

teacher pay per hour

teacher pay per hour is a critical metric used to understand the compensation educators receive for their time and expertise. This figure varies widely depending on factors such as geographic location, educational level, years of experience, and the type of institution. Understanding how teacher pay per hour is calculated and what influences it can offer valuable insights for educators, policymakers, and those considering a career in teaching. This article explores the components affecting hourly wages, differences across states and school districts, and the impact of additional responsibilities on teacher compensation. It also discusses comparisons with other professions and strategies for improving pay rates within the education sector. The following sections provide a comprehensive overview of teacher pay per hour and its broader implications in the education field.

- Factors Affecting Teacher Pay Per Hour
- Regional Variations in Teacher Pay
- Calculating Teacher Pay Per Hour
- Additional Compensation and Benefits
- Comparisons with Other Professions
- Strategies for Enhancing Teacher Pay

Factors Affecting Teacher Pay Per Hour

Several elements influence teacher pay per hour, making it a multifaceted issue. Salary scales often depend on educational qualifications, certifications, and accumulated experience. For instance, teachers with advanced degrees such as a master's or doctorate typically earn higher wages than those with only a bachelor's degree. Additionally, years spent in the profession frequently lead to incremental pay raises according to union contracts or district policies.

Educational Level and Certification

Teachers who hold higher educational degrees or specialized certifications generally command higher hourly wages. These qualifications reflect advanced knowledge and skills that contribute to enhanced instructional quality and student outcomes. Certification in specialized subjects or advanced pedagogical techniques can also lead to pay differentials.

Experience and Seniority

Experience is a significant determinant of teacher pay per hour. Many school districts implement step systems where pay increases with each additional year of service. Senior teachers not only benefit from higher base salaries but may also be eligible for leadership roles or mentoring positions that come with additional compensation.

Type of School and Grade Level

Teacher pay per hour can vary based on the type of institution, such as public, private, or charter schools. Public schools often follow standardized salary schedules, while private schools may have more flexibility in pay structures. Furthermore, teachers at the secondary level or in specialized subjects like STEM may receive different compensation compared to elementary educators.

Regional Variations in Teacher Pay

Geographic location plays a crucial role in determining teacher pay per hour. Economic conditions, cost of living, state funding levels, and local tax bases contribute to substantial disparities in compensation across the United States.

State-by-State Differences

States with higher costs of living, such as California, New York, and Massachusetts, typically offer higher hourly wages to teachers to offset living expenses. Conversely, states with lower costs of living may have lower pay scales. These disparities reflect the varying budget capacities and policy priorities of state governments and education departments.

Urban vs. Rural Pay Discrepancies

Within states, urban areas often provide higher teacher pay per hour compared to rural districts. Urban schools may have larger budgets and greater demand for qualified teachers, which can drive up wages. Rural districts may struggle to compete financially, affecting recruitment and retention efforts.

Impact of Local School Districts

Even within the same metropolitan area, teacher pay per hour can differ among school districts. Local tax revenues and district priorities influence salary schedules. Some districts offer incentives or bonuses for teachers in high-

need subjects or schools, which can affect overall hourly compensation.

Calculating Teacher Pay Per Hour

Determining teacher pay per hour involves more than dividing annual salary by total hours worked. The calculation must consider actual working hours, including classroom instruction, preparation, grading, and additional duties.

Annual Salary to Hourly Wage Conversion

Typically, teacher salaries are quoted as annual figures based on a 10-month contract. To find an approximate hourly rate, the annual salary is divided by the number of hours worked during the school year. However, the total number of hours includes not just classroom time but also planning periods, meetings, and extracurricular supervision.

Accounting for Overtime and Additional Work

Teachers often work beyond contracted hours, grading papers or preparing lessons at home. These extra hours are generally uncompensated, which can reduce effective hourly pay. In some cases, overtime pay or stipends may be awarded for extra duties, impacting overall hourly earnings.

Sample Calculation

For example, a teacher earning \$50,000 annually and working 40 hours per week for 40 weeks (accounting for holidays and breaks) would have a base hourly pay of approximately \$31.25. However, if actual hours worked exceed this estimate, the hourly rate decreases accordingly.

Additional Compensation and Benefits

Teacher pay per hour is only one aspect of total compensation. Benefits such as health insurance, retirement plans, and paid leave contribute significantly to the overall employment package.

Health and Retirement Benefits

Many teachers receive comprehensive health insurance coverage and participate in state or district pension plans. These benefits add substantial value beyond the hourly wage and contribute to financial security.

