

# 23-24 Teacher SALARY SCHEDULE



Yrs of Exp (Note 1)	(Note 2)				(Note 3)		(Note 4)		Row A	Row H	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8			Step 9
Row A: 0-1 years	\$50,111	\$50,612	\$51,118	\$51,629	\$53,694	\$55,842	\$58,076	\$60,399	\$62,815	\$65,935	Row A
Row B: 2-3 years	51,113	51,624	52,140	52,661	To A6		64,511	67,092	69,776	73,241	Row H
Row C: 4-5 years	52,135	52,656	53,183	53,715	To A7		For movement to Row H see Note 7 below				
Row D: 6-7 years	53,178	53,710	54,247	54,789	To A8 (Note 3)						
Row E: 8-9 years	54,242	54,784	55,332	55,885	To A9 (Note 3)						
Row F: 10+ years	55,327	55,880	56,439	57,003	To A10 (Notes 3&4)						
Row G: 10+ years + MA	56,434	56,998	57,568	58,144	To A10 (Note 4)						

## General Schedule Notes

1. Rows on steps 1-4 only pertain to experience outside the District or once a teacher has been on step 4 for 1 year. A new Teacher with an MA will be placed one row beyond the row that experience yields.
2. A Teacher must have at least a BA+24 to advance beyond Step 4.
3. A Teacher must have at least an MA to advance beyond Step 7.
4. A Teacher must have at least an MA+24 to advance beyond Step 9.
5. Note 4 does not pertain to counselors and social workers.  
Classroom teachers at Bridges, Axtell Park Middle School, or High School Behavior Programs at Axtell Park will receive an additional annual stipend of \$4,000 (for a 1.0 FTE) for FY23, FY24, and FY25. In FY26, the annual stipend will return to the original amount of \$2,000 (for a 1.0 FTE).
6. Beyond Step 4, Row H is obtained based on the following criteria (in the fiscal year for which salary is being determined):
  - Cannot currently be receiving or have already received the District Retirement Incentive; and
  - Will be in at least their 25th year of teaching and at least 16th year in the District.

# 23-24 Teacher ADVANCEMENT GUIDELINES



## Appendix A

Advancement Grid for FY18 and Beyond							
Step		Step		Step		Step	
Prior	Current	Prior	Current	Prior	Current	Prior	Current
A1	A2	A2	A3	A3	A4	A4	BA+24? If Yes A5; if No B4*
B1	B2	B2	B3	B3	B4	B4	BA+24? If Yes A6; if No C4*
C1	C2	C2	C3	C3	C4	C4	BA+24? If Yes A6 or A7 (w/ MA); if No then D4*
D1	D2	D2	D3	D3	D4	D4	BA+24? If Yes A6 or A8 (w/ MA); if No E4*
E1	E2	E2	E3	E3	E4	E4	BA+24? If Yes A6 or A9 (w/ MA); if No F4*
F1	F2	F2	F3	F3	F4	F4	BA+24? If Yes A7, A9 (w/ MA) or A10 (w/ MA+24); if No F4
G1	G2	G2	G3	G3	G4	G4	MA+24. If Yes A10; if No A9
* Beginning in FY19, Teachers stuck on Step 4 must have been on previous row for 2 years before advancing to the next row.							
Step							
Prior	Current						
A5	A6						
A6	A7						
A7	MA? If Yes A8, if no A7						
A8	A9						
A9	MA+24? If Yes A10; if No A9	Note: Individuals on Steps A7-A10 may be eligible for advancement to Row H of the appropriate Step.					
A10	A10						

## ROW H

Advancement to Row H**							
Step		Step		Step		Step	
Prior	Current	Prior	Current	Prior	Current	Prior	Current
A7	H7	A8	H8	A9	H9	A10	H10
** A Teacher who is on Step 7 or higher for at least 1 year and will be in at least his/her 16th year in the District and at least his/her 25th year of teaching will move to Row H.							
Advancement on Row H							
Step							
Prior	Current						
H7	MA? If Yes H8, if no H7						
H8	H9						
H9	MA+24? If Yes H10; if No H9						
H10	H10						