

FULL-TIME TEACHER SALARY SCHEDULE -38.6 WEEK POSITIONS - 6.25 Hour Day

FY 08 (4%)

2007-2008 SCHOOL YEAR

| Lane I - Bachelor's Degree | | | | | Lane II - Master's Degree | | | | | Lane III - Master's plus 15 Semester Hours of Approved Graduate Credit | | | | |
|----------------------------|------------------------------------|--------|-----------------|------------|---------------------------|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|--------------|------------|
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 1616.20 | 42,021 | 2,941 | 44,963 | 1 | 1728.15 | 44,932 | 3,145 | 48,077 | 1 | 1784.13 | 46,387 | 3,247 | 49,634 |
| 2 | 1700.17 | 44,205 | 3,094 | 47,299 | 2 | 1812.10 | 47,115 | 3,298 | 50,413 | 2 | 1868.08 | 48,570 | 3,400 | 51,970 |
| 3 | 1791.11 | 46,569 | 3,260 | 49,829 | 3 | 1903.04 | 49,479 | 3,464 | 52,942 | 3 | 1958.98 | 50,934 | 3,565 | 54,499 |
| 4 | 1875.08 | 48,752 | 3,413 | 52,165 | 4 | 1987.03 | 51,663 | 3,616 | 55,279 | 4 | 2042.96 | 53,117 | 3,718 | 56,835 |
| 5 | 1958.99 | 50,934 | 3,565 | 54,499 | 5 | 2070.95 | 53,845 | 3,769 | 57,614 | 5 | 2126.96 | 55,301 | 3,871 | 59,172 |
| 6 | 2043.00 | 53,118 | 3,718 | 56,836 | 6 | 2154.95 | 56,029 | 3,922 | 59,951 | 6 | 2210.89 | 57,483 | 4,024 | 61,507 |
| 7 | 2112.93 | 54,936 | 3,846 | 58,782 | 7 | 2224.86 | 57,846 | 4,049 | 61,896 | 7 | 2280.86 | 59,302 | 4,151 | 63,454 |
| 8 | 2196.92 | 57,120 | 3,998 | 61,118 | 8 | 2308.86 | 60,030 | 4,202 | 64,232 | 8 | 2364.82 | 61,485 | 4,304 | 65,789 |
| 9 | 2280.87 | 59,303 | 4,151 | 63,454 | 9 | 2392.79 | 62,213 | 4,355 | 66,568 | 9 | 2448.80 | 63,669 | 4,457 | 68,126 |
| 10 | 2364.82 | 61,485 | 4,304 | 65,789 | 10 | 2476.75 | 64,396 | 4,508 | 68,903 | 10 | 2532.73 | 65,851 | 4,610 | 70,460 |
| 11 | 2455.77 | 63,850 | 4,470 | 68,320 | 11 | 2567.71 | 66,760 | 4,673 | 71,434 | 11 | 2623.70 | 68,216 | 4,775 | 72,991 |
| 12 | 2539.72 | 66,033 | 4,622 | 70,655 | 12 | 2651.68 | 68,944 | 4,826 | 73,770 | 12 | 2707.65 | 70,399 | 4,928 | 75,327 |
| 13 | 2615.16 | 67,994 | 4,760 | 72,754 | 13 | 2730.44 | 70,991 | 4,969 | 75,961 | 13 | 2788.07 | 72,490 | 5,074 | 77,564 |

