

BA DEGREE		
Years of Experience Prior to 2011-12	2011-12 Step	2011-12 Salary
0	1	33,460
1	2	34,798
2	2	34,798
3	3	36,137
4	4	37,475
5	4	37,475
6	5	38,814
7	6	40,152
8	7	41,490
9	7	41,490
10	7	41,490
11	8	42,829
12	8	42,829
13	9	44,167
14	9	44,167
15	10	45,506
16	10	45,506
17	11	46,844
18	12	48,182
19	13	49,521
20	13	49,521
21	14	50,859
22	14	50,859
23	15	52,198
24	15	52,198
<u>Teachers Receiving Top Step Supplements</u>		
	2010-11 Total Salary	2011-12 Total Salary
25	52,198	53,198
26	52,198	53,198
27	52,860	53,860
28	52,860	53,860
29	53,847	54,847
30	53,847	54,847
31	54,309	55,309
32	54,309	55,309
33	55,237	56,237
34	56,218	57,218
35	56,343	57,343
36	57,027	58,027
37	57,991	58,991
38	58,741	59,741
39	58,741	59,741
40	59,778	60,778
41+	61,037	62,037
Teachers receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2011-12. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.		
NOTE: For top step historical overview, please see page 45.		

BA + 18 DEGREE		
Years of Experience Prior to 2011-12	2011-12 Step	2011-12 Salary
0	1	35,133
1	2	36,471
2	2	36,471
3	3	37,810
4	4	39,148
5	4	39,148
6	5	40,487
7	6	41,825
8	7	43,163
9	7	43,163
10	7	43,163
11	8	44,502
12	8	44,502
13	9	45,840
14	9	45,840
15	10	47,179
16	10	47,179
17	11	48,517
18	12	49,855
19	13	51,194
20	13	51,194
21	14	52,532
22	14	52,532
23	15	53,871
24	15	53,871
<u>Teachers Receiving Top Step Supplements</u>		
	2010-11 Total Salary	2011-12 Total Salary
25	53,871	54,871
26	53,871	54,871
27	54,474	55,474
28	54,474	55,474
29	55,438	56,438
30	55,438	56,438
31	55,812	56,812
32	55,812	56,812
33	56,720	57,720
34	57,700	58,700
35	57,768	58,768
36	58,138	59,138
37	59,071	60,071
38	59,821	60,821
39	59,821	60,821
40	60,858	61,858
41+	62,117	63,117
Teachers receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.		
NOTE: For top step historical overview, please see page 45.		

MA DEGREE		
Years of Experience Prior to 2010-11	2011-12 Step	2011-12 Salary
0	1	38,814
1	2	40,152
2	2	40,152
3	3	41,490
4	4	42,829
5	4	42,829
6	5	44,167
7	6	45,506
8	7	46,844
9	7	46,844
10	7	46,844
11	8	48,182
12	8	48,182
13	9	49,521
14	9	49,521
15	10	50,859
16	10	50,859
17	11	52,198
18	12	53,536
19	13	54,874
20	13	54,874
21	14	56,213
22	14	56,213
23	15	57,551
24	15	57,551
<u>Teachers Receiving Top Step Supplements</u>		
	2010-11 Total Salary	2011-12 Total Salary
25	57,551	58,551
26	57,551	58,551
27	58,025	59,025
28	58,025	59,025
29	58,939	59,939
30	58,939	59,939
31	59,118	60,118
32	59,118	60,118
33	59,982	60,982
34	60,961	61,961
35	61,495	62,495
36	62,365	63,365
37	63,175	64,175
38	63,925	64,925
39	63,925	64,925
40	64,962	65,962
41+	66,221	67,221
<p>Teachers receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.</p>		
NOTE: For top step historical overview, please see page 45.		

