

Brookline teacher salary benchmarking among nine peer districts, 2019-2020

| | 1st Year Teachers | | | | | | 5th Year Teachers | | | | | |
|--|-------------------|------------------|------------------|------------------|------------------|------------------|-------------------|------------------|------------------|------------------|------------------|------------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 | Doctorate | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 | Doctorate |
| Years of experience (Steps)*: | | | | | | | | | | | | |
| Educational attainment (Lane) ***: | | | | | | | | | | | | |
| Brookline's rank among 9 peer districts | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| Brookline's salary \$ above average of other 8 peers | \$4,300 | \$6,162 | \$6,717 | \$6,289 | \$4,427 | \$5,643 | \$6,061 | \$7,577 | \$7,482 | \$7,992 | \$5,848 | \$7,239 |
| Brookline's salary % above average of other 8 peers | 8% | 10% | 11% | 10% | 7% | 8% | 9% | 11% | 10% | 10% | 8% | 9% |
| Brookline and peer districts | | | | | | | | | | | | |
| Brookline | \$ 54,148 | \$ 60,342 | \$ 63,886 | \$ 65,603 | \$ 65,603 | \$ 67,358 | \$ 65,213 | \$ 71,762 | \$ 75,638 | \$ 77,363 | \$ 77,363 | \$ 79,550 |
| Peer districts | | | | | | | | | | | | |
| 1. Acton Boxborough | \$ 49,921 | \$ 53,758 | \$ 57,396 | \$ 59,081 | \$ 60,787 | \$ 60,787 | \$ 59,684 | \$ 63,634 | \$ 67,351 | \$ 69,060 | \$ 70,766 | \$ 70,766 |
| 2. Arlington | \$ 48,494 | \$ 51,789 | \$ 53,431 | \$ 53,431 | \$ 56,179 | \$ 56,179 | \$ 57,073 | \$ 60,473 | \$ 62,183 | \$ 62,183 | \$ 65,595 | \$ 65,595 |
| 3. Belmont | \$ 51,017 | \$ 54,776 | \$ 57,780 | \$ 59,467 | \$ 59,467 | \$ 61,149 | \$ 60,702 | \$ 65,247 | \$ 68,622 | \$ 70,553 | \$ 70,553 | \$ 72,488 |
| 4. Lexington | \$ 48,898 | \$ 51,913 | \$ 54,968 | \$ 56,507 | \$ 56,507 | \$ 58,240 | \$ 59,368 | \$ 62,875 | \$ 66,223 | \$ 67,984 | \$ 67,984 | \$ 71,212 |
| 5. Needham | \$ 50,841 | \$ 54,652 | \$ 58,869 | \$ 61,001 | \$ 61,901 | \$ 62,798 | \$ 61,087 | \$ 65,701 | \$ 70,325 | \$ 72,050 | \$ 73,259 | \$ 74,470 |
| 6. Newton | \$ 50,676 | \$ 55,090 | \$ 59,196 | \$ 60,879 | \$ 62,984 | \$ 62,984 | \$ 59,575 | \$ 64,828 | \$ 69,660 | \$ 71,465 | \$ 74,118 | \$ 74,118 |
| 7. Wellesley | \$ 49,957 | \$ 55,076 | \$ 59,328 | \$ 59,328 | \$ 63,476 | \$ 63,476 | \$ 58,818 | \$ 64,845 | \$ 69,850 | \$ 69,850 | \$ 74,736 | \$ 74,736 |
| 8. Winchester | \$ 48,984 | \$ 56,387 | \$ 56,387 | \$ 64,819 | \$ 68,104 | \$ 68,104 | \$ 56,903 | \$ 65,879 | \$ 71,036 | \$ 71,822 | \$ 75,106 | \$ 75,106 |
| Adjacent urban districts | | | | | | | | | | | | |
| Cambridge | \$ 55,273 | \$ 59,220 | \$ 65,111 | \$ 66,353 | \$ 67,331 | \$ 69,060 | \$ 65,760 | \$ 69,708 | \$ 75,628 | \$ 76,871 | \$ 77,848 | \$ 79,569 |
| Boston | \$ 62,555 | \$ 66,515 | \$ 70,484 | \$ 72,466 | \$ 74,732 | \$ 77,819 | \$ 81,315 | \$ 86,564 | \$ 91,824 | \$ 94,447 | \$ 97,361 | \$ 100,543 |

