67,304	\$68,987	\$70,712
Step 11	\$71,582	\$73,371	\$75,205

OCCUPATIONAL AND PHYSICAL THERAPIST ASSISTANTS SALARY SCHEDULE

	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Step 1	\$31,333	\$32,116	\$32,919
Step 2	\$33,619	\$34,459	\$35,320
Step 3	\$35,906	\$36,804	\$37,724
Step 4	\$38,195	\$39,150	\$40,129
Step 5	\$40,481	\$41,493	\$42,530
Step 6	\$42,766	\$43,835	\$44,931
Step 7	\$45,049	\$46,175	\$47,329
Step 8	\$47,339	\$48,522	\$49,735
Step 9	\$49,623	\$50,864	\$52,136
Step 10	\$51,909	\$53,207	\$54,537
Step 11	\$54,196	\$55,551	\$56,940

EXTRACURRICULAR ADVISOR STIPENDS - 2016 - 2019

	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
Braintree High School			
Anime Club	\$1,359	\$1,393	\$1,427
Art Honor Society	\$1,359	\$1,393	\$1,427
Band	\$3,688	\$3,780	\$3,875
Best Buddies	\$1,359	\$1,393	\$1,427
BHS News	\$1,359	\$1,393	\$1,427
Chorus	\$2,332	\$2,390	\$2,450
Clay Club	\$1,359	\$1,393	\$1,427
Cultural Awareness Club	\$1,359	\$1,393	\$1,427
Environmental Club	\$1,359	\$1,393	\$1,427
French National Honor	\$1,359	\$1,393	\$1,427
Freshman Class Advisor	\$1,811	\$1,856	\$1,902
Future Teachers	\$1,359	\$1,393	\$1,427
Green Team	\$1,359	\$1,393	\$1,427
GSA	\$1,359	\$1,393	\$1,427
History Club	\$1,359	\$1,393	\$1,427
Interact Club	\$1,359	\$1,393	\$1,427
Jazz Band Ensemble	\$2,332	\$2,390	\$2,450
Junior Class Advisor	\$1,811	\$1,856	\$1,902
Key Club	\$1,359	\$1,393	\$1,427
Literary Magazine	\$1,359	\$1,393	\$1,427
Math Team (Varsity)	\$1,359	\$1,393	\$1,427
Math Team (JV)	\$1,132	\$1,161	\$1,190
Media Center	\$3,622	\$3,713	\$3,805
Model UN	\$1,359	\$1,393	\$1,427
Mock Trial Club	\$1,359	\$1,393	\$1,427
National Honor Society	\$1,811	\$1,856	\$1,902
Orchestra	\$2,332	\$2,390	\$2,450
Peer Mediation Coordinator	\$1,359	\$1,393	\$1,427
Photography Club	\$1,359	\$1,393	\$1,427
Robotics	\$1,359	\$1,393	\$1,427
SADD	\$1,359	\$1,393	\$1,427
School Exchange	\$1,359	\$1,393	\$1,427
School Store	\$1,359	\$1,393	\$1,427
Science Club	\$1,359	\$1,393	\$1,427
Senior Class Advisor	\$1,811	\$1,856	\$1,902
Show Choir	\$2,332	\$2,390	\$2,450
Ski Club/Per Trip	\$226	\$232	\$238
Sophomore Class Advisor	\$1,811	\$1,856	\$1,902
Spanish National Honor	\$1,359	\$1,393	\$1,427
String Quartet	\$2,332	\$2,390	\$2,450

Student Council	\$3,622	\$3,713	\$3,805
Supplies/Copier	\$2,263	\$2,320	\$2,378
Theatre Guild 2 Productions	\$3,168	\$3,247	\$3,329
Tech Director (2 shows)	\$1,697	\$1,740	\$1,783
Musical Director (fall)	\$3,734	\$3,828	\$3,923
Musical Director (spring)	\$1,697	\$1,740	\$1,783
Treasurer	\$4,300	\$4,408	\$4,518
Video Tech Club	\$1,359	\$1,393	\$1,427
Yearbook	\$3,622	\$3,713	\$3,805