| Lane IV - Master's plus 30 Semester Hours of Approved Graduate Credit | | | | | Lane V - Master's plus 45 Semester Hours of Approved Graduate Credit | | | | | Lane VI - Doctorate Degree (PH.D or ED.D) | | | | |
|---|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|-----------------|------------|---|------------------------------------|--------|--------------|------------|
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 1840.10 | 47,843 | 3,349 | 51,192 | 1 | 1896.05 | 49,297 | 3,451 | 52,748 | 1 | 1952.06 | 50,753 | 3,553 | 54,306 |
| 2 | 1924.04 | 50,025 | 3,502 | 53,527 | 2 | 1980.01 | 51,480 | 3,604 | 55,084 | 2 | 2036.02 | 52,936 | 3,706 | 56,642 |
| 3 | 2014.99 | 52,390 | 3,667 | 56,057 | 3 | 2070.95 | 53,845 | 3,769 | 57,614 | 3 | 2126.95 | 55,301 | 3,871 | 59,172 |
| 4 | 2098.96 | 54,573 | 3,820 | 58,393 | 4 | 2154.95 | 56,029 | 3,922 | 59,951 | 4 | 2210.87 | 57,483 | 4,024 | 61,506 |
| 5 | 2182.92 | 56,756 | 3,973 | 60,729 | 5 | 2238.89 | 58,211 | 4,075 | 62,286 | 5 | 2294.86 | 59,666 | 4,177 | 63,843 |
| 6 | 2266.85 | 58,938 | 4,126 | 63,064 | 6 | 2322.83 | 60,394 | 4,228 | 64,621 | 6 | 2378.84 | 61,850 | 4,329 | 66,179 |
| 7 | 2336.85 | 60,758 | 4,253 | 65,011 | 7 | 2392.79 | 62,213 | 4,355 | 66,568 | 7 | 2448.77 | 63,668 | 4,457 | 68,125 |
| 8 | 2420.79 | 62,941 | 4,406 | 67,346 | 8 | 2476.76 | 64,396 | 4,508 | 68,904 | 8 | 2532.73 | 65,851 | 4,610 | 70,461 |
| 9 | 2504.77 | 65,124 | 4,559 | 69,683 | 9 | 2560.72 | 66,579 | 4,661 | 71,239 | 9 | 2616.69 | 68,034 | 4,762 | 72,796 |
| 10 | 2588.71 | 67,307 | 4,711 | 72,018 | 10 | 2644.68 | 68,762 | 4,813 | 73,575 | 10 | 2700.65 | 70,217 | 4,915 | 75,132 |
| 11 | 2679.66 | 69,671 | 4,877 | 74,548 | 11 | 2735.65 | 71,127 | 4,979 | 76,106 | 11 | 2791.60 | 72,582 | 5,081 | 77,662 |
| 12 | 2763.61 | 71,854 | 5,030 | 76,884 | 12 | 2819.58 | 73,309 | 5,132 | 78,441 | 12 | 2875.58 | 74,765 | 5,234 | 79,999 |
| 13 | 2845.71 | 73,988 | 5,179 | 79,168 | 13 | 2903.32 | 75,486 | 5,284 | 80,770 | 13 | 2960.98 | 76,986 | 5,389 | 82,375 |

THE COLUMN ENTITLED EXTENDED PAY BI-WEEKLY GROSS IS BASED ON 26 EQUAL PAY PERIODS.

THE COLUMN ENTITLED "ANNUAL" REFLECTS THE ANNUAL SALARY ROUNDED TO THE NEAREST DOLLAR. IT IS BASED UPON 203 DAYS OF PAY WHICH INCLUDES 193 TEACHER ATTENDANCE DAYS (INCLUDING HOLIDAYS AND 10 EARNED VACATION DAYS) VACATION IS EARNED IN ACCORDANCE WITH ARTICLE 43-1 OF THE COLLECTIVE BARGAINING AGREEMENT

THE COLUMN ENTITLED "PENSION PICKUP" (ARTICLE 36-2.1) WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION PAID BY THE BOARD OF EDUCATION CALCULATED AT SEVEN PERCENT OF SALARY.

THE COLUMN ENTITLED "TOTAL COMP" REFLECTS THE TOTAL COMPENSATION PAID (ANNUAL SALARY PLUS PENSION PICKUP) AND IS ROUNDED TO THE NEAREST DOLLAR.

*New Step 14 (FY09) - Teachers with 14 years.
 **New Step 15 (FY11) - Teachers with 20 years.
 ***New Step 16 (FY12) - Teachers with 25 years

