

FY23 Salary Comparison by District

RANK	FY23 Bachelors Bottom Step		FY23 Bachelors Top Step		FY23 Masters Bottom Step		FY23 Masters Top Step	
	No.	School	Salary	School	Salary	School	Salary	School
1	Cambridge	\$61,040	Concord/ Carlisle	\$99,413	Carlisle (K-8)	\$65,364	Concord/ Carlisle	\$116,312
2	Carlisle (K-8)	\$59,158	Concord (K-8)	\$99,413	Cambridge	\$65,340	Concord (K-8)	\$116,312
3	Dedham	\$57,936	Lincoln/ Sudbury	\$99,370	Brookline	\$64,032	Lincoln/ Sudbury	\$111,539
4	Weston*	\$57,707	Cambridge	\$99,023	Dedham	\$64,032	Weston*	\$109,380
5	Brookline	\$57,458	Wellesley	\$98,394	Concord/ Carlisle	\$63,493	Lincoln (k-8)	\$109,308
6	Watertown	\$56,949	Brookline	\$98,326	Concord (K-8)	\$63,493	Wellesley	\$108,478
7	Newton (7)	\$56,940	Newton (7)	\$96,356	Winchester	\$62,877	Sudbury (K-8)	\$107,408
8	Waltham	\$55,229	Belmont	\$96,074	Newton (7)	\$61,899	Brookline	\$106,859
9	Winchester	\$54,752	Sudbury (K-8)	\$95,132	Weston*	\$61,134	Newton (10)	\$106,655
10	Needham	\$54,270	Watertown	\$93,976	Watertown	\$61,004	Belmont	\$106,603
11	Belmont	\$54,268	Lincoln (k-8)	\$93,848	Waltham	\$60,379	Wayland	\$104,553
12	Concord/ Carlisle	\$54,265	Westwood	\$92,858	Wellesley	\$58,877	Cambridge	\$104,542
13	Concord (K-8)	\$54,265	Dedham	\$91,795	Needham	\$58,339	Lexington	\$103,744
14	Westwood	\$54,030	Wayland	\$91,789	Belmont	\$58,267	Westwood	\$102,911
15	Arlington	\$54,010	Lexington	\$91,975	Lincoln/ Sudbury	\$58,210	Needham	\$102,222
16	Lincoln/ Sudbury	\$53,897	Carlisle (K-8)	\$91,069	Westwood	\$57,697	Watertown	\$100,669
17	Sudbury (K-8)	\$53,834	Bedford	\$90,449	Arlington	\$57,620	Carlisle (K-8)	\$100,625
18	Wellesley	\$53,404	Waltham	\$88,470	Sudbury (K-8)	\$57,612	Bedford (BA+50/M)	\$100,384
19	Lexington	\$53,043	Weston*	\$85,774	Natick	\$57,140	Dedham	\$100,369
20	Wayland	\$52,825	Framingham	\$85,703	Lexington	\$56,314	Winchester	\$95,904
21	Framingham	\$52,048	Natick	\$84,868	Framingham	\$56,176	Arlington	\$95,150
22	Natick	\$51,947	Arlington	\$83,950	Bedford (BA+50/M)	\$55,955	Waltham	\$94,153
23	Bedford	\$51,721	Needham	\$80,951	Wayland	\$54,873	Framingham	\$93,397
24	Lincoln (k-8)	\$49,320	Winchester	\$79,882	Lincoln (k-8)	\$54,195	Natick	\$93,357

NOTES: The number in parantheses next to Newton shows Newton's rank number in the previous year (2021-22

*Weston does not have settled contracts for 2022-23. An average COLA of 2.6% over 2021-22 was used in this analysis

RANK	FY23 Masters +30 Bottom Step		FY23 Masters +30 Top Step		FY23 Masters +45 Bottom Step		FY23 Masters +45 Top Step	
	No.	School	Salary	School	Salary	School	Salary	School
1	Carlisle (K-8)	\$73,453	Concord/ Carlisle	\$122,278	Carlisle (K-8)	\$73,453	Concord/ Carlisle	\$125,257
2	Cambridge	\$71,758	Concord (K-8)	\$122,278	Cambridge	\$73,111	Concord (K-8)	\$125,257
3	Winchester	\$68,421	Lincoln/ Sudbury	\$119,550	Winchester	\$71,959	Lincoln/ Sudbury	\$123,119
4	Brookline	\$67,792	Carlisle (K-8)	\$117,601	Brookline	\$69,613	Weston*	\$119,248
5	Dedham	\$67,089	Wellesley	\$116,850	Newton (7)	\$68,404	Carlisle (K-8)	\$117,601
6	Concord/ Carlisle	\$66,746	Weston*	\$116,624	Concord/ Carlisle	\$68,375	Wellesley	\$116,850
7	Concord (K-8)	\$66,746	Wayland	\$115,026	Concord (K-8)	\$68,375	Brookline	\$116,555
8	Newton (7)	\$66,514	Brookline	\$114,727	Dedham	\$67,089	Lincoln (k-8)	\$115,719
9	Watertown	\$64,719	Sudbury (K-8)	\$113,552	Weston*	\$66,154	Newton (10)	\$115,473
10	Weston*	\$64,586	Newton (10)	\$112,944	Watertown	\$66,013	Lexington	\$115,121
11	Waltham	\$63,501	Cambridge	\$112,325	Needham	\$65,116	Wayland	\$115,026
12	Wellesley	\$63,422	Belmont	\$111,895	Waltham	\$65,113	Belmont	\$114,968
13	Natick	\$62,856	Lincoln (k-8)	\$111,304	Natick	\$64,427	Cambridge	\$113,741
14	Needham	\$62,841	Lexington	\$110,390	Lincoln/ Sudbury	\$63,608	Sudbury (K-8)	\$113,552
15	Lincoln/ Sudbury	\$61,756	Westwood	\$108,084	Westwood	\$63,469	Westwood	\$111,257
16	Westwood	\$61,631	Needham	\$107,824	Wellesley	\$63,422	Needham	\$110,759
17	Belmont	\$61,462	Dedham	\$107,232	Belmont	\$63,257	Watertown	\$108,935
18	Sudbury (K-8)	\$60,923	Watertown	\$106,798	Framingham	\$61,949	Dedham	\$107,232
19	Wayland	\$60,373	Winchester	\$105,430	Lexington	\$61,297	Winchester	\$105,891
20	Framingham	\$60,022	Bedford	\$102,877	Sudbury (K-8)	\$60,923	Natick	\$105,257
21	Lexington	\$59,627	Natick	\$102,691	Wayland	\$60,373	Bedford (MA+50)	\$104,357
22	Arlington	\$59,440	Arlington	\$98,390	Arlington	\$59,440	Framingham	\$99,766
23	Lincoln (k-8)	\$58,601	Waltham	\$97,276	Bedford (MA+50)	\$59,220	Waltham	\$98,888
24	Bedford	\$57,865	Framingham	\$97,231	Lincoln (k-8)	\$58,601	Arlington	\$98,390