Middle Schools	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
A-V Coordinator	\$793	\$812	\$833
Band	\$1,165	\$1,194	\$1,224
Chorus	\$1,165	\$1,194	\$1,224
Community Service Club	\$1,381	\$1,416	\$1,451
Computer Service Coord.	\$1,132	\$1,161	\$1,190
Concert Choir	\$1,642	\$1,683	\$1,725
Jazz Band	\$1,165	\$1,194	\$1,224
Math Team	\$905	\$927	\$951
Orchestra	\$1,165	\$1,194	\$1,224
Out-of-State Trip Coord.	\$1,132	\$1,161	\$1,190
Grade 8 Trip (2)	\$1,132	\$1,161	\$1,190
Robotics (2)	\$905	\$927	\$951
School Climate/Culture	\$905	\$927	\$951
Ski Club/per trip	\$226	\$232	\$238
Student Council	\$1,381	\$1,416	\$1,451
Theatre Guild	\$1,585	\$1,625	\$1,665
Treasurer	\$1,381	\$1,416	\$1,451
Yearbook	\$1,585	\$1,625	\$1,665
Elementary Schools	2016-2017	2017-2018	2018-2019
	2%	2.5%	2.5%
After School Enrichment	\$4,527	\$4,640	\$4,756

**COACHING SALARIES
2016-2019**

	2016-2017 2%			2017-2018 2.5%			2018-2019 2.5%		
	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Head Coaches									
Baseball Boys'	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Basketball Boys'	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Basketball Girls'	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Cheerleading (Fall)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Cheerleading (Winter)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Dance (Fall)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Dance (W)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Cross Country (B)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282
Cross Country (G)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282
Faculty Manager	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Field Hockey	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Football	\$9,343	\$9,720	\$10,093	\$9,577	\$9,963	\$10,345	\$9,816	\$10,212	\$10,604
Golf (Boys)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282
Golf (Girls)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282
Gymnastics (Boys)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Gymnastics Girls'	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Ice Hockey (Boys)	\$7,103	\$7,477	\$7,850	\$7,281	\$7,664	\$8,046	\$7,463	\$7,855	\$8,247
Ice Hockey (Girls)	\$7,103	\$7,477	\$7,850	\$7,281	\$7,664	\$8,046	\$7,463	\$7,855	\$8,247
Indoor Track (Boys)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Indoor Track (Girls)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Lacrosse (Boys)	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Lacrosse (Girls)	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Outdoor Track (Boys)	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Outdoor Track (Girls)	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Rugby (B)	\$6,727			\$6,895			\$7,067		
Rugby (G)	\$6,727			\$6,895			\$7,067		
Soccer (B)	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Soccer (G)	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Softball (G)	\$6,727	\$7,103	\$7,477	\$6,895	\$7,281	\$7,664	\$7,067	\$7,463	\$7,855
Spec. Olympics Prog. Coord.	\$2,595			\$2,660			\$2,726		
Spec. Olympics Prog. Instr.									
Swim Team (B)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282
Swim Team (G)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282