FULL-TIME TEACHER SALARY SCHEDULE -38.6 WEEK POSITIONS - 6.25 Hour Day

| FY09 (4%) | | | | | 2008-2009 SCHOOL YEAR | | | | | | | | | |
|---|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|--------------|------------|
| Lane I - Bachelor's Degree | | | | | Lane II - Master's Degree | | | | | Lane III - Master's plus 15 Semester Hours of Approved Graduate Credit | | | | |
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 1680.84 | 43,702 | 3,059 | 46,761 | 1 | 1797.27 | 46,729 | 3,271 | 50,000 | 1 | 1855.49 | 48,243 | 3,377 | 51,620 |
| 2 | 1768.18 | 45,973 | 3,218 | 49,191 | 2 | 1884.58 | 48,999 | 3,430 | 52,429 | 2 | 1942.80 | 50,513 | 3,536 | 54,049 |
| 3 | 1862.75 | 48,432 | 3,390 | 51,822 | 3 | 1979.16 | 51,458 | 3,602 | 55,060 | 3 | 2037.34 | 52,971 | 3,708 | 56,679 |
| 4 | 1950.08 | 50,702 | 3,549 | 54,251 | 4 | 2066.51 | 53,729 | 3,761 | 57,490 | 4 | 2124.68 | 55,242 | 3,867 | 59,109 |
| 5 | 2037.35 | 52,971 | 3,708 | 56,679 | 5 | 2153.79 | 55,998 | 3,920 | 59,918 | 5 | 2212.04 | 57,513 | 4,026 | 61,539 |
| 6 | 2124.72 | 55,243 | 3,867 | 59,110 | 6 | 2241.15 | 58,270 | 4,079 | 62,349 | 6 | 2299.32 | 59,782 | 4,185 | 63,967 |
| 7 | 2197.45 | 57,134 | 3,999 | 61,133 | 7 | 2313.86 | 60,160 | 4,211 | 64,372 | 7 | 2372.09 | 61,674 | 4,317 | 65,992 |
| 8 | 2284.80 | 59,405 | 4,158 | 63,563 | 8 | 2401.21 | 62,431 | 4,370 | 66,802 | 8 | 2459.41 | 63,945 | 4,476 | 68,421 |
| 9 | 2372.10 | 61,675 | 4,317 | 65,992 | 9 | 2488.51 | 64,701 | 4,529 | 69,230 | 9 | 2548.75 | 66,215 | 4,635 | 70,851 |
| 10 | 2459.41 | 63,945 | 4,476 | 68,421 | 10 | 2575.82 | 66,971 | 4,688 | 71,659 | 10 | 2634.03 | 68,485 | 4,794 | 73,279 |
| 11 | 2554.00 | 66,404 | 4,648 | 71,052 | 11 | 2670.41 | 69,431 | 4,860 | 74,291 | 11 | 2728.65 | 70,945 | 4,966 | 75,911 |
| 12 | 2641.31 | 68,674 | 4,807 | 73,481 | 12 | 2757.75 | 71,702 | 5,019 | 76,721 | 12 | 2815.95 | 73,215 | 5,125 | 78,340 |
| 13 | 2719.77 | 70,714 | 4,950 | 75,664 | 13 | 2839.66 | 73,831 | 5,168 | 78,999 | 13 | 2899.59 | 75,389 | 5,277 | 80,667 |
| 14 | 2758.23 | 71,714 | 5,020 | 76,734 | 14 | 2878.12 | 74,831 | 5,238 | 80,069 | 14 | 2938.05 | 76,389 | 5,347 | 81,737 |
| Lane IV - Master's plus 30 Semester Hours of Approved Graduate Credit | | | | | Lane V - Master's plus 45 Semester Hours of Approved Graduate Credit | | | | | Lane VI - Doctorate Degree (PH.D or ED.D) | | | | |
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 1913.70 | 49,756 | 3,483 | 53,239 | 1 | 1971.89 | 51,269 | 3,589 | 54,858 | 1 | 2030.14 | 52,784 | 3,695 | 56,478 |
| 2 | 2001.00 | 52,026 | 3,642 | 55,668 | 2 | 2059.21 | 53,540 | 3,748 | 57,287 | 2 | 2117.46 | 55,054 | 3,854 | 58,908 |
| 3 | 2095.59 | 54,485 | 3,814 | 58,299 | 3 | 2153.79 | 55,998 | 3,920 | 59,918 | 3 | 2212.03 | 57,513 | 4,026 | 61,539 |
| 4 | 2182.92 | 56,756 | 3,973 | 60,729 | 4 | 2241.15 | 58,270 | 4,079 | 62,349 | 4 | 2299.31 | 59,782 | 4,185 | 63,967 |
| 5 | 2270.23 | 59,026 | 4,132 | 63,158 | 5 | 2328.44 | 60,540 | 4,238 | 64,777 | 5 | 2386.65 | 62,053 | 4,344 | 66,397 |
| 6 | 2357.53 | 61,296 | 4,291 | 65,586 | 6 | 2415.74 | 62,809 | 4,397 | 67,206 | 6 | 2473.99 | 64,324 | 4,503 | 68,826 |
| 7 | 2430.32 | 63,188 | 4,423 | 67,612 | 7 | 2488.51 | 64,701 | 4,529 | 69,230 | 7 | 2546.72 | 66,215 | 4,635 | 70,850 |
| 8 | 2517.62 | 65,458 | 4,582 | 70,040 | 8 | 2575.83 | 66,972 | 4,688 | 71,660 | 8 | 2634.04 | 68,485 | 4,794 | 73,279 |
| 9 | 2604.96 | 67,729 | 4,741 | 72,470 | 9 | 2663.15 | 69,242 | 4,847 | 74,089 | 9 | 2721.35 | 70,755 | 4,953 | 75,708 |
| 10 | 2692.26 | 69,999 | 4,900 | 74,899 | 10 | 2750.47 | 71,512 | 5,006 | 76,518 | 10 | 2808.67 | 73,026 | 5,112 | 78,137 |
| 11 | 2786.84 | 72,458 | 5,072 | 77,530 | 11 | 2845.08 | 73,972 | 5,178 | 79,150 | 11 | 2903.26 | 75,485 | 5,284 | 80,769 |
| 12 | 2874.15 | 74,728 | 5,231 | 79,959 | 12 | 2932.36 | 76,241 | 5,337 | 81,578 | 12 | 2990.60 | 77,756 | 5,443 | 83,198 |
| 13 | 2959.54 | 76,948 | 5,386 | 82,334 | 13 | 3019.46 | 78,506 | 5,495 | 84,001 | 13 | 3079.42 | 80,065 | 5,605 | 85,670 |
| 14 | 2998.00 | 77,948 | 5,456 | 83,404 | 14 | 3057.92 | 79,506 | 5,565 | 85,071 | 14 | 3117.88 | 81,065 | 5,675 | 86,740 |

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**New Step 14 (FY09) - Teachers with 14 years.*