| | Teachers at Top Step** | | | | | | Contract work days | Health insurance contribution by employer (%) | |
|--|------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---|------------|
| | Bachelors | Masters | Masters +30 | Masters +45 | Masters +60 | Doctorate | | | |
| Years of experience (Steps)*: | | | | | | | | | |
| Educational attainment (Lane) ***: | | | | | | | | | |
| Brookline's rank among 9 peer districts | 1 | 2 | 2 | 1 | 3 | 2 | | 1 | |
| Brookline's salary \$ above average of other 8 peers | \$9,947 | \$6,919 | \$8,616 | \$8,140 | \$5,235 | \$9,122 | | | |
| Brookline's salary % above average of other 8 peers | 11% | 7% | 8% | 7% | 5% | 8% | | | |
| Brookline and peer districts | | | | | | | | | |
| Brookline | \$ 92,661 | \$ 100,704 | \$ 108,117 | \$ 109,840 | \$ 109,840 | \$ 115,067 | 17 | 183 | 83% |
| Peer districts | | | | | | | | | |
| 1. Acton Boxborough | \$ 78,418 | \$ 83,166 | \$ 87,135 | \$ 88,939 | \$ 90,810 | \$ 90,810 | 12 | 183 | 75% |
| 2. Arlington | \$ 78,455 | \$ 87,914 | \$ 90,925 | \$ 90,925 | \$ 94,576 | \$ 94,576 | 13 | 183 | 75% |
| 3. Belmont | \$ 89,869 | \$ 99,718 | \$ 104,668 | \$ 107,543 | \$ 107,543 | \$ 110,422 | 14 | 181 | 75% |
| 4. Lexington | \$ 84,788 | \$ 95,636 | \$ 101,764 | \$ 106,124 | \$ 106,124 | \$ 112,204 | 12 | 184 | 82% |
| 5. Needham | \$ 75,835 | \$ 95,762 | \$ 101,010 | \$ 103,759 | \$ 105,525 | \$ 107,289 | 14 | 183 | 63.8-76.5% |
| 6. Newton | \$ 88,128 | \$ 97,548 | \$ 103,300 | \$ 105,612 | \$ 109,910 | \$ 109,910 | 15 | 183 | 75% |
| 7. Wellesley | \$ 92,043 | \$ 101,476 | \$ 109,307 | \$ 109,307 | \$ 116,955 | \$ 116,955 | 16 | 184 | 50-78% |
| 8. Winchester | \$ 74,180 | \$ 89,059 | \$ 97,905 | \$ 101,395 | \$ 105,395 | \$ 105,395 | 14 | 185 | 75% |
| Adjacent urban districts | | | | | | | | | |
| Cambridge | \$ 90,137 | \$ 95,202 | \$ 102,346 | \$ 103,646 | \$ 104,630 | \$ 106,505 | 10 | 183 | 75% |
| Boston | \$ 100,895 | \$ 106,144 | \$ 111,395 | \$ 114,030 | \$ 116,948 | \$ 120,128 | 9 | 183 | |

Notes: All figures refer to 2019-2020 school year.

* Steps refers to years of experience teaching in Massachusetts, not just in Brookline, with DESE licensure.

** Number of years (Steps) to get to "Top Step" differs by educational attainment (Lane), and differs across districts. Also, districts differ in terms of longevity bonus increments that teachers at the "top step" receive.

*** Lanes are based on educational attainment. For example, Masters +45 refers to teachers with a Masters degree plus 45 semester-hours of graduate work.

Italicized figures denote values equivalent to the cell to its left.

Source: PSB administrators gathered these data from Unit A contracts available on district websites, or else via phone conversations with districts' Human Resources offices.