Tennis (B)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282
Tennis (G)	\$5,233	\$5,606	\$5,979	\$5,363	\$5,746	\$6,129	\$5,498	\$5,890	\$6,282
Volleyball (B)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Volleyball G)	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
Wrestling	\$6,168	\$6,540	\$6,916	\$6,322	\$6,704	\$7,088	\$6,480	\$6,871	\$7,266
	2016-2017			2017-2018			2018-2019		
Varsity Assistants	2%			2.5%			2.5%		
	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Football – offensive coord	\$4,822	\$5,101	\$5,384	\$4,942	\$5,229	\$5,518	\$5,066	\$5,359	\$5,656
Football – defensive coord.	\$4,822	\$5,101	\$5,384	\$4,942	\$5,229	\$5,518	\$5,066	\$5,359	\$5,656
Football	\$2,706	\$2,987	\$3,269	\$2,774	\$3,061	\$3,351	\$2,843	\$3,138	\$3,434
Football	\$2,706	\$2,987	\$3,269	\$2,774	\$3,061	\$3,351	\$2,843	\$3,138	\$3,434
Football JV Asst	\$2,706	\$2,987	\$3,269	\$2,774	\$3,061	\$3,351	\$2,843	\$3,138	\$3,434
Gymnastics Boys	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Gymnastics Girls	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Ice Hockey Boys	\$2,559	\$2,696	\$2,552	\$2,623	\$2,763	\$2,615	\$2,689	\$2,832	\$2,860
Ice Hockey Boys	\$1,984	\$2,124	\$2,552	\$2,033	\$2,177	\$2,615	\$2,084	\$2,231	\$2,860
Ice Hockey Girls	\$4,543	\$4,822	\$5,103	\$4,657	\$4,942	\$5,231	\$4,773	\$5,066	\$5,361
Indoor Track Boys	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Indoor Track Girls	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Outdoor Track Boys	\$4,485	\$4,767	\$5,046	\$4,597	\$4,887	\$4,892	\$4,712	\$5,009	\$5,301
Outdoor Track Girls		\$4,767	\$5,046		\$4,887	\$5,172		\$5,009	\$5,301
	2016-2017			2017-2018			2018-2019		
Junior Varsity Coaches		2%			2.5%			2.5%	
	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Baseball (B)	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Basketball (Boys)	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Basketball Girls	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Cheerleading (Fall)	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Cheerleading (Winter)	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Dance (Fall)	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Dance (Win)	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Field Hockey	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Football JV Head	\$4,286	\$4,562	\$4,839	\$4,393	\$4,677	\$4,960	\$4,503	\$4,793	\$5,084
Golf Boys	\$3,880	\$4,128	\$4,381	\$3,977	\$4,231	\$4,490	\$4,077	\$4,337	\$4,603
Golf Girls	\$3,880	\$4,128	\$4,381	\$3,977	\$4,231	\$4,490	\$4,077	\$4,337	\$4,603
Ice Hockey (Boys)	\$4,729	\$5,010	\$5,289	\$4,847	\$5,135	\$5,421	\$4,968	\$5,264	\$5,556
Ice Hockey	\$4,729	\$5,010	\$5,289	\$4,847	\$5,135	\$5,421	\$4,968	\$5,264	\$5,556

(Girls)									
Lacrosse Boys	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Lacrosse Girls	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Rugby (B)	\$4,495	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Rugby (G)	\$4,485	\$4,765	\$5,046	\$4,597	\$5,172	\$5,172	\$4,712	\$5,007	\$5,301
Soccer Boys	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Soccer Girls	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Softball Girls	\$4,485	\$4,765	\$5,046	\$4,597	\$4,885	\$5,172	\$4,712	\$5,007	\$5,301
Swim Team Girls	\$3,880	\$4,128	\$4,381	\$3,977	\$4,231	\$4,490	\$4,077	\$4,337	\$4603
Tennis Boys	\$3,880			\$3,977			\$4,077		
Tennis Girls	\$3,880			\$3,977			\$4,077		
Volleyball Boys	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Volleyball Girls	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920
Wrestling	\$4,121	\$4,401	\$4,683	\$4,224	\$4,511	\$4,800	\$4,329	\$4,624	\$4,920

	2016-2017			2017-2018			2018-2019		
		2%			2.5%			2.5%	
Freshman Coaches	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Baseball Boys	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Basketball Boys	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Basketball Girls	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Field Hockey	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Football	\$4,299	\$4,485	\$4,672	\$4,407	\$4,597	\$4,788	\$4,517	\$4,712	\$4,908
Football Assistant	\$2,991	\$3,177	\$3,363	\$3,065	\$3,257	\$3,447	\$3,142	\$3,338	\$3,533
Boys Ice Hockey	\$3,727			\$3,820			\$3,916		
Lacrosse Boys	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Lacrosse Girls	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Soccer Boys	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Soccer Girls	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Softball Girls	\$3,550	\$3,738	\$3,924	\$3,639	\$3,831	\$4,022	\$3,730	\$3,927	\$4,123
Volleyball Boys	\$3,287	\$3,461	\$3,633	\$3,370	\$3,547	\$3,724	\$3,454	\$3,636	\$3,817
Volleyball Girls	\$3,287	\$3,461	\$3,633	\$3,370	\$3,547	\$3,724	\$3,454	\$3,636	\$3,817
	2016-2017			2017-2018			2018-2019		
		2%			2.5%			2.5%	
Assistant Coaches Stipends	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Baseball Varsity Boys	\$1,500			\$1,500			\$1,500		
Basketball Varsity Boys	\$1,500			\$1,500			\$1,500		

