

Salary Proposal - Hingham School Committee							
2023-2024	3% COLA						
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	Doctorate
1	\$ 58,352	\$ 60,784	\$ 63,579	\$ 66,188	\$ 68,799	\$ 71,788	\$ 74,772
2	\$ 61,241	\$ 63,703	\$ 66,881	\$ 69,711	\$ 72,543	\$ 75,691	\$ 78,834
3	\$ 64,130	\$ 66,620	\$ 70,184	\$ 73,235	\$ 76,288	\$ 79,594	\$ 82,896
4	\$ 67,020	\$ 69,538	\$ 73,487	\$ 76,760	\$ 80,032	\$ 83,498	\$ 86,959
5	\$ 69,909	\$ 72,456	\$ 76,790	\$ 80,281	\$ 83,777	\$ 87,401	\$ 91,021
6	\$ 72,799	\$ 75,374	\$ 80,094	\$ 83,805	\$ 87,520	\$ 91,304	\$ 95,084
7	\$ 75,690	\$ 78,292	\$ 83,395	\$ 87,330	\$ 91,265	\$ 95,208	\$ 99,145
8	\$ 78,579	\$ 81,210	\$ 86,697	\$ 90,853	\$ 95,010	\$ 99,113	\$ 103,208
9	\$ 81,468	\$ 84,128	\$ 90,000	\$ 94,377	\$ 98,755	\$ 103,015	\$ 107,271
10	\$ 84,358	\$ 87,046	\$ 93,303	\$ 97,900	\$ 102,500	\$ 106,917	\$ 111,333
11	\$ 87,246	\$ 89,964	\$ 96,606	\$ 101,424	\$ 106,246	\$ 110,823	\$ 115,396
12	\$ 90,136	\$ 92,882	\$ 99,909	\$ 104,948	\$ 109,990	\$ 114,726	\$ 119,458
13	\$ 93,027	\$ 95,800	\$ 103,211	\$ 108,471	\$ 113,734	\$ 118,629	\$ 123,520
2024-2025	3% COLA						
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	Doctorate
1	63,078	65,615	68,887	71,803	74,719	77,961	81,199
2	66,054	68,619	72,290	75,432	78,577	81,982	85,383
3	69,031	71,625	75,692	79,063	82,433	86,003	89,568
4	72,006	74,630	79,093	82,690	86,290	90,023	93,752
5	74,983	77,636	82,497	86,319	90,146	94,043	97,937
6	77,960	80,641	85,897	89,949	94,003	98,064	102,119
7	80,936	83,647	89,298	93,579	97,861	102,086	106,304
8	83,912	86,652	92,700	97,208	101,718	106,106	110,490
9	86,889	89,658	96,102	100,837	105,575	110,125	114,673
10	89,864	92,663	99,504	104,467	109,433	114,148	118,858
11	92,840	95,669	102,906	108,096	113,289	118,167	123,042
12	95,817	98,674	106,307	111,726	117,146	122,188	127,225
13	95,817	98,674	106,307	111,726	117,146	122,188	127,225
2025-2026	3% COLA						
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	Doctorate
1	64,970	67,583	70,954	73,957	76,961	80,300	83,635
2	68,035	70,678	74,458	77,695	80,934	84,442	87,945
3	71,102	73,773	77,963	81,434	84,906	88,583	92,255
4	74,167	76,869	81,466	85,170	88,879	92,723	96,564
5	77,233	79,965	84,972	88,909	92,850	96,865	100,875
6	80,299	83,060	88,474	92,648	96,823	101,006	105,183
7	83,364	86,156	91,977	96,386	100,796	105,149	109,493
8	86,429	89,252	95,481	100,124	104,770	109,289	113,804
9	89,495	92,347	98,985	103,863	108,743	113,428	118,113
10	92,559	95,443	102,489	107,601	112,716	117,572	122,424
11	95,626	98,539	105,993	111,339	116,688	121,712	126,733
12	98,692	101,635	109,497	115,077	120,660	125,854	131,042
13	98,692	101,635	109,497	115,077	120,660	125,854	131,042
2026-2027	3% COLA						
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	Doctorate
1	66,919	69,610	73,083	76,176	79,270	82,709	86,144
2	70,076	72,798	76,692	80,026	83,362	86,975	90,583
3	73,235	75,986	80,302	83,877	87,453	91,240	95,022
4	76,392	79,175	83,910	87,726	91,546	95,505	99,461
5	79,550	82,364	87,521	91,576	95,636	99,771	103,901
6	82,708	85,552	91,128	95,427	99,728	104,036	108,338
7	85,865	88,741	94,736	99,278	103,820	108,303	112,778
8	89,022	91,929	98,346	103,128	107,913	112,568	117,218
9	92,180	95,118	101,954	106,978	112,005	116,831	121,656
10	95,336	98,306	105,564	110,829	116,097	121,099	126,096
