

## ARTICLE XIII - SALARY

### A. ANNUAL SALARY

For the purpose of this Article, “annual salary rate” and “annual salary” shall, in respect of each member of the bargaining unit, mean the annual salary rate payable to such member of the bargaining unit on June 30, 2023 or on the date of his/her first employment as such (whichever shall be the later), and as it is adjusted from time to time thereafter in accordance with the provisions of this Article.

### B. FUNDING

Except as is otherwise expressly provided, all moneys required to be paid pursuant to this Article XIII shall be incremental cost items and subject as such to the provisions of Article XXI of this Agreement and to those of Chapter 150E, §7(c), of the General Laws.

### C. SALARY ADJUSTMENTS: FULL-TIME UNIT MEMBERS

#### 1. Salary Increase: July 2024

a. The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of July 2024, be increased by six percent (6%).

b. The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of July 2024, be increased by two thousand dollars (\$2,000).

#### 2. Salary Increase: July 2025

a. The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of July 2025, be increased by six percent (6%).

b. The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of July 2025, be increased by two thousand dollars (\$2,000).

#### ~~2. Salary Increase: January 2024~~

~~The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of January 2025, be increased by four percent (4%).~~

#### 3. Salary Increase: July 2026

a. The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of July 2026, be increased by six percent (6%).

b. The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of July 2026, be increased by two thousand dollars (\$2,000). ~~Salary Increase: January/January 2024~~¶

~~The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first full pay period of January 202, be increased by four percent (4%).¶~~