***New Step 15 (FY11) - Teachers with 20 years.*

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FULL-TIME TEACHER SALARY SCHEDULE -38.6 WEEK POSITIONS - 6.25 Hour Day

| FY10(4%) | | | | | 2009-2010 SCHOOL YEAR | | | | | | | | | |
|---|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|--------------|------------|
| Lane I - Bachelor's Degree | | | | | Lane II - Master's Degree | | | | | Lane III - Master's plus 15 Semester Hours of Approved Graduate Credit | | | | |
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 1748.08 | 45,450 | 3,182 | 48,632 | 1 | 1869.16 | 48,598 | 3,402 | 52,000 | 1 | 1929.71 | 50,172 | 3,512 | 53,685 |
| 2 | 1838.91 | 47,812 | 3,347 | 51,158 | 2 | 1959.97 | 50,959 | 3,567 | 54,526 | 2 | 2020.51 | 52,533 | 3,677 | 56,211 |
| 3 | 1937.26 | 50,369 | 3,526 | 53,895 | 3 | 2058.32 | 53,516 | 3,746 | 57,263 | 3 | 2118.84 | 55,090 | 3,856 | 58,946 |
| 4 | 2028.08 | 52,730 | 3,691 | 56,421 | 4 | 2149.17 | 55,878 | 3,911 | 59,790 | 4 | 2209.67 | 57,451 | 4,022 | 61,473 |
| 5 | 2118.84 | 55,090 | 3,856 | 58,946 | 5 | 2239.94 | 58,238 | 4,077 | 62,315 | 5 | 2300.52 | 59,814 | 4,187 | 64,000 |
| 6 | 2209.71 | 57,452 | 4,022 | 61,474 | 6 | 2330.79 | 60,601 | 4,242 | 64,843 | 6 | 2391.30 | 62,174 | 4,352 | 66,526 |
| 7 | 2285.34 | 59,419 | 4,159 | 63,578 | 7 | 2406.41 | 62,567 | 4,380 | 66,946 | 7 | 2466.98 | 64,141 | 4,490 | 68,631 |
| 8 | 2376.19 | 61,781 | 4,325 | 66,106 | 8 | 2497.26 | 64,929 | 4,545 | 69,474 | 8 | 2557.79 | 66,503 | 4,655 | 71,158 |
| 9 | 2466.99 | 64,142 | 4,490 | 68,632 | 9 | 2588.05 | 67,289 | 4,710 | 71,999 | 9 | 2648.62 | 68,864 | 4,820 | 73,685 |
| 10 | 2557.79 | 66,503 | 4,655 | 71,158 | 10 | 2678.86 | 69,650 | 4,876 | 74,526 | 10 | 2739.40 | 71,224 | 4,986 | 76,210 |
| 11 | 2656.16 | 69,060 | 4,834 | 73,894 | 11 | 2777.23 | 72,208 | 5,055 | 77,263 | 11 | 2837.80 | 73,783 | 5,165 | 78,947 |
| 12 | 2746.97 | 71,421 | 4,999 | 76,421 | 12 | 2868.06 | 74,570 | 5,220 | 79,789 | 12 | 2928.59 | 76,143 | 5,330 | 81,473 |
| 13 | 2828.56 | 73,542 | 5,148 | 78,690 | 13 | 2953.24 | 76,784 | 5,375 | 82,159 | 13 | 3015.57 | 78,405 | 5,488 | 83,893 |
| 14 | 2868.56 | 74,582 | 5,221 | 79,803 | 14 | 2993.24 | 77,824 | 5,448 | 83,272 | 14 | 3055.57 | 79,445 | 5,561 | 85,006 |
| Lane IV - Master's plus 30 Semester Hours of Approved Graduate Credit | | | | | Lane V - Master's plus 45 Semester Hours of Approved Graduate Credit | | | | | Lane VI - Doctorate Degree (PH.D or ED.D) | | | | |
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 1990.25 | 51,746 | 3,622 | 55,369 | 1 | 2050.77 | 53,320 | 3,732 | 57,052 | 1 | 2111.34 | 54,895 | 3,843 | 58,738 |
| 2 | 2081.04 | 54,107 | 3,787 | 57,895 | 2 | 2141.58 | 55,681 | 3,898 | 59,579 | 2 | 2202.16 | 57,256 | 4,008 | 61,264 |
| 3 | 2179.42 | 56,665 | 3,967 | 60,631 | 3 | 2239.94 | 58,238 | 4,077 | 62,315 | 3 | 2300.51 | 59,813 | 4,187 | 64,000 |
| 4 | 2270.24 | 59,026 | 4,132 | 63,158 | 4 | 2330.79 | 60,601 | 4,242 | 64,843 | 4 | 2391.28 | 62,173 | 4,352 | 66,525 |
| 5 | 2361.04 | 61,387 | 4,297 | 65,684 | 5 | 2421.58 | 62,961 | 4,407 | 67,368 | 5 | 2482.12 | 64,535 | 4,517 | 69,053 |
| 6 | 2451.83 | 63,748 | 4,462 | 68,210 | 6 | 2512.37 | 65,322 | 4,573 | 69,894 | 6 | 2572.95 | 66,897 | 4,683 | 71,579 |
| 7 | 2527.53 | 65,716 | 4,600 | 70,316 | 7 | 2588.05 | 67,289 | 4,710 | 71,999 | 7 | 2648.59 | 68,863 | 4,820 | 73,684 |
| 8 | 2618.33 | 68,077 | 4,765 | 72,842 | 8 | 2678.87 | 69,651 | 4,876 | 74,526 | 8 | 2739.40 | 71,225 | 4,986 | 76,210 |
| 9 | 2709.16 | 70,438 | 4,931 | 75,369 | 9 | 2769.68 | 72,012 | 5,041 | 77,052 | 9 | 2830.21 | 73,585 | 5,151 | 78,736 |
| 10 | 2799.95 | 72,799 | 5,096 | 77,895 | 10 | 2860.49 | 74,373 | 5,206 | 79,579 | 10 | 2921.02 | 75,947 | 5,316 | 81,263 |
| 11 | 2898.32 | 75,356 | 5,275 | 80,631 | 11 | 2958.88 | 76,931 | 5,385 | 82,316 | 11 | 3019.39 | 78,504 | 5,495 | 84,000 |
| 12 | 2989.12 | 77,717 | 5,440 | 83,157 | 12 | 3049.66 | 79,291 | 5,550 | 84,842 | 12 | 3110.22 | 80,866 | 5,661 | 86,526 |
| 13 | 3077.92 | 80,026 | 5,602 | 85,628 | 13 | 3140.23 | 81,646 | 5,715 | 87,361 | 13 | 3202.60 | 83,268 | 5,829 | 89,096 |
| 14 | 3117.92 | 81,066 | 5,675 | 86,741 | 14 | 3180.23 | 82,686 | 5,788 | 88,474 | 14 | 3242.60 | 84,308 | 5,902 | 90,209 |