MA + 30 DEGREE		
Years of Experience Prior to 2011-12	2011-12 Step	2011-12 Salary
0	1	40,152
1	2	41,490
2	2	41,490
3	3	42,829
4	4	44,167
5	4	44,167
6	5	45,506
7	6	46,844
8	7	48,182
9	7	48,182
10	7	48,182
11	8	49,521
12	8	49,521
13	9	50,859
14	9	50,859
15	10	52,198
16	10	52,198
17	11	53,536
18	12	54,874
19	13	56,213
20	13	56,213
21	14	57,551
22	14	57,551
23	15	58,890
24	15	58,890
<u>Teachers Receiving Top Step Supplements</u>		
	2010-11 Total Salary	2011-12 Total Salary
25	58,890	59,890
26	58,890	59,890
27	59,316	60,316
28	59,316	60,316
29	60,212	61,212
30	60,212	61,212
31	60,320	61,320
32	60,320	61,320
33	61,168	62,168
34	62,147	63,147
35	63,746	64,746
36	64,590	65,590
37	65,335	66,335
38	66,085	67,085
39	66,085	67,085
40	67,122	68,122
41+	68,386	69,386
<p>Teachers receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.</p>		
NOTE: For top step historical overview, please see page 45.		

DOCTORATE DEGREE		
Years of Experience Prior to 2011-12	2011-12 Step	2011-12 Salary
0	1	43,498
1	2	44,836
2	2	44,836
3	3	46,175
4	4	47,513
5	4	47,513
6	5	48,852
7	6	50,190
8	7	51,528
9	7	51,528
10	7	51,528
11	8	52,867
12	8	52,867
13	9	54,205
14	9	54,205
15	10	55,544
16	10	55,544
17	11	56,882
18	12	58,220
19	13	59,559
20	13	59,559
21	14	60,897
22	14	60,897
23	15	62,236
24	15	62,236
<u>Teachers Receiving Top Step Supplements</u>		
	2010-11 Total Salary	2011-12 Total Salary
25	62,236	63,236
26	62,236	63,236
27	62,545	63,545
28	62,545	63,545
29	63,395	64,395
30	63,395	64,395
31	63,694	64,694
32	63,694	64,694
33	64,133	65,133
34	65,111	66,111
35	65,997	66,997
36	66,814	67,814
37	67,495	68,495
38	68,245	69,245
39	68,245	69,245
40	69,282	70,282
41+	70,541	71,541
<p>Teachers receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.</p>		
NOTE: For top step historical overview, please see page 45.		

TOP STEP HISTORICAL OVERVIEW

YEAR	TEACHER SUPPLEMENT
2011-12	1,000
2010-11	1,000
2009-10	1,500
2008-09	1,700
2007-08	1,575
2006-07	1,650
2005-06	1,550
2004-05	1,000
2003-04	900
2002-03	2,000
2001-02	2,000
2000-01	1,500
1999-00	1,500
1998-99	1,100
1997-98	1,000
1996-97	0
1995-96	750
1994-95	0
1993-94	1,037
1992-93	1,259

Teacher Leaders					
BA		BA + 18		MA	
Step	2011-12 Salary	Step	2011-12 Salary	Step	2011-12 Salary
1	37,141	1	38,814	1	40,821
2	38,479	2	40,152	2	42,160
3	39,817	3	41,490	3	43,498
4	41,156	4	42,829	4	44,836
5	42,494	5	44,167	5	46,175
6	43,833	6	45,506	6	47,513
7	45,171	7	46,844	7	48,852
8	46,509	8	48,182	8	50,190
9	47,848	9	49,521	9	51,528
10	49,186	10	50,859	10	52,867
11	50,525	11	52,198	11	54,205
12	51,863	12	53,536	12	55,544
13	53,201	13	54,874	13	56,882
14	54,540	14	56,213	14	58,220
15	55,878	15	57,551	15	59,559
Top Step	56,878	Top Step	58,551	Top Step	60,559
Top Step	57,411	Top Step	59,025	Top Step	60,962
Top Step	58,348	Top Step	59,939	Top Step	61,849
Top Step	58,973	Top Step	62,004	Top Step	62,331
Top Step	59,817	Top Step	62,123	Top Step	63,123
Top Step	60,685	Top Step	63,673	Top Step	63,947
Top Step	61,665	Top Step	64,652	Top Step	64,925

Note: Teacher Leaders receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.