NOTES: The number in parantheses next to Newton shows Newton's rank number in the previous year (2021-22

*Weston does not have settled contracts for 2022-23. An average COLA of 2.6% over 2021-22 was used in this analysis

FY23 Salary Comparison by District

RANK	FY23 Masters +60 Bottom Step		FY23 Masters +60 Top Step		FY23 Highest Salary Top Step		FY23 Lane Spread - Highest to Lowest Lane / Step		
	No.	School	Salary	School	Salary	School	Salary	School	\$ Spread Highest Lane/Step to Lowest Lane/Step
1	Carlisle (K-8)	\$75,658	Concord/ Carlisle	\$128,243	Concord/ Carlisle	\$131,450	Concord/ Carlisle	\$77,185	8
2	Winchester	\$75,496	Concord (K-8)	\$128,243	Concord (K-8)	\$131,450	Concord (K-8)	\$77,185	8
3	Cambridge	\$74,177	Lincoln/ Sudbury	\$126,793	Wayland	\$127,784	Wayland	\$74,959	7
4	Newton (4)	\$70,769	Carlisle (K-8)	\$125,974	Lincoln/ Sudbury	\$126,793	Lincoln/ Sudbury	\$72,896	6
5	Dedham	\$70,141	Wellesley	\$125,026	Carlisle (K-8)	\$125,974	Wellesley	\$71,622	4
6	Concord/ Carlisle	\$70,003	Wayland	\$122,167	Wellesley	\$125,026	Westwood	\$69,472	8
7	Concord (K-8)	\$70,003	Weston*	\$121,879	Westwood	\$123,502	Lexington	\$68,672	7
8	Brookline	\$69,613	Newton (8)	\$120,172	Brookline	\$122,102	Carlisle (K-8)	\$66,817	4
9	Wellesley	\$67,856	Sudbury (K-8)	\$118,943	Weston*	\$121,879	Lincoln (k-8)	\$66,399	5
10	Weston*	\$67,716	Brookline	\$116,555	Lexington	\$121,715	Sudbury (K-8)	\$65,109	4
11	Watertown (CAGS/MA+60)	\$67,333	Lincoln (k-8)	\$115,719	Newton (11)	\$120,172	Brookline	\$64,644	5
12	Waltham (CAGS, EdS, CAES, 3Ms)	\$66,758	Lexington	\$115,121	Sudbury (K-8)	\$118,943	Weston*	\$64,171	7
13	Westwood	\$66,219	Belmont	\$114,968	Belmont	\$118,046	Belmont	\$63,778	7
14	Needham	\$66,076	Cambridge	\$114,813	Dedham	\$117,510	Newton (14)	\$63,233	5
15	Natick	\$65,998	Westwood	\$114,129	Cambridge	\$116,857	Natick	\$61,272	8
16	Lincoln/ Sudbury	\$65,515	Dedham	\$114,073	Lincoln (K-8)	\$115,719	Needham	\$60,257	8
17	Wayland	\$64,121	Winchester	\$113,496	Watertown	\$115,001	Dedham	\$59,574	5
18	Framingham	\$63,866	Needham	\$112,644	Needham	\$114,527	Winchester	\$58,744	7
19	Sudbury (K-8)	\$63,829	Watertown (CAGS/MA+60)	\$111,109	Winchester	\$113,496	Watertown	\$58,052	6
20	Belmont	\$63,257	Natick	\$107,826	Natick	\$113,219	Cambridge	\$55,817	7
21	Arlington	\$62,450	Bedford	\$104,357	Framingham	\$105,918	Bedford	\$54,111	6
22	Lexington	\$61,297	Framingham	\$102,833	Bedford	\$105,832	Framingham	\$53,870	7
23	Bedford	\$59,220	Arlington	\$102,310	Arlington	\$102,310	Arlington	\$48,300	6
24	Lincoln (k-8)	\$58,601	Waltham (CAGS, EdS, CAES, 3Ms)	\$100,533	Waltham	\$102,210	Waltham	\$46,981	7

NOTES: The number in parantheses next to Newton shows Newton's rank number in the previous year (2021-22)
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