

**ARTICLE I
2011-2012
SALARY SCHEDULE**

For the 2011-2012 school year only, the following provisions shall be in effect. Educational lane changes are granted.

Suspended Items:

- Salary schedule steps and supplemental salary schedule shall be frozen at the 2009- 2010 level.

(For salary placement, credits earned must be subsequent to initial certification)

Base 11-12: \$29,070; Base 08-10 \$28,223

		BA +0	BA+12	BA+24	MA BA + 36	MA+12 BA+48	MA +24 BA + 60	MA +36 BA+ 72
LEVEL 1	0 A	31,750	31,750	31750	32,465			
	1 B	31,750	31,750	32,465	33,682			
	2 C	31,750	32,465	33,682	34,945			
LEVEL 2	3 A		33,682	34,945	36,255	37,615	39,026	40,488
	4 B		34,945	36,255	37,615	39,026	40,488	42,008
	5 C	**34,945	36,255	37,615	39,026	40,488	42,008	43,581
LEVEL 3	6 A			39,026	40,488	42,008	43,581	45,216
	7 B			40,488	42,008	43,581	45,216	46,912
	8 C			42,008	43,581	45,216	46,912	48,672
	9 D				45,216	46,912	48,672	50,496
	10 E				46,912	48,672	50,496	52,390
	11 F					50,496	52,390	54,355
	12 G						54,355	56,394
13 H						56,394	58,648	

**for initial placement of school nurses only

***CAREER ENHANCEMENT CHART**

LAST CELL IN COLUMN	YEARS OF TEACHING	AMOUNT OF ENHANCEMENT
Cell F MA + 12 or BA + 48	20+	\$500
Cell G MA + 24 or BA + 60 &	20-24	\$500
Cell G MA + 36 or BA+72	25+	\$1000
Cell H MA + 36 or BA +72	17-19	\$360
	20-24	\$860
	25-29	\$1720
	30-24	\$2580
	35-39	\$3300
	40+	\$3660

* Eligibility for Career Enhancement is determined by total years teaching in a state accredited school and only applies to the last step in columns MA + 12/BA + 48, MA + 24/BA+60 or the last two steps MA + 36/BA + 72.

New hires' placement on the salary schedule will be according to the number of years of full-time teaching and credits earned after their initial certification. New hires with one or two years experience will be placed in level 1. Placement in level 2 or 3 will be as follows:

3 years	BA + 12 credits on Step A, Level 2	10 years	BA + 36 or MA on Step E, Level 3
4 years	BA + 12 credits on Step B, Level 2	11 years	BA + 48 or MA + 12 credits on Step E, Level 3
5 years	BA + 12 credits on Step C, Level 2	12 years	BA + 48 or MA + 12 credits on Step F, Level 3
6 years	BA + 24 credits on Step A, Level 3	13 years	BA + 60 or MA + 24 credits on Step F, Level 3
7 years	BA + 24 credits on Step B, Level 3	14-15 years	BA + 60 or MA + 24 credits on Step G, Level 3
8 years	BA + 24 credits on Step C, Level 3	16-17 years	BA + 72 or MA + 36 credits on Step G, Level 3
9 years	BA + 36 or MA on Step D, Level 3	18 + years	BA + 72 or MA + 36 credits on Step H, Level 3

To move from level 1 to level 2, you must: 1) have earned a BA+12 and, 2) have a successful evaluation (not on a growth plan or probation). To move from level 2 to level 3, you must have a BA + 24 credits and a successful evaluation (not on a growth plan or probation).