Teacher Leaders			
MA +30		Doctorate	
Step	2011-12 Salary	Step	2011-12 Salary
1	44,167	1	47,513
2	45,506	2	48,852
3	46,844	3	50,190
4	48,182	4	51,528
5	49,521	5	52,867
6	50,859	6	54,205
7	52,198	7	55,544
8	53,536	8	56,882
9	54,874	9	58,220
10	56,213	10	59,559
11	57,551	11	60,897
12	58,890	12	62,236
13	60,228	13	63,574
14	61,566	14	64,912
15	62,905	15	66,251
Top Step	63,905	Top Step	67,251
Top Step	64,190	Top Step	67,418
Top Step	65,031	Top Step	68,214
Top Step	65,383	Top Step	68,436
Top Step	66,129	Top Step	69,134
Top Step	66,913	Top Step	69,878
Top Step	67,890	Top Step	70,854

Note: Teacher Leaders receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.

Helping & Lead Teachers					
BA		BA + 18		MA	
Step	2011-12 Salary	Step	2011-12 Salary	Step	2011-12 Salary
1	35,133	1	36,806	1	38,479
2	36,471	2	38,144	2	39,817
3	37,810	3	39,483	3	41,156
4	39,148	4	40,821	4	42,494
5	40,487	5	42,160	5	43,833
6	41,825	6	43,498	6	45,171
7	43,163	7	44,836	7	46,509
8	44,502	8	46,175	8	47,848
9	45,840	9	47,513	9	49,186
10	47,179	10	48,852	10	50,525
11	48,517	11	50,190	11	51,863
12	49,855	12	51,528	12	53,201
13	51,194	13	52,867	13	54,540
14	52,532	14	54,205	14	55,878
15	53,871	15	55,544	15	57,217
Top Step	54,871	Top Step	56,544	Top Step	58,217
Top Step	55,474	Top Step	57,088	Top Step	58,702
Top Step	56,438	Top Step	58,030	Top Step	59,621
Top Step	57,141	Top Step	58,668	Top Step	60,194
Top Step	58,014	Top Step	59,517	Top Step	61,020
Top Step	58,906	Top Step	60,389	Top Step	61,871
Top Step	59,886	Top Step	61,368	Top Step	62,850

Note: Helping and Lead Teachers receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.

Helping & Lead Teachers			
MA +30		Doctorate	
Step	2011-12 Salary	Step	2011-12 Salary
1	41,825	1	45,171
2	43,163	2	46,509
3	44,502	3	47,848
4	45,840	4	49,186
5	47,179	5	50,525
6	48,517	6	51,863
7	49,855	7	53,201
8	51,194	8	54,540
9	52,532	9	55,878
10	53,871	10	57,217
11	55,209	11	58,555
12	56,547	12	59,893
13	57,886	13	61,232
14	59,224	14	62,570
15	60,563	15	63,909
Top Step	61,563	Top Step	64,909
Top Step	61,930	Top Step	65,159
Top Step	62,803	Top Step	65,986
Top Step	63,246	Top Step	66,299
Top Step	64,025	Top Step	67,030
Top Step	64,837	Top Step	67,802
Top Step	65,815	Top Step	68,779

Note: Helping and Lead Teachers receiving top step supplements in 2011-12 will receive their 2010-11 salary plus an additional \$1,000 in 2010-11. Add Long Service Increment at 5.75% of Long Service Increment Base after 20, 25, 30, 35, 40, and 45 years if the teacher is on the 20-year plan and at 3.45% of Long Service Increment Base after 15, 20, 25, 30, 35, 40, and 45 years if the teacher is on the 15-year plan.