

The district confirmed last year that on the 2014-2015 salary schedule, teachers holding a MA begin two steps higher than their experience warrants (e.g., a teacher with no experience begins on Step 3), and that there is no additional pay for other advanced degrees (e.g., PhD). Given that the 2014-2015 salary schedule is a part of this document, we are assuming that in 2015-2016 there is no additional pay for advanced degrees and that teachers holding a MA will begin two steps higher than their experience warrants.

Appendix A Salary Schedules

| Steps | | 2014-2015 | | 2015-2016 | | 2016-2017 | | 2017-2018 |
|-------|---|-----------|---|-----------|---|-----------|---|-----------|
| 1 | ↓ | \$43,636 | ↘ | \$44,160 | ↘ | \$44,760 | ↘ | \$45,560 |
| 2 | ↓ | \$44,162 | ↘ | \$45,211 | ↘ | \$45,754 | ↘ | \$46,376 |
| 3 | ↓ | \$44,901 | ↘ | \$45,756 | ↘ | \$46,843 | ↘ | \$47,406 |
| 4 | ↓ | \$45,837 | ↘ | \$46,522 | ↘ | \$47,408 | ↘ | \$48,534 |
| 5 | ↓ | \$46,281 | ↘ | \$47,492 | ↘ | \$48,201 | ↘ | \$49,119 |
| 6 | ↓ | \$47,454 | ↘ | \$47,952 | ↘ | \$49,206 | ↘ | \$49,941 |
| 7 | ↓ | \$48,642 | ↘ | \$49,167 | ↘ | \$49,683 | ↘ | \$50,983 |
| 8 | ↓ | \$49,921 | ↘ | \$50,398 | ↘ | \$50,942 | ↘ | \$51,476 |
| 9 | ↓ | \$50,561 | ↘ | \$51,723 | ↘ | \$52,217 | ↘ | \$52,781 |
| 10 | ↓ | \$51,842 | ↘ | \$52,386 | ↘ | \$53,590 | ↘ | \$54,102 |
| 11 | ↓ | \$53,154 | ↘ | \$53,713 | ↘ | \$54,277 | ↘ | \$55,525 |
| 12 | ↓ | \$54,401 | ↘ | \$55,073 | ↘ | \$55,653 | ↘ | \$56,237 |
| 13 | ↓ | \$55,780 | ↘ | \$56,365 | ↘ | \$57,061 | ↘ | \$57,662 |
| 14 | ↓ | \$57,398 | ↘ | \$57,794 | ↘ | \$58,400 | ↘ | \$59,121 |
| 15 | ↓ | \$58,841 | ↘ | \$59,470 | ↘ | \$59,880 | ↘ | \$60,508 |
| 16 | ↓ | \$60,273 | ↘ | \$60,965 | ↘ | \$61,617 | ↘ | \$62,042 |
| 17 | ↓ | \$62,019 | ↘ | \$62,449 | ↘ | \$63,166 | ↘ | \$63,841 |
| 18 | ↓ | \$63,738 | ↘ | \$64,258 | ↘ | \$64,703 | ↘ | \$65,446 |
| 19 | ↓ | \$65,395 | ↘ | \$66,039 | ↘ | \$66,578 | ↘ | \$67,039 |
| 20 | ↓ | \$66,712 | ↘ | \$67,756 | ↘ | \$68,423 | ↘ | \$68,981 |
| 21 | ↓ | \$68,454 | ↘ | \$69,120 | ↘ | \$70,202 | ↘ | \$70,893 |
| 22 | ↓ | \$70,871 | ↘ | \$70,925 | ↘ | \$71,616 | ↘ | \$72,736 |
| 23 | ↓ | \$72,834 | ↘ | \$73,429 | ↘ | \$73,486 | ↘ | \$74,201 |
| 24 | ↓ | \$74,529 | ↘ | \$75,463 | ↘ | \$76,080 | ↘ | \$76,138 |
| 25 | ↓ | \$76,356 | ↘ | \$77,219 | ↘ | \$78,188 | ↘ | \$78,827 |
| 26 | ↓ | \$78,570 | ↘ | \$79,112 | ↘ | \$80,007 | ↘ | \$81,010 |
| 27 | ↓ | \$80,442 | ↘ | \$81,406 | ↘ | \$81,968 | ↘ | \$82,895 |

