

The "new" lane 00 of the salary schedule is used for initial placement only; the minimum salary (for teachers initially placed on levels 1-5) is \$39,000. After initial placement, all salary increases are based on COLAs and performance bonuses.

APPENDIX A - SALARY- SCHEDULE
Teacher (Grandfather)
196 Days/7.33 Hours Daily
Pay Scale TA

GRADE Level	00 NEW 070111		01 BACHELORS		02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
*1 - 5										
6	39,800	27.70276	40,300	28.05078	41,500	28.88604	42,900	29.86051	44,400	30.90459
7	40,300	28.05078	40,800	28.39881	42,000	29.23407	43,400	30.20854	44,900	31.25261
8	40,800	28.39881	41,300	28.74683	42,500	29.58209	43,900	30.55656	45,400	31.60063
9	41,300	28.74683	41,800	29.09486	43,000	29.93012	44,400	30.90459	45,900	31.94866
10	41,800	29.09486	42,300	29.44288	43,500	30.27814	45,150	31.42662	46,650	32.47070
11	42,550	29.61689	43,050	29.96492	44,250	30.80018	45,900	31.94866	47,400	32.99273
12	43,300	30.13893	43,800	30.48696	45,000	31.32222	46,650	32.47070	48,400	33.68878
13	44,050	30.66097	44,550	31.00899	45,750	31.84425	47,400	32.99273	49,400	34.38483
14	44,800	31.18301	45,300	31.53103	46,500	32.36629	48,400	33.68878	50,400	35.08088
15	45,800	31.87905	46,300	32.22708	47,500	33.06234	49,900	34.73286	51,400	35.77693
16	46,800	32.57510	47,300	32.92313	48,500	33.75839	51,400	35.77693	52,400	36.47298
17	47,800	33.27115	48,300	33.61918	49,500	34.45444	52,900	36.82100	53,400	37.16903
18	48,800	33.96720	49,300	34.31523	51,000	35.49851	54,400	37.86508	54,900	38.21310
19	49,800	34.66325	50,300	35.01128	52,500	36.54258	55,900	38.90915	56,400	39.25718
20	51,300	35.70733	51,800	36.05535	54,500	37.93468	57,400	39.95323	57,900	40.30125
21	52,801	36.75210	53,301	37.10012	56,500	39.32678	58,900	40.99730	59,900	41.69335
22	54,801	38.14419	55,301	38.49222	58,500	40.71888	60,400	42.04137	61,900	43.08545
23	56,801	39.53629	57,301	39.88432	60,500	42.11098	61,900	43.08545	63,900	44.47755
24	58,801	40.92839	59,301	41.27642	62,500	43.50308	63,900	44.47755	65,900	45.86964
25	60,801	42.32049	61,301	42.66851	64,500	44.89517	65,900	45.86964	67,900	47.26174
26	62,801	43.71259	63,301	44.06061	66,500	46.28727	67,900	47.26174	69,900	48.65384
27	64,801	45.10469	65,301	45.45271	68,500	47.67937	69,900	48.65384	71,900	50.04594
95	66,801	46.49678	67,301	46.84481	70,500	49.07147	71,900	50.04594	73,900	51.43804

*Levels 1-5 move to the Performance Pay Schedule.

All teachers advance one step on the salary schedule, except:
Level 23 and Level 24 move to Level 95

A \$500 COLA was added to each Level, including Level 95.

Salary schedule effective July 1, 2015.

APPENDIX A - SALARY- SCHEDULE CONT'D

**Teacher (Performance Pay)
196 Days/7.33 Hours Daily
Pay Scale TC**

	Min	Max
Tier I	39,000	41,300
Tier II	41,301	44,800
Tier III	44,801	49,800
Tier IV	49,801	58,801
Tier V	58,802	73,900

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Master’s Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible teachers shall receive a cost of living increase of \$500. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2015.