

Chart A: Teacher pay in 2004 (taken from from <http://educatorcontracts.doemass.org/file.aspx?fieldno=1&filename=R%3A%5CMass+DOE%5CWebsearch%5CT-0325-10.pdf>)

**This is what Westfield teachers were paid in 2004**

Step	Bachelor's	Master's	M+30	CAGS/M+45	M+60	DOCTOR
2	31375	34498	37372	38891	39669	40248
3	32718	35863	38732	40248	41052	41620
4	35234	38422	41331	42868	43725	44244
5	36237	39396	42287	43809	44684	45170
6	37585	40766	43654	45171	46074	46538
7	38933	42134	45012	46541	47472	47907
8	40288	43495	46380	47907	48866	49270
9	41635	44853	47745	49271	50256	50637
10	43255	46493	49382	50914	51932	52275
11	44882	48130	51022	52553	53604	53916
12	46940	50712	54680	56283	57408	58771
13	49329	53293	57642	59147	60330	61762

Chart B: Same numbers as above in 2013 dollars (each value in the chart above was multiplied by 1.24 to adjust for inflation). See [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm)

**This is what the teacher should be getting paid in 2013 after factoring in inflation**

Step	Bachelor's	Master's	M+30	CAGS/M+45	M+60	DOCTOR
2	38905	42778	46341	48225	49190	49908
3	40570	44470	48028	49908	50904	51609
4	43690	47643	51250	53156	54219	54863
5	44934	48851	52436	54323	55408	56011
6	46605	50550	54131	56012	57132	57707
7	48277	52246	55815	57711	58865	59405
8	49957	53934	57511	59405	60594	61095
9	51627	55618	59204	61096	62317	62790
10	53636	57651	61234	63133	64396	64821
11	55654	59681	63267	65166	66469	66856
12	58206	62883	67803	69791	71186	72876
13	61168	66083	71476	73342	74809	76585

Chart C: Actual pay to teachers in 2013 taken from current contract

**This is what the teachers are actually getting paid in 2013**

Step	Bachelor's	Master's	M+30	CAGS/M+45	M+60	DOCTOR
2	36028	39616	42917	44662	45,556	46219
3	37573	41182	44478	46219	47144	47795
4	40460	44122	47462	49228	50212	50808
5	41613	45239	48561	50307	51314	51871
6	43161	46814	50131	51872	52910	53443
7	44707	48384	51689	53446	54516	55014
8	46266	49948	53260	55014	56115	56578
9	47812	51508	54827	56579	57711	58150
10	49673	53392	56706	58467	59637	60030
11	51541	55270	58591	60349	61555	61913
12	53902	58235	62792	64635	65927	67490
13	58358	63048	67980	69973	71371	73067

Chart D: Effective pay cut after factoring for inflation (Chart B value - corresponding Chart C value divided by the Chart B value)

**This is the effective pay cut teachers have received because their cost of living allowances have not kept up with inflation.**

Step	Bachelor's	Master's	M+30	CAGS/M+45	M+60	DOCTOR
2	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
3	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
4	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
5	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
6	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
7	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
8	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
9	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
10	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
11	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
12	7.4%	7.4%	7.4%	7.4%	7.4%	7.4%
13	4.6%	4.6%	4.9%	4.6%	4.6%	4.6%