

The following district teachers are paid on this new scale: (1) teachers hired from 2010 forward and have 4 years or less of experience; (2) teachers hired from 2010 forward with 5 or more years experience, at least one evaluation and are effective may opt to move to this scale in January 2014; and (3) any teachers hired prior to 2010 may opt to move to this scale in January 2014. The Level 4 and 5 Performance Pay are supplements and not taken into account for NCTQ salary calculations since they are not a part of base salary.

## Appendices

### Appendix A – New Scale (Pay Class: A01)

New Scale for Pay Class: A01 (8 hours / 198 days)					
Years of Experience	Base Salary	Level 4 Performance Pay	Level 4 Total	Level 5 Performance Pay	Level 5 Total
1	\$38,000.00				
2	\$38,000.00				
3	\$38,000.00				
4	\$42,000.00	2,000.00	\$44,000.00	3,000.00	\$45,000.00
5	\$42,000.00	2,000.00	\$44,000.00	3,000.00	\$45,000.00
6	\$42,000.00	2,000.00	\$44,000.00	3,000.00	\$45,000.00
7	\$46,000.00	2,000.00	\$48,000.00	3,000.00	\$49,000.00
8	\$46,000.00	2,000.00	\$48,000.00	3,000.00	\$49,000.00
9	\$46,000.00	2,000.00	\$48,000.00	3,000.00	\$49,000.00
10	\$50,000.00	2,000.00	\$52,000.00	3,000.00	\$53,000.00
11	\$50,000.00	2,000.00	\$52,000.00	3,000.00	\$53,000.00
12	\$50,000.00	2,000.00	\$52,000.00	3,000.00	\$53,000.00
13	\$54,000.00	2,000.00	\$56,000.00	3,000.00	\$57,000.00
14	\$54,000.00	2,000.00	\$56,000.00	3,000.00	\$57,000.00
15	\$54,000.00	2,000.00	\$56,000.00	3,000.00	\$57,000.00
16	\$58,000.00	2,000.00	\$60,000.00	3,000.00	\$61,000.00
17	\$58,000.00	2,000.00	\$60,000.00	3,000.00	\$61,000.00
18	\$58,000.00	2,000.00	\$60,000.00	3,000.00	\$61,000.00
19	\$62,000.00	2,000.00	\$64,000.00	3,000.00	\$65,000.00
20	\$62,000.00	2,000.00	\$64,000.00	3,000.00	\$65,000.00
21	\$62,000.00	2,000.00	\$64,000.00	3,000.00	\$65,000.00
22	\$66,000.00	2,000.00	\$68,000.00	3,000.00	\$69,000.00
23	\$66,000.00	2,000.00	\$68,000.00	3,000.00	\$69,000.00
24	\$66,000.00	2,000.00	\$68,000.00	3,000.00	\$69,000.00
<b>Basic Assumptions:</b>					
Years of experience are automatic and applied July 1 of each year.					
Level 4 & 5 supplements will be applied retroactively when scores are final (September or October).					