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THE COLUMN ENTITLED "ANNUAL" REFLECTS THE ANNUAL SALARY ROUNDED TO THE NEAREST DOLLAR. IT IS BASED UPON 203 DAYS OF PAY WHICH INCLUDES 193 TEACHER ATTENDANCE DAYS (INCLUDING HOLIDAYS AND 10 EARNED VACATION DAYS) VACATION IS EARNED IN ACCORDANCE WITH ARTICLE 43-1 OF THE COLLECTIVE BARGAINING AGREEMENT

THE COLUMN ENTITLED "PENSION PICKUP" (ARTICLE 36-2.1) WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION PAID BY THE BOARD OF EDUCATION CALCULATED AT SEVEN PERCENT OF SALARY.

THE COLUMN ENTITLED "TOTAL COMP" REFLECTS THE TOTAL COMPENSATION PAID (ANNUAL SALARY PLUS PENSION PICKUP) AND IS ROUNDED TO THE NEAREST DOLLAR.

**New Step 14 (FY09) - Teachers with 14 years.*

***New Step 15 (FY11) - Teachers with 20 years.*

****New Step 16 (FY12) - Teachers with 25 years*

FULL-TIME TEACHER SALARY SCHEDULE -38.6 WEEK POSITIONS - 6.25 Hour Day

FY11 (4%)