| Steps | | 2014-2015 | | 2015-2016 | | 2016-2017 | | 2017-2018 |
|-------|---|-----------|---|-----------|---|-----------|---|-----------|
| 28 | ↓ | \$81,746 | ↘ | \$83,346 | ↘ | \$84,345 | ↘ | \$84,927 |
| 29 | ↓ | \$83,648 | ↘ | \$84,697 | ↘ | \$86,355 | ↘ | \$87,390 |
| 30 | ↓ | \$85,686 | ↘ | \$86,668 | ↘ | \$87,755 | ↘ | \$89,472 |
| 31 | ↓ | \$87,790 | ↘ | \$88,779 | ↘ | \$89,796 | ↘ | \$90,923 |
| 32 | ↓ | \$89,366 | ↘ | \$90,959 | ↘ | \$91,984 | ↘ | \$93,038 |
| 33 | ↓ | \$91,533 | ↘ | \$92,592 | ↘ | \$94,243 | ↘ | \$95,305 |
| 34 | ↓ | \$93,280 | ↘ | \$94,837 | ↘ | \$95,935 | ↘ | \$97,645 |
| 35 | ↓ | \$94,948 | ↘ | \$96,647 | ↘ | \$98,261 | ↘ | \$99,398 |
| 99-1 | ↓ | \$96,568 | ↘ | \$98,376 | ↘ | \$100,136 | ↘ | \$101,808 |
| 99-2 | ↓ | \$98,108 | ↘ | \$100,054 | ↘ | \$101,927 | ↘ | \$103,751 |
| 99-3 | ↓ | \$99,629 | ↘ | \$101,650 | ↘ | \$103,666 | ↘ | \$105,607 |
| 99-4 | ↓ | \$101,351 | ↘ | \$103,226 | ↘ | \$105,319 | ↘ | \$107,408 |
| 99-5 | ↓ | \$103,253 | ↘ | \$105,010 | ↘ | \$106,952 | ↘ | \$109,121 |
| 99-6 | ↓ | \$104,767 | ↘ | \$106,980 | ↘ | \$108,801 | ↘ | \$110,813 |
| 99-7 | ↓ | \$106,618 | ↘ | \$108,549 | ↘ | \$110,842 | ↘ | \$112,728 |
| 99-8 | ↓ | \$107,812 | ↘ | \$110,467 | ↘ | \$112,468 | ↘ | \$114,844 |
| 99-9 | ↓ | \$109,366 | ↘ | \$111,704 | ↘ | \$114,455 | ↘ | \$116,528 |
| 99-10 | ↓ | \$111,178 | ↘ | \$113,314 | ↘ | \$115,737 | ↘ | \$118,587 |
| 99-11 | ↓ | \$113,124 | ↘ | \$115,192 | ↘ | \$117,405 | ↘ | \$119,915 |
| 99-12 | ↓ | \$115,529 | ↘ | \$117,208 | ↘ | \$119,350 | ↘ | \$121,643 |
| 99-13 | ↓ | \$118,494 | ↘ | \$119,700 | ↘ | \$121,439 | ↘ | \$123,658 |
| 99-14 | ↓ | \$121,000 | ↘ | \$122,772 | ↘ | \$124,021 | ↘ | \$125,823 |
| 99-15 | ↓ | \$124,079 | ↘ | \$125,368 | ↘ | \$127,204 | ↘ | \$128,498 |
| 99-16 | | | ↘ | \$128,558 | ↘ | \$129,894 | ↘ | \$131,796 |
| 99-17 | | | ↘ | | ↘ | \$133,199 | ↘ | \$134,583 |
| 99-18 | | | ↘ | | ↘ | | ↘ | \$138,008 |

Movement on the salary schedule (Appendix A) shall be diagonal. (Example: unit members earning \$47,492 in 2015-16 will move diagonally to Step 6 at \$49,206 for school year 2016-17. Each year, movement on the salary schedule (Appendix A) shall be effective on July 1.