

APPENDIX A

A-1 Teacher's Basic Salary Schedule:

Steps	2014-15	Steps	2015-16	Steps	2016-17	
			1.00%		1st day of work 1.75%	Last day of school 1.50%
1	\$38,872	1	\$39,261	1	\$39,948	\$40,547
2	\$40,782	2	\$41,190	2	\$41,911	\$42,539
3	\$42,966	3	\$43,396	3	\$44,156	\$44,818
4	\$45,778	4	\$46,236	4	\$47,045	\$47,751
5	\$49,491	5	\$49,986	5	\$50,861	\$51,624
6	\$53,257	6	\$53,790	6	\$54,731	\$55,552
7	\$56,758	7	\$57,326	7	\$58,329	\$59,204
8	\$60,471	8	\$61,076	8	\$62,145	\$63,077
9	\$63,760	9	\$64,398	9	\$65,525	\$66,507
10	\$66,837	10	\$67,505	10	\$68,687	\$69,717
11	\$69,489	11	\$70,184	11	\$71,412	\$72,483
12	\$73,270	12	\$74,003	12	\$75,298	\$76,427

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- 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. Notwithstanding the above, in the event that the City agrees in any collective bargaining agreement or stipulated interest arbitration award to a General Wage Increase for City employees in excess of one percent (1%) for Fiscal Year 2016 then all members of Local 958, including those who have retired in Fiscal Year 2016, shall be entitled to the same wage increases. The parties agree that this provision shall not apply to awards established by an interest arbitration panel and/or arbitration awards for City and School as a result of a contested arbitration hearing or to any agreement between the City of Providence and Providence Fire Fighters Local 799.

A-2 Professional Advancement Schedule

		Effective 2016-17
Bachelor's Plus 30 Hours	\$2,455	\$2,705
Master's	\$2,855	\$3,105
Master's Plus 30 Hours	\$3,257	\$3,507
Doctorate	\$3,657	\$3,907

A-2.1 National Board Certification

In addition to benefits payable in A-2, teachers who obtain National Board Certification shall receive a further stipend of \$5,500.00.

A-3 Longevity Schedule

		Effective 2016-17
15 years (10 of which have been in Providence)	\$ 700	\$ 950
20 years (15 of which have been in Providence)	1,672	\$1,922
25 years (20 of which have been in Providence)	1,787	\$2,037