Bonuses and Incentives

Some districts offer performance bonuses, signing incentives, or pay differentials for teaching in high-demand areas. These additional payments can enhance teacher pay per hour and encourage retention in challenging environments.

Professional Development and Career Advancement

Opportunities for professional growth, such as workshops and advanced training, may come with stipends or salary increases. Career advancement into roles like department head or instructional coach also affects compensation.

Comparisons with Other Professions

Analyzing teacher pay per hour in relation to other professions provides context for understanding its competitiveness and challenges.

Hourly Pay Compared to Other Educators

Compared to postsecondary educators or specialized trainers, K-12 teachers often earn lower hourly rates. However, teaching offers unique non-monetary rewards and job stability that factor into career choice.

Comparison with Similar Professions

When compared to other public sector jobs or professions requiring similar education levels, teacher pay per hour can vary widely. Some occupations may offer higher hourly wages but less job security or benefits.

Impact on Recruitment and Retention

Lower teacher pay per hour relative to other professions can contribute to recruitment challenges and high turnover rates. Addressing compensation disparities is crucial for maintaining a qualified educator workforce.

Strategies for Enhancing Teacher Pay

Efforts to improve teacher pay per hour focus on policy reforms, funding increases, and innovative compensation models.

Policy and Funding Initiatives

Advocacy for increased education funding at the state and federal levels aims to raise teacher salaries. Some states have implemented minimum pay scales or salary boosts to improve competitiveness.

Performance-Based Pay Models

Performance incentives and merit-based pay are explored as methods to reward effective teaching. While controversial, these models seek to align compensation with student outcomes and educator performance.

Alternative Compensation Structures

Innovative approaches include offering bonuses for teaching in high-need subjects, loan forgiveness programs, and expanded benefits. These strategies help supplement base pay and address specific workforce needs.

Professional Development and Career Pathways

Providing clear pathways for career advancement and skill development can enhance teacher pay per hour. Leadership roles and specialized certifications often come with increased compensation.

- Advocate for increased education budgets
- Implement merit-based pay cautiously
- Offer targeted bonuses and incentives
- Expand professional growth opportunities
- Promote transparency in salary structures

Frequently Asked Questions

What is the average teacher pay per hour in the United States?

The average teacher pay per hour in the United States varies by state and experience but generally ranges from \$25 to \$40 per hour.

How is teacher pay per hour calculated?

Teacher pay per hour is typically calculated by dividing the annual salary by the total number of hours worked, including classroom time, preparation, grading, and meetings.

Do teachers get paid for overtime hours?

Most public school teachers are salaried and do not receive overtime pay; however, some districts or private schools may offer additional compensation for extra hours worked.

How does teacher pay per hour compare to other professions?

Teacher pay per hour is often lower than many other professions with similar education requirements, which contributes to debates about fair compensation in education.

Are substitute teachers paid hourly or salaried?

Substitute teachers are typically paid on an hourly or daily basis rather than a salary, with rates varying by district and region.

What factors influence teacher pay per hour?

Factors include geographic location, level of education, years of experience, grade level taught, and the specific school district's budget and policies.

Has teacher pay per hour increased in recent years?

Teacher pay per hour has seen modest increases in some areas, but in many regions, it has not kept pace with inflation, leading to ongoing calls for higher wages.

Can private school teachers earn more per hour than public school teachers?

In some cases, private school teachers may earn more per hour, especially in specialized or high-demand subjects, but public school teachers often have more comprehensive benefits.

Additional Resources

1. Understanding Teacher Pay: The Hourly Wage Debate

This book explores the complexities of teacher compensation, focusing specifically on the concept of pay per hour. It delves into how hourly wages

compare to salaried positions and examines the implications for teacher motivation and retention. The author also discusses policy proposals aimed at restructuring teacher pay systems.

2. Hourly Pay for Educators: Pros and Cons

An analytical look at the advantages and disadvantages of paying teachers on an hourly basis. The book covers various educational settings and how hourly pay impacts performance, workload, and job satisfaction. It also includes case studies from different regions implementing hourly wage models.

3. Reforming Teacher Compensation: Moving Beyond Salary

This book advocates for innovative pay structures, including hourly pay, to better align teacher compensation with actual work hours and responsibilities. It examines how such reforms could address issues of fairness and equity in education funding. Practical suggestions for policymakers are also provided.