2010-2011 SCHOOL YEAR

| Lane I - Bachelor's Degree | | | | | Lane II - Master's Degree | | | | | Lane III - Master's plus 15 Semester Hours of Approved Graduate Credit | | | | |
|---|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|--------------|------------|
| Step | Extended Pay Bi-weekly | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly | Annual | Pens pick up | Total Comp |
| 1 | 1818.00 | 47,268 | 3,309 | 50,577 | 1 | 1943.93 | 50,542 | 3,538 | 54,080 | 1 | 2006.90 | 52,179 | 3,653 | 55,832 |
| 2 | 1912.46 | 49,724 | 3,481 | 53,205 | 2 | 2038.37 | 52,998 | 3,710 | 56,707 | 2 | 2101.34 | 54,635 | 3,824 | 58,459 |
| 3 | 2014.75 | 52,384 | 3,667 | 56,050 | 3 | 2140.66 | 55,657 | 3,896 | 59,553 | 3 | 2203.59 | 57,293 | 4,011 | 61,304 |
| 4 | 2109.21 | 54,839 | 3,839 | 58,678 | 4 | 2235.14 | 58,114 | 4,068 | 62,182 | 4 | 2298.05 | 59,749 | 4,182 | 63,932 |
| 5 | 2203.60 | 57,294 | 4,011 | 61,304 | 5 | 2329.54 | 60,568 | 4,240 | 64,808 | 5 | 2392.54 | 62,206 | 4,354 | 66,561 |
| 6 | 2298.10 | 59,751 | 4,183 | 63,933 | 6 | 2424.03 | 63,025 | 4,412 | 67,436 | 6 | 2486.95 | 64,661 | 4,526 | 69,187 |
| 7 | 2376.76 | 61,796 | 4,326 | 66,121 | 7 | 2502.67 | 65,069 | 4,555 | 69,624 | 7 | 2565.66 | 66,707 | 4,669 | 71,377 |
| 8 | 2471.24 | 64,252 | 4,498 | 68,750 | 8 | 2597.15 | 67,526 | 4,727 | 72,253 | 8 | 2660.10 | 69,163 | 4,841 | 74,004 |
| 9 | 2565.67 | 66,707 | 4,670 | 71,377 | 9 | 2691.57 | 69,981 | 4,899 | 74,879 | 9 | 2754.56 | 71,619 | 5,013 | 76,632 |
| 10 | 2660.10 | 69,163 | 4,841 | 74,004 | 10 | 2786.01 | 72,436 | 5,071 | 77,507 | 10 | 2848.97 | 74,073 | 5,185 | 79,258 |
| 11 | 2762.41 | 71,823 | 5,028 | 76,850 | 11 | 2888.32 | 75,096 | 5,257 | 80,353 | 11 | 2951.31 | 76,734 | 5,371 | 82,105 |
| 12 | 2856.85 | 74,278 | 5,199 | 79,477 | 12 | 2982.78 | 77,552 | 5,429 | 82,981 | 12 | 3045.73 | 79,189 | 5,543 | 84,732 |
| 13 | 2941.70 | 76,484 | 5,354 | 81,838 | 13 | 3071.37 | 79,856 | 5,590 | 85,446 | 13 | 3136.20 | 81,541 | 5,708 | 87,249 |
| 14 | 2983.30 | 77,566 | 5,430 | 82,995 | 14 | 3112.97 | 80,937 | 5,666 | 86,603 | 14 | 3177.80 | 82,623 | 5,784 | 88,406 |
| 15 | 3021.76 | 78,566 | 5,500 | 84,065 | 15 | 3151.43 | 81,937 | 5,736 | 87,673 | 15 | 3216.26 | 83,623 | 5,854 | 89,476 |
| Lane IV - Master's plus 30 Semester Hours of Approved Graduate Credit | | | | | Lane V - Master's plus 45 Semester Hours of Approved Graduate Credit | | | | | Lane VI - Doctorate Degree (PH.D or ED.D) | | | | |
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 2069.86 | 53,816 | 3,767 | 57,583 | 1 | 2132.80 | 55,453 | 3,882 | 59,335 | 1 | 2195.80 | 57,091 | 3,996 | 61,087 |
| 2 | 2164.29 | 56,271 | 3,939 | 60,210 | 2 | 2227.25 | 57,908 | 4,054 | 61,962 | 2 | 2290.24 | 59,546 | 4,168 | 63,715 |
| 3 | 2266.59 | 58,931 | 4,125 | 63,057 | 3 | 2329.54 | 60,568 | 4,240 | 64,808 | 3 | 2392.53 | 62,206 | 4,354 | 66,560 |
| 4 | 2361.05 | 61,387 | 4,297 | 65,684 | 4 | 2424.03 | 63,025 | 4,412 | 67,436 | 4 | 2486.93 | 64,660 | 4,526 | 69,186 |
| 5 | 2455.48 | 63,843 | 4,469 | 68,312 | 5 | 2518.44 | 65,480 | 4,584 | 70,063 | 5 | 2581.40 | 67,116 | 4,698 | 71,815 |
| 6 | 2549.90 | 66,297 | 4,641 | 70,938 | 6 | 2612.87 | 67,935 | 4,755 | 72,690 | 6 | 2675.87 | 69,573 | 4,870 | 74,443 |
| 7 | 2628.63 | 68,345 | 4,784 | 73,129 | 7 | 2691.57 | 69,981 | 4,899 | 74,879 | 7 | 2754.54 | 71,618 | 5,013 | 76,631 |
| 8 | 2723.06 | 70,800 | 4,956 | 75,756 | 8 | 2786.02 | 72,437 | 5,071 | 77,507 | 8 | 2848.98 | 74,074 | 5,185 | 79,259 |
| 9 | 2817.52 | 73,256 | 5,128 | 78,384 | 9 | 2880.47 | 74,892 | 5,242 | 80,135 | 9 | 2943.42 | 76,529 | 5,357 | 81,886 |
| 10 | 2911.95 | 75,711 | 5,300 | 81,010 | 10 | 2974.91 | 77,348 | 5,414 | 82,762 | 10 | 3037.86 | 78,984 | 5,529 | 84,513 |
| 11 | 3014.25 | 78,370 | 5,486 | 83,856 | 11 | 3077.24 | 80,008 | 5,601 | 85,609 | 11 | 3140.17 | 81,644 | 5,715 | 87,360 |
| 12 | 3108.68 | 80,826 | 5,658 | 86,484 | 12 | 3171.64 | 82,463 | 5,772 | 88,235 | 12 | 3234.63 | 84,100 | 5,887 | 89,987 |
| 13 | 3201.04 | 83,227 | 5,826 | 89,053 | 13 | 3265.84 | 84,912 | 5,944 | 90,856 | 13 | 3330.70 | 86,598 | 6,062 | 92,660 |
| 14 | 3242.64 | 84,309 | 5,902 | 90,210 | 14 | 3307.44 | 85,994 | 6,020 | 92,013 | 14 | 3372.30 | 87,680 | 6,138 | 93,817 |
| 15 | 3281.10 | 85,309 | 5,972 | 91,280 | 15 | 3345.90 | 86,994 | 6,090 | 93,083 | 15 | 3410.76 | 88,680 | 6,208 | 94,887 |

