

Teacher Salary Schedule - Salaries in FY10 (see explanation below for figuring FY08 and FY09 salaries)

Yrs of Exp (Note 1)	(Note 2)				(Note 3)			(Note 4)		
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Row A: 0-2 years	32,000	32,800	33,620	34,461	41,353	43,420	45,591	47,871	50,264	52,778
Row B: 3-6 years	33,600	34,440	35,301	36,184						
Row C: 7-9 years	35,280	36,162	37,066	37,993						
Row D: 10+ years	37,044	37,970	38,919	39,892						
Row E: 10+ years + MA	38,896	39,869	40,865	41,887						

Notes

- Rows only pertain to experience outside the District or once a teacher has been on step 4 for 1 year. Beginning in FY08, a new teacher with an MA will be placed one row beyond the row that experience yields. Row E pertains to new hires.
- A teacher must have at least a BA+24 to advance beyond Step 4.
- A teacher must have at least an MA to advance beyond Step 6.
- A teacher must have at least an MA+24 to advance beyond Step 9. This note does not apply to counselors, social workers, and speech clinicians who have an MA program that is at least 56 credits or a combination of a MA program and other graduate level courses totaling 56 credits.

1 Proposal: The District will phase in this schedule over a 3-year period. In the 3rd year (FY10), teachers will be placed on the schedule according to where they would
 2 have been placed in FY07 as if the schedule had always been in effect (see placement grid for Target). During the transition, the Base is each teacher's actual pay in
 3 FY07 and the Target is where the teacher will be placed in FY10. The rate of pay will be calculated as follows:

4
$$(FY10\ Target - FY07\ Base) \times (0.3\ in\ FY08\ \&\ 0.7\ in\ FY09) + FY07\ Base;*$$

5 Or: The new base (if rebased);

6 Or: Previous Year Pay + \$500 (\$656 for teachers making more than \$52,778 in FY07), whichever is greatest.

7 * Teachers employed in the District in FY07 who advance between lanes BA through MA+24 under the lane change system in place in FY07
 8 will be allowed to rebase (using the FY07 salary schedule and FY07 Step) and retarget (if applicable) in FY08 & FY09. If rebasing yields a
 9 higher salary than either of the calculations above, the rebased salary will be the salary for that year.

10 In FY11 and beyond, the overall salary increase will be determined by using the FY07 language. Teachers that are beyond the schedule will receive a \$500 increase
 11 (\$656 for teachers making more than \$52,778 in FY07). Teachers within the schedule (who are paid beyond the appropriate Row/Step due to being frozen on a step will
 12 have their salaries frozen until the schedule catches up to them. Teachers within the schedule who are paid beyond the appropriate Row/Step for any other reason (see
 13 advancement grid for details) will be guaranteed a \$500 increase until the schedule catches up to them. All figures are calculated on a 1.0 FTE & prorated accordingly.
 14 TCAP dollars will be utilized for allowable current expenditures.

Appendix A