4. The Economics of Teacher Pay: Hourly Wages and Budget Constraints

Focusing on the economic factors influencing teacher pay, this book analyzes how budgets and funding impact the feasibility of hourly wages. It includes statistical data and economic models to explain the relationship between pay structures and educational outcomes.

5. Teacher Pay and Performance: Is Hourly Compensation the Answer?

This volume investigates whether hourly pay can enhance teacher performance and accountability. Drawing from research and pilot programs, it evaluates the effectiveness of hourly wages in motivating teachers and improving student achievement.

6. Hourly Pay in Education: A Global Perspective

Offering an international overview, this book compares teacher pay systems across various countries, highlighting those that utilize hourly pay. It discusses cultural, economic, and political factors that influence compensation models and their impact on education quality.

7. Flexible Pay Models for Teachers: Hourly, Salaried, and Beyond

Exploring alternative pay models, this book considers hourly wages alongside other flexible compensation systems. It discusses how schools and districts can implement hybrid models to better reward teachers for their time and efforts.

8. Teacher Workload and Compensation: Aligning Hours with Pay

This book addresses the often-misaligned relationship between teacher workload and compensation. It argues for pay structures that more accurately reflect the hours teachers work, including preparation, grading, and extracurricular activities.

9. Policy Innovations in Teacher Pay: Hourly Wages and Incentives

Focusing on recent policy innovations, this book examines how hourly pay and incentive-based compensation are being used to reform teacher pay systems. It provides insights into the challenges and successes of these approaches in

various educational contexts.

Teacher Pay Per Hour

Find other PDF articles:

<https://staging.massdevelopment.com/archive-library-207/pdf?dataid=WMO86-5791&title=culligan-mark-89-manual.pdf>

teacher pay per hour: *Teachers' Pay Bill* United States. Congress. Senate. District of Columbia, 1947

teacher pay per hour: Teachers' Pay Bill United States. Congress. Senate. Committee on the District of Columbia, 1947 Considers (80) H.R. 2976, (80) S. 1088.

teacher pay per hour: *Bulletin* United States. Office of Education, 1956

teacher pay per hour: Hearings United States. Congress. House, 1956

teacher pay per hour: Hearings United States. Congress. House. Committee on Education, 1948

teacher pay per hour: *Handbook of the Economics of Education* Eric A. Hanushek, F. Welch, 2006-10-30 The Handbooks in Economics series continues to provide the various branches of economics with handbooks which are definitive reference sources, suitable for use by professional researchers, advanced graduate students, or by those seeking a teaching supplement. With contributions from leading researchers, each Handbook presents an accurate, self-contained survey of the current state of the topic under examination. These surveys summarize the most recent discussions in journals, and elucidate new developments. Although original material is also included, the main aim of this series is the provision of comprehensive and accessible surveys*Every volume contains contributions from leading researchers*Each Handbook presents an accurate, self-contained survey of a particular topic *The series provides comprehensive and accessible surveys

teacher pay per hour: *Education at a Glance 2007 OECD Indicators* OECD, 2007-09-18 These indicators look at who participates in education, what is spent on it, how education systems operate and the results achieved.

teacher pay per hour: *Issues in K-12 Education* CQ Researcher,, 2009-11-02 Issues in K-12 Education is a contemporary collection of articles covering core issues within the broad topic of K-12 Education. The book is intended to supplement core courses in the Education curriculum titled Foundations of Education, Introduction to Teaching, Introduction to Education, and Issues in Education, among other similarly titled courses. The book progresses through a 3-part structure of topics generally covered in Foundations or Introduction to Education courses and texts: Issues in Justice, Equity, and Equality; Issues in Teaching and Learning; and Issues in School Environment. In total, we will have 19 articles.

teacher pay per hour: *Occupational Outlook Quarterly* , 1999

teacher pay per hour: *OOQ, Occupational Outlook Quarterly* , 1999

teacher pay per hour: *Contextualizing and Organizing Contingent Faculty* Ishmael I. Munene, 2018-02-15 Contextualizing and Organizing Contingent Faculty: Reclaiming Academic Labor in Universities seeks to develop a counterculture that eschews the neoliberal ideology and interloping market values in higher education. More than merely lamenting the disruptive effects of these marketplace values in higher education institutions, it develops both theoretical insights and practical organizing strategies pertinent to challenging new academic-capitalist values and

behaviors. Contributors, local and international, present cases from various institutions to illuminate how national trends concerning contingent faculty are articulated, implemented, and challenged at the local level. They present organizing strategies which are analyzed from an interdisciplinary perspective, providing a thorough and comprehensive view of the contingent labor movement. This book will provide useful lessons to a broad array of audiences in universities, labor movements, and national and local governments.