11	98,494	101,495	109,173	114,679	120,189	125,364	130,535
12	101,653	104,684	112,782	118,530	124,280	129,629	134,973
13	101,653	104,684	112,782	118,530	124,280	129,629	134,973

Salary Proposal - Hingham Education Association (HEA)							
2023-2024	6% COLA						
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	Doctorate
1	\$ 60,051	\$ 62,555	\$ 65,431	\$ 68,116	\$ 70,803	\$ 73,879	\$ 76,950
2	\$ 63,024	\$ 65,559	\$ 68,829	\$ 71,742	\$ 74,656	\$ 77,895	\$ 81,130
3	\$ 65,998	\$ 68,561	\$ 72,228	\$ 75,368	\$ 78,510	\$ 81,913	\$ 85,311
4	\$ 68,972	\$ 71,564	\$ 75,628	\$ 78,995	\$ 82,363	\$ 85,930	\$ 89,492
5	\$ 71,945	\$ 74,567	\$ 79,026	\$ 82,620	\$ 86,217	\$ 89,946	\$ 93,672
6	\$ 74,920	\$ 77,570	\$ 82,427	\$ 86,246	\$ 90,069	\$ 93,964	\$ 97,854
7	\$ 77,894	\$ 80,573	\$ 85,824	\$ 89,873	\$ 93,923	\$ 97,981	\$ 102,032
8	\$ 80,867	\$ 83,576	\$ 89,222	\$ 93,499	\$ 97,778	\$ 102,000	\$ 106,214
9	\$ 83,841	\$ 86,579	\$ 92,622	\$ 97,126	\$ 101,632	\$ 106,016	\$ 110,396
10	\$ 86,815	\$ 89,582	\$ 96,020	\$ 100,752	\$ 105,486	\$ 110,031	\$ 114,575
11	\$ 89,787	\$ 92,585	\$ 99,420	\$ 104,378	\$ 109,340	\$ 114,051	\$ 118,757
12	\$ 92,762	\$ 95,588	\$ 102,819	\$ 108,004	\$ 113,193	\$ 118,067	\$ 122,938
13	\$ 95,736	\$ 98,591	\$ 106,217	\$ 111,631	\$ 117,046	\$ 122,084	\$ 127,117
2024-2025	6.5% COLA						
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	Doctorate
1	\$ 67,121	\$ 69,820	\$ 73,303	\$ 76,405	\$ 79,508	\$ 82,958	\$ 86,404
2	\$ 70,288	\$ 73,017	\$ 76,923	\$ 80,267	\$ 83,613	\$ 87,237	\$ 90,856
3	\$ 73,455	\$ 76,215	\$ 80,544	\$ 84,130	\$ 87,717	\$ 91,515	\$ 95,309
4	\$ 76,622	\$ 79,414	\$ 84,163	\$ 87,990	\$ 91,821	\$ 95,793	\$ 99,761
5	\$ 79,790	\$ 82,612	\$ 87,784	\$ 91,852	\$ 95,924	\$ 100,071	\$ 104,214
6	\$ 82,957	\$ 85,810	\$ 91,403	\$ 95,715	\$ 100,028	\$ 104,350	\$ 108,665
7	\$ 86,124	\$ 89,008	\$ 95,022	\$ 99,577	\$ 104,133	\$ 108,630	\$ 113,118
8	\$ 89,290	\$ 92,206	\$ 98,642	\$ 103,439	\$ 108,238	\$ 112,907	\$ 117,572
9	\$ 92,458	\$ 95,404	\$ 102,261	\$ 107,301	\$ 112,342	\$ 117,183	\$ 122,023
10	\$ 95,623	\$ 98,603	\$ 105,882	\$ 111,163	\$ 116,447	\$ 121,464	\$ 126,476
11	\$ 98,791	\$ 101,801	\$ 109,502	\$ 115,025	\$ 120,551	\$ 125,741	\$ 130,929
12	\$ 101,959	\$ 104,999	\$ 113,121	\$ 118,887	\$ 124,654	\$ 130,020	\$ 135,380
2025-2026	6.75% COLA						
Step	Bachelors	Bachelors +15	Masters	Masters +15	Masters +30	Masters +60	Doctorate
1	\$ 71,652	\$ 74,533	\$ 78,251	\$ 81,562	\$ 84,875	\$ 88,558	\$ 92,236
2	\$ 75,032	\$ 77,946	\$ 82,116	\$ 85,685	\$ 89,257	\$ 93,125	\$ 96,989
3	\$ 78,413	\$ 81,360	\$ 85,980	\$ 89,809	\$ 93,638	\$ 97,693	\$ 101,742
4	\$ 81,794	\$ 84,774	\$ 89,844	\$ 93,929	\$ 98,019	\$ 102,259	\$ 106,495
5	\$ 85,175	\$ 88,188	\$ 93,710	\$ 98,052	\$ 102,399	\$ 106,826	\$ 111,249
6	\$ 88,557	\$ 91,602	\$ 97,572	\$ 102,176	\$ 106,780	\$ 111,393	\$ 115,999
7	\$ 91,937	\$ 95,016	\$ 101,436	\$ 106,298	\$ 111,162	\$ 115,962	\$ 120,754
8	\$ 95,317	\$ 98,430	\$ 105,300	\$ 110,421	\$ 115,544	\$ 120,528	\$ 125,508
9	\$ 98,699	\$ 101,844	\$ 109,164	\$ 114,544	\$ 119,926	\$ 125,093	\$ 130,259
10	\$ 102,078	\$ 105,258	\$ 113,029	\$ 118,666	\$ 124,307	\$ 129,663	\$ 135,013
11	\$ 105,460	\$ 108,672	\$ 116,894	\$ 122,789	\$ 128,688	\$ 134,229	\$ 139,766
12	\$ 108,841	\$ 112,086	\$ 120,757	\$ 126,912	\$ 133,068	\$ 138,796	\$ 144,518