THE COLUMN ENTITLED EXTENDED PAY BI-WEEKLY GROSS IS BASED ON 26 EQUAL PAY PERIODS.

THE COLUMN ENTITLED "ANNUAL" REFLECTS THE ANNUAL SALARY ROUNDED TO THE NEAREST DOLLAR. IT IS BASED UPON 203 DAYS OF PAY WHICH INCLUDES 193 TEACHER ATTENDANCE DAYS (INCLUDING HOLIDAYS AND 10 EARNED VACATION DAYS) VACATION IS EARNED IN ACCORDANCE WITH ARTICLE 43-1 OF THE COLLECTIVE BARGAINING AGREEMENT

THE COLUMN ENTITLED "PENSION PICKUP" (ARTICLE 36-2.1) WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION PAID BY THE BOARD OF EDUCATION CALCULATED AT SEVEN PERCENT OF SALARY.

THE COLUMN ENTITLED "TOTAL COMP" REFLECTS THE TOTAL COMPENSATION PAID (ANNUAL SALARY PLUS PENSION PICKUP) AND IS ROUNDED TO THE NEAREST DOLLAR.

*New Step 14 (FY09) - Teachers with 14 years.

**New Step 15 (FY11) - Teachers with 20 years.

***New Step 16 (FY12) - Teachers with 25 years

FULL-TIME TEACHER SALARY SCHEDULE -38.6 WEEK POSITIONS - 6.25 Hour Day

2011-2012 SCHOOL YEAR

FY12 (4%)