teacher pay per hour: *D.C. Teachers' Salary Act* United States. Congress. Senate. Committee on the District of Columbia. Subcommittee on Fiscal Affairs, 1958 Considers (85) S. 2516, (85) S. 3734, (85) S. 3957, (85) S. 3988.

teacher pay per hour: 21st Century Education: A Reference Handbook Thomas L Good, 2008-10-01 21st Century Education: A Reference Handbook offers 100 chapters written by leading experts in the field that highlight the most important topics, issues, questions, and debates facing educators today. This comprehensive and authoritative two-volume work provides undergraduate education majors with insight into the rich array of issues inherent in education—issues informing debates that involve all Americans. Key Features: · Provides undergraduate majors with an authoritative reference source ideal for their classroom research needs, preparation for GREs, and research into directions to take in pursuing a graduate degree or career · Offers more detailed information than encyclopedia entries, but not as much jargon, detail, or density as journal articles or research handbook chapters · Explores educational policy and reform, teacher education and certification, educational administration, curriculum, and instruction · Offers a reader-friendly common format: Theory, Methods, Applications, Comparison, Future Directions, Summary, References and Further Readings 21st Century Education: A Reference Handbook is designed to prepare teachers, professors, and administrators for their future careers, informing the debates and preparing them to address the questions and meet the challenges of education today.

teacher pay per hour: **Federal Data Banks, Computers, and the Bill of Rights** United States. Congress. Senate. Committee on the Judiciary. Subcommittee on Constitutional Rights, 1971

teacher pay per hour: **Salaries of Postal Employees** United States. Congress. House. Committee on Post Office and Post Roads, 1918

teacher pay per hour: **Education in Mexico** Marjorie Cecil Johnston, 1956

teacher pay per hour: *Statistics of Land-grant Colleges and Universities* United States. Office of Education, 1952

teacher pay per hour: **District of Columbia Teachers' Salary Act** United States. Congress. Senate. Committee on the District of Columbia. Subcommittee on Fiscal Affairs, 1958

teacher pay per hour: Education at a Glance 2008 OECD Indicators OECD, 2008-09-08 A rich, comparable and up-to-date array of indicators on the performance of education systems in OECD countries.

teacher pay per hour: **Records and Briefs of the United States Supreme Court** , 1971

Related to teacher pay per hour

- **Latest Education News, Free School Notes, and Teachers** website for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking

schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

- **Latest Education News, Free School Notes, and Teachers website** for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

- **Latest Education News, Free School Notes, and Teachers website** for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you

revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

- **Latest Education News, Free School Notes, and Teachers** website for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

Related to teacher pay per hour

Houston ISD distinguishes pay between teachers with and without certification in new compensation plan (Houston Chronicle3mon) Houston ISD will pay teachers without certification \$2,500 less than those with certification in its New Education System, according to its new compensation plan for the 2025-26 school year. Once the

Houston ISD distinguishes pay between teachers with and without certification in new compensation plan (Houston Chronicle3mon) Houston ISD will pay teachers without certification \$2,500 less than those with certification in its New Education System, according to its new compensation plan for the 2025-26 school year. Once the

What Teachers Think They Should Make vs. What They're Actually Paid (Education Week2mon) Complaints about teacher pay are a common refrain in education. Now, new data help to measure the gap between teachers' hopes and reality. If teachers had their way, they'd get a 25% raise, finds a

What Teachers Think They Should Make vs. What They're Actually Paid (Education Week2mon) Complaints about teacher pay are a common refrain in education. Now, new data help to measure the gap between teachers' hopes and reality. If teachers had their way, they'd get a 25% raise, finds a

Here's what pay raises Houston-area teachers will receive from state public education funding (Houston Chronicle3mon) Teachers are getting pay increases with funding approved by the Texas Legislature, and they can expect those raises to be reflected in their salary schedules. The Legislature greenlit \$8.5 billion for

Here's what pay raises Houston-area teachers will receive from state public education funding (Houston Chronicle3mon) Teachers are getting pay increases with funding approved by the Texas Legislature, and they can expect those raises to be reflected in their salary schedules. The Legislature greenlit \$8.5 billion for

Back to Home: <https://staging.massdevelopment.com>