

CANTON PUBLIC SCHOOLS

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Superintendent of Schools

To develop students who are competent and creative thinkers, curious and confident learners, and compassionate citizens.

CANTON SCHOOL LEADERSHIP TEAM/
 CANTON TEACHERS ASSOCIATION (UNIT A)

SALARY TABLE UNDER 2019-2022 CONTRACT

Hockomock League Comparable Salaries			DART Comparable Salaries		
<i>Beginning Salary</i>			<i>Beginning Salary</i>		
District	As of:	Salary	District	As of:	Salary
Milford	FY22	\$ 55,194.00	Burlington	FY22	\$ 57,282.00
Canton	FY22	\$ 54,229.00	Canton	FY22	\$ 54,229.00
Foxborough	FY22	\$ 51,827.00	Wakefield	FY22	\$ 53,819.00
Easton	FY23	\$ 51,000.00	Milton	FY23	\$ 53,135.00
Attleboro	FY22	\$ 50,372.00	Walpole	FY22	\$ 52,518.00
Sharon	FY22	\$ 49,797.00	Chelmsford	FY22	\$ 51,136.00
North Attleborough	FY22	\$ 49,534.00	Wachusett	FY22	\$ 50,054.00
Mansfield	FY22	\$ 47,960.00	Sharon	FY22	\$ 49,797.00
Franklin	FY22	\$ 47,797.00	Hampden-Wilbraham	FY23	\$ 48,679.00
King Philip	FY22	\$ 46,932.00	Mansfield	FY22	\$ 47,960.00
Stoughton	FY22	\$ 46,859.00	Shrewsbury		Unknown
<i>Highest Maximum Salary</i>			<i>Highest Maximum Salary</i>		
District	As of:	Salary	District	As of:	Salary
Mansfield	FY22	\$ 110,361.00	Milton	FY23	\$ 112,097.00
Canton	FY22	\$ 107,849.00	Mansfield	FY22	\$ 110,361.00
Sharon	FY22	\$ 107,566.00	Canton	FY22	\$ 107,849.00
Foxborough	FY22	\$ 103,770.00	Sharon	FY22	\$ 107,566.00
Easton	FY23	\$ 102,700.00	Walpole	FY22	\$ 105,429.00
King Philip	FY22	\$ 102,018.00	Burlington	FY22	\$ 104,893.00
Stoughton	FY22	\$ 100,564.00	Wachusett	FY22	\$ 102,073.00
Franklin	FY22	\$ 100,263.00	Wakefield	FY22	\$ 101,445.00
Attleboro	FY22	\$ 98,222.00	Hampden-Wilbraham	FY23	\$ 100,184.00
Milford	FY22	\$ 96,970.00	Chelmsford	FY22	\$ 98,547.00
North Attleborough	FY22	\$ 96,157.00	Shrewsbury		Unknown

The Canton Public Schools does not discriminate on the basis of race, color, religion, national origin, sex, gender identity, sexual orientation, age, disability or homelessness. Equal Opportunity Employer (EOE)

CONTEXT

Our teacher salaries are comparable to those in other similar school districts.

There are two ways to compare teacher salary information in a meaningful way.

One way is to compare our salaries to those salaries of the school departments that represent the Hockomock Sports League. The second way is to compare our teacher salaries to those of the school departments that are designated by the Massachusetts Departments of Elementary and Secondary Education as "DART" (District Analysis and Review Tools) districts. These are districts that the state deems comparable to us in terms of demographics such as income, ethnicity, and other similar points of comparison.

All districts in Massachusetts, and almost all districts nationally, utilize a step system, based on experience, to move teachers from an entry-level salary to the maximum earning step for their work. In other words, in all of our comparison districts it takes more than a decade for a teacher to reach the maximum salary step and extends the amount of time a teacher must take to reach maximum for their position.

Salary is also compared across "lanes", which reflect the educational attainment of a teacher who may hold a Bachelor's degree at the beginning of their career, will hold a Master's degree by the time they attain professional level licensure through the state, and may have accumulated additional credits of graduate work later in their career.

Our teachers currently have a salary table that starts at \$54,229 and ends at \$107,849, since Dec. 2021 we have sought to fairly increase this compensation amount along with providing valuable benefits.

The current financial offer to teachers is a 7% base raise over three years, which actually amounts to up to 10%-14% raises for most teachers, depending on their years of service/longevity and post graduate work.

This offer also includes a "Super Step 20" that would be a new step to the current 16 steps that provides an additional 1% increase for those Unit A members that have 20 years of experience in Canton, previously these members would have hit the top step when reaching 16 years of experience.

The current offer allows our teachers to earn up roughly \$58K- \$116K in the third year of the contract.