

23. **Appendix A-1, Teachers Basic Salary Schedule**

Steps	2011-12	Steps	2012-13	2013-14	
				1st Day of Work 3.0% increase	Last day of school 3.0% increase
1	\$36,641	1	\$36,641	\$37,740	\$38,872
2	\$39,074	2	\$38,441	\$39,594	\$40,782
3	\$41,350	3	\$40,500	\$41,715	\$42,966
4	\$45,617	4	\$43,150	\$44,445	\$45,778
5	\$48,984	5	\$46,650	\$48,050	\$49,491
6	\$52,327	6	\$50,200	\$51,706	\$53,257
7	\$55,662	7	\$53,500	\$55,105	\$56,758
8	\$59,065	8	\$57,000	\$58,710	\$60,471
9	\$62,092	9	\$60,100	\$61,903	\$63,760
10	\$69,064	10	\$63,000	\$64,890	\$66,837
		11	\$65,500	\$67,465	\$69,489
		12	\$69,064	\$71,136	\$73,270

- a. **Step Increases** - For the 2011-12 school year, teachers will continue to be compensated at their 2010-11 salary step. Effective 2012-13 school year, teachers will move up one salary step for each of the years remaining on this contract. Except that teachers on Step 10 effective the 2011-12 school year, shall be placed on Step 12 effective the 2012-13 school year.
- b. **Furlough Days** – Effective the 2011-12 school year, all teachers compensated under Appendix A will have the equivalent of two (2) days compensation deducted from his/her annual salary at the teacher’s daily rate of pay. Said deductions shall be made in equal amounts from the teacher’s bi-weekly paycheck for 21 pay periods. For teachers hired after the beginning of the work year, said furlough days shall be deducted on a pro-rated basis equivalent to a half-day during each quarter of the 2011-12 school year. Said payments shall also be made in equal amounts from the teacher’s bi-weekly paycheck.
- c. In the event that there is a General Wage Increase afforded to City employees in Fiscal Year 2012, then all members of Local 958, including those who have retired in Fiscal Year 2012, shall be entitled to the same wage increases.

24. **A-2 Professional Advancement Schedule**

Bachelor’s Plus 30 Hours	\$1,955 <u>2,455</u>
Master’s	\$2,355 <u>2,855</u>
Master’s Plus 30 Hours	\$2,757 <u>3,257</u>
Doctorate	\$3,157 <u>3,657</u>