Basketball Varsity Girls	\$1,500			\$1,500			\$1,500		
Basketball Freshman Boys	\$1,200			\$1,200			\$1,200		
Cheerleading – Varsity (Fall)	\$1,500			\$1,500			\$1,500		
Cheerleading – Varsity (winter)	\$1,200			\$1,200			\$1,200		
Cheerleading –JV (Fall)	\$1,200			\$1,200			\$1,200		
Cheerleading – JV (winter)	\$1,200			\$1,200			\$1,200		
Cross Country Varsity	\$1,500			\$1,500			\$1,500		
Dance Varsity (Fall)	\$1,500			\$1,500			\$1,500		
Dance Varsity (Winter)	\$1,500			\$1,500			\$1,500		
Dance JV (Fall)	\$1,200			\$1,200			\$1,200		
Dance JV – (Winter)	\$1,200			\$1,200			\$1,200		
Field Hockey Varsity	\$1,500			\$1,500			\$1,500		
Football Varsity	\$1,500			\$1,500			\$1,500		
Football – Freshman	\$1,200			\$1,200			\$1,200		
Boys Golf	\$1,500			\$1,500			\$1,500		
Girls Golf	\$1,500			\$1,500			\$1,500		
Ice Hockey Varsity Boys	\$1,500			\$1,500			\$1,500		
Ice Hockey – Varsity Girls	\$1,500			\$1,500			\$1,500		
Ice Hockey JV Boys	\$1,200			\$1,200			\$1,200		
Ice Hockey JV Girls	\$1,200			\$1,200			\$1,200		
Ice Hockey Freshman Boys	\$1,200			\$1,200			\$1,200		
Lacrosse Varsity Boys	\$1,500			\$1,500			\$1,500		
Lacrosse Varsity Girls	\$1,500			\$1,500			\$1,500		
Soccer Varsity Boys	\$1,500			\$1,500			\$1,500		
Soccer Varsity Girls	\$1,500			\$1,500			\$1,500		
Soccer – Goalkeeper B+G	\$400			\$400			\$400		
Softball Varsity	\$1,500			\$1,500			\$1,500		
Swim team (diving)	\$1,500			\$1,500			\$1,500		
Tennis Varsity Boys	\$1,500			\$1,500			\$1,500		
Tennis Varsity Girls	\$1,500			\$1,500			\$1,500		
Track Indoor Varsity	\$1,500			\$1,500			\$1,500		
Track Outdoor Varsity	\$1,500			\$1,500			\$1,500		
Volleyball Varsity Boys	\$1,500			\$1,500			\$1,500		
Volleyball Varsity Girls	\$1,500			\$1,500			\$1,500		
Wrestling Varsity	\$1,500			\$1,500			\$1,500		

Middle School Coaches	2016-2017 2%			2017-2018 2.5%			2018-2019 2.5%		
	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Baseball Boys	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Baseball Boys	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Basketball (East) Boys	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Basketball (South) Boys	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Basketball (East) Girls	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Basketball (South) Girls	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Soccer (East) Boys	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Soccer South Boys	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Soccer (East) Girls	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Soccer (South) Girls	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Softball Girls	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Softball Girls	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Track Boys	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897
Track - Girls	\$2,477	\$2,615	\$2,757	\$2,538	\$2,681	\$2,826	\$2,602	\$2,748	\$2,897

