

Not all schools in U28 have the same step scale or salary levels; New Salem/ Wendell, for example has 18 steps whereas Leverett has 13 steps; some of the schools, such as Erving and New Salem/Wendell, have additional wage levels, such as for **Bachelor + 15** and **Masters + 15**. The complete salary schedule for each school is listed below. There is also a variation in the schools for longevity compensation; there is a chart below showing longevity compensation for each school and income that can be earned for additional services.

Leverett 2012-13	% More/Less Erving 2012-13	% More/Less Shutesbury 2013-14	% More/Less Swift river 2012-13	% More/Less Erving 2012-13	% More/Less Shutesbury 2013-14	% More/Less Swift river 2012-13	% More/Less Erving 2012-13	% More/Less Shutesbury 2013-14	% More/Less Swift river 2012-13
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STEPS	BACHELOR				MASTERS				MASTERS +30			
1	\$37,167	-0.66%	4.99%	3.78%	\$38,820	-1.18%	6.80%	2.23%	\$40,761	-10.37%	7.04%	1.18%
2	\$39,112	1.53%	5.99%	6.20%	\$40,761	0.76%	7.63%	4.36%	\$42,701	-9.11%	7.63%	3.01%
3	\$41,053	3.63%	6.77%	8.55%	\$42,701	2.60%	8.27%	6.36%	\$44,644	-7.93%	8.03%	4.73%
4	\$42,993	5.63%	6.84%	10.77%	\$44,644	4.37%	8.42%	8.30%	\$46,582	-6.85%	8.15%	6.36%
5	\$44,933	7.54%	6.90%	12.92%	\$46,582	6.02%	8.54%	10.12%	\$48,521	-5.86%	8.29%	7.89%
6	\$46,874	9.35%	6.97%	14.96%	\$48,549	7.65%	8.76%	11.93%	\$50,497	-4.89%	8.51%	9.43%
7	\$48,894	11.27%	7.25%	17.12%	\$50,585	9.35%	9.16%	13.81%	\$52,550	-3.86%	8.94%	11.04%
8	\$50,994	13.30%	7.76%	19.40%	\$52,698	11.15%	9.77%	15.79%	\$54,691	-2.73%	9.60%	12.77%
9	\$53,185	15.47%	8.53%	21.84%	\$54,901	13.07%	10.63%	17.90%	\$56,918	-1.53%	10.48%	14.61%
10	\$55,473	17.89%	9.58%	24.42%	\$57,203	15.13%	11.76%	20.17%	\$59,236	-0.23%	11.61%	16.57%
11	\$57,856	20.35%	10.79%	27.15%	\$59,594	17.30%	13.14%	22.55%	\$61,648	1.16%	13.12%	18.64%
12	\$60,344	22.85%	12.93%	30.08%	\$62,085	19.61%	15.24%	25.07%	\$64,157	2.65%	15.09%	20.83%
13**	\$61,344	14.99%	5.33%	20.14%	\$63,085	12.63%	8.32%	16.52%	\$65,157	0.48%	8.30%	13.44%

ERVING	BACHELOR		B+15	MASTERS	M+15	M+30
1	\$37,415		\$39,285	\$41,256	\$ 43,314	\$45,479
2	\$38,539		\$40,462	\$42,493	\$ 44,611	\$46,845
3	\$39,695		\$41,678	\$43,768	\$ 45,950	\$48,250
4	\$40,886		\$42,927	\$45,081	\$ 47,328	\$49,698
5	\$42,112		\$44,216	\$46,434	\$ 48,747	\$51,187
6	\$43,375		\$45,542	\$47,828	\$ 50,209	\$52,723
7	\$44,676		\$46,910	\$49,261	\$ 51,716	\$54,305
8	\$46,018		\$48,317	\$50,739	\$ 53,267	\$55,934
9	\$47,398		\$49,766	\$52,262	\$ 54,864	\$57,612



<b>SHUTESBURY</b>													
<b>STEPS</b>	<b>BACHELOR</b>			<b>MASTERS</b>				<b>MASTERS +30</b>					
1	\$35,399			\$36,350				\$38,081					
2	\$36,992			\$37,986				\$39,795					
3	\$38,657			\$39,696				\$41,585					
4	\$40,572			\$41,585				\$43,477					
5	\$42,491			\$43,477				\$45,364					
6	\$44,408			\$45,364				\$47,255					
7	\$46,327			\$47,255				\$49,145					
8	\$48,246			\$49,145				\$51,036					
9	\$50,166			\$51,036				\$52,927					
10	\$52,083			\$52,927				\$54,816					
11	\$54,036			\$54,817				\$56,652					
12	\$55,766			\$56,544				\$58,409					
13	\$57,439			\$58,240				\$60,161					
14	\$59,169			\$59,995				\$61,973					
<b>SWIFT RIVER</b>													
<b>STEP</b>	<b>BACHELOR'S</b>			<b>MASTERS</b>				<b>M + 15</b>		<b>M + 30</b>			
1	\$35,814			\$37,972				\$39,111		\$40,284.00			
2	\$36,891			\$39,106				\$40,279		\$41,487.00			
3	\$37,991			\$40,286				\$41,495		\$42,740.00			
4	\$39,135.00			\$41,493				\$42,738		\$44,020.00			
5	\$40,305.00			\$42,740				\$44,023		\$45,343.00			
6	\$41,516			\$44,019				\$45,340		\$46,700.00			
7	\$42,763			\$45,341				\$46,702		\$48,103.00			
8	\$44,045			\$46,701				\$48,102		\$49,545.00			
9	\$45,364			\$48,103				\$49,546		\$51,032.00			
10	\$46,728			\$49,544				\$51,030		\$52,561.00			
11	\$48,131			\$51,033				\$52,564		\$54,141.00			
12	\$49,572			\$52,565				\$54,142		\$55,766.00			
13	\$51,060			\$54,139				\$55,763		\$57,436.00			
14	\$52,591			\$55,763				\$57,436		\$59,159.00			
15	\$54,170			\$57,438				\$59,161		\$60,936.00			
16	\$55,795			\$59,161				\$60,936		\$62,764.00			
17	\$57,469			\$60,936				\$62,764		\$64,647.00			
<b>18**</b>	\$58,969			\$62,436				\$64,264		\$66,147.00			

<b>**Special Rules Apply: this salary level available after 27 years of total service of which a minimum of 20 must be at Leverett Elementary School</b>				
Longevity	Leverett	Erving	Shutesbury	New Salem/Wendell
After 15 Years	\$ 1,000	\$ 1,250	\$ 750	\$ 750
After 18 Years			\$ 1,000	
After 20 Years	\$ 1,250	\$ 1,750	\$ 1,250 **	\$ 1,000
After 25 Years	\$ 1,500	\$ 2,000	\$ 2,000	\$ 1,250
After 30 Years		\$ 2,500	\$ 3,000	\$ 1,500
			** After 21 years	
Per Year:				
Mentor	\$ 600	\$ 600	\$ 600	\$ 600
Teacher in Charge	\$ 750	\$ 850	\$ 750	\$ 1,000
National Board Certified				\$ 600
6th Gr. Field Trip Advisor	\$ 400			