| Lane I - Bachelor's Degree | | | | | Lane II - Master's Degree | | | | | Lane III - Master's plus 15 Semester Hours of Approved Graduate Credit | | | | |
|---|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|-----------------|------------|--|------------------------------------|--------|--------------|------------|
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 1890.72 | 49,159 | 3,441 | 52,600 | 1 | 2021.69 | 52,564 | 3,679 | 56,243 | 1 | 2087.18 | 54,267 | 3,799 | 58,065 |
| 2 | 1988.96 | 51,713 | 3,620 | 55,333 | 2 | 2119.90 | 55,117 | 3,858 | 58,976 | 2 | 2185.39 | 56,820 | 3,977 | 60,798 |
| 3 | 2095.34 | 54,479 | 3,814 | 58,292 | 3 | 2226.28 | 57,883 | 4,052 | 61,935 | 3 | 2291.73 | 59,585 | 4,171 | 63,756 |
| 4 | 2193.58 | 57,033 | 3,992 | 61,025 | 4 | 2324.54 | 60,438 | 4,231 | 64,669 | 4 | 2389.97 | 62,139 | 4,350 | 66,489 |
| 5 | 2291.74 | 59,585 | 4,171 | 63,756 | 5 | 2422.72 | 62,991 | 4,409 | 67,400 | 5 | 2488.24 | 64,694 | 4,529 | 69,223 |
| 6 | 2390.02 | 62,141 | 4,350 | 66,490 | 6 | 2520.99 | 65,546 | 4,588 | 70,134 | 6 | 2586.43 | 67,247 | 4,707 | 71,954 |
| 7 | 2471.83 | 64,268 | 4,499 | 68,766 | 7 | 2602.78 | 67,672 | 4,737 | 72,409 | 7 | 2668.28 | 69,375 | 4,856 | 74,232 |
| 8 | 2570.09 | 66,822 | 4,678 | 71,500 | 8 | 2701.04 | 70,227 | 4,916 | 75,143 | 8 | 2766.50 | 71,929 | 5,035 | 76,964 |
| 9 | 2668.29 | 69,376 | 4,856 | 74,232 | 9 | 2799.23 | 72,780 | 5,095 | 77,875 | 9 | 2864.75 | 74,483 | 5,214 | 79,697 |
| 10 | 2766.50 | 71,929 | 5,035 | 76,964 | 10 | 2897.45 | 75,334 | 5,273 | 80,607 | 10 | 2962.93 | 77,036 | 5,393 | 82,429 |
| 11 | 2872.91 | 74,696 | 5,229 | 79,924 | 11 | 3003.85 | 78,100 | 5,467 | 83,567 | 11 | 3069.36 | 79,803 | 5,586 | 85,390 |
| 12 | 2971.12 | 77,249 | 5,407 | 82,657 | 12 | 3102.09 | 80,654 | 5,646 | 86,300 | 12 | 3167.56 | 82,357 | 5,765 | 88,122 |
| 13 | 3059.37 | 79,544 | 5,568 | 85,112 | 13 | 3194.23 | 83,050 | 5,813 | 88,863 | 13 | 3261.64 | 84,803 | 5,936 | 90,739 |
| 14 | 3102.63 | 80,668 | 5,647 | 86,315 | 14 | 3237.49 | 84,175 | 5,892 | 90,067 | 14 | 3304.91 | 85,928 | 6,015 | 91,943 |
| 15 | 3142.63 | 81,708 | 5,720 | 87,428 | 15 | 3277.49 | 85,215 | 5,965 | 91,180 | 15 | 3344.91 | 86,968 | 6,088 | 93,055 |
| 16 | 3181.09 | 82,708 | 5,790 | 88,498 | 16 | 3315.95 | 86,215 | 6,035 | 92,250 | 16 | 3383.37 | 87,968 | 6,158 | 94,125 |
| Lane IV - Master's plus 30 Semester Hours of Approved Graduate Credit | | | | | Lane V - Master's plus 45 Semester Hours of Approved Graduate Credit | | | | | Lane VI - Doctorate Degree (PH.D or ED.D) | | | | |
| Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp | Step | Extended Pay Bi-weekly Gross | Annual | Pens pick up | Total Comp |
| 1 | 2152.65 | 55,969 | 3,918 | 59,887 | 1 | 2218.11 | 57,671 | 4,037 | 61,708 | 1 | 2283.63 | 59,374 | 4,156 | 63,531 |
| 2 | 2250.86 | 58,522 | 4,097 | 62,619 | 2 | 2316.34 | 60,225 | 4,216 | 64,440 | 2 | 2381.85 | 61,928 | 4,335 | 66,263 |
| 3 | 2357.26 | 61,289 | 4,290 | 65,579 | 3 | 2422.72 | 62,991 | 4,409 | 67,400 | 3 | 2488.23 | 64,694 | 4,529 | 69,223 |
| 4 | 2455.49 | 63,843 | 4,469 | 68,312 | 4 | 2520.99 | 65,546 | 4,588 | 70,134 | 4 | 2586.41 | 67,247 | 4,707 | 71,954 |
| 5 | 2553.70 | 66,396 | 4,648 | 71,044 | 5 | 2619.18 | 68,099 | 4,767 | 72,866 | 5 | 2684.66 | 69,801 | 4,886 | 74,687 |
| 6 | 2651.90 | 68,949 | 4,826 | 73,776 | 6 | 2717.38 | 70,652 | 4,946 | 75,598 | 6 | 2782.90 | 72,355 | 5,065 | 77,420 |
| 7 | 2733.78 | 71,078 | 4,975 | 76,054 | 7 | 2799.23 | 72,780 | 5,095 | 77,875 | 7 | 2864.72 | 74,483 | 5,214 | 79,696 |
| 8 | 2831.98 | 73,632 | 5,154 | 78,786 | 8 | 2897.46 | 75,334 | 5,273 | 80,607 | 8 | 2962.94 | 77,036 | 5,393 | 82,429 |
| 9 | 2930.22 | 76,186 | 5,333 | 81,519 | 9 | 2995.68 | 77,888 | 5,452 | 83,340 | 9 | 3061.15 | 79,590 | 5,571 | 85,161 |
| 10 | 3028.43 | 78,739 | 5,512 | 84,251 | 10 | 3093.91 | 80,442 | 5,631 | 86,072 | 10 | 3159.38 | 82,144 | 5,750 | 87,894 |
| 11 | 3134.82 | 81,505 | 5,705 | 87,211 | 11 | 3200.33 | 83,208 | 5,825 | 89,033 | 11 | 3265.78 | 84,910 | 5,944 | 90,854 |
| 12 | 3233.03 | 84,059 | 5,884 | 89,943 | 12 | 3298.51 | 85,761 | 6,003 | 91,765 | 12 | 3364.02 | 87,464 | 6,123 | 93,587 |
| 13 | 3329.08 | 86,556 | 6,059 | 92,615 | 13 | 3396.48 | 88,308 | 6,182 | 94,490 | 13 | 3463.93 | 90,062 | 6,304 | 96,367 |
| 14 | 3372.34 | 87,681 | 6,138 | 93,819 | 14 | 3439.74 | 89,433 | 6,260 | 95,694 | 14 | 3507.19 | 91,187 | 6,383 | 97,570 |
| 15 | 3412.34 | 88,721 | 6,210 | 94,931 | 15 | 3479.74 | 90,473 | 6,333 | 96,806 | 15 | 3547.19 | 92,227 | 6,456 | 98,683 |
| 16 | 3450.80 | 89,721 | 6,280 | 96,001 | 16 | 3518.20 | 91,473 | 6,403 | 97,876 | 16 | 3585.66 | 93,227 | 6,526 | 99,753 |

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