



21-22 Teacher SALARY SCHEDULE

Yrs of Exp (Note 1)	(Note 2)				(Note 3)		(Note 4)				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Row A: 0-1 years	\$41,000	\$41,615	\$42,239	\$42,873	\$47,795	\$50,185	\$52,694	\$55,329	\$58,095	\$61,000	Row A
Row B: 2-3 years	42,538	43,176	43,824	44,481	To A6		58,533	61,460	64,532	67,759	Row H
Row C: 4-5 years	44,133	44,795	45,467	46,149	To A7		For movement to Row H see Note 7 below				
Row D: 6-7 years	45,788	46,475	47,172	47,880	To A8 (Note 3)						
Row E: 8-9 years	47,505	48,218	48,941	49,675	To A9 (Note 3)						
Row F: 10+ years	49,286	50,025	50,775	51,537	To A10 (Notes 3&4)						
Row G: 10+ years + MA	51,134	51,901	52,680	53,470	To A10 (Note 4)						

General Schedule Notes

1. Rows on steps 1-4 only pertain to experience outside the District or once a teacher has been on step 4 for 1 year. A new Teacher with an MA will be placed one row beyond the row that experience yields.
2. A Teacher must have at least a BA+24 to advance beyond Step 4.
3. A Teacher must have at least an MA to advance beyond Step 7.
4. A Teacher must have at least an MA+24 to advance beyond Step 9.
5. Note 4 does not pertain to counselors and social workers.
6. Bridges, Structured Teach, Success Academy, Flex, and Odyssey teachers will receive an additional annual stipend of \$1,000 (for a 1.0 FTE).
7. Beyond Step 4, Row H is obtained based on the following criteria (in the fiscal year for which salary is being determined):
 - Cannot currently be receiving or have already received the District Retirement Incentive; and
 - Will be in at least their 25th year of teaching and at least 16th year in the District.



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Appendix A

Advancement Grid for FY18 and Beyond							
Step		Step		Step		Step	
Prior	Current	Prior	Current	Prior	Current	Prior	Current
A1	A2	A2	A3	A3	A4	A4	BA+24? If Yes A5; if No B4*
B1	B2	B2	B3	B3	B4	B4	BA+24? If Yes A6; if No C4*
C1	C2	C2	C3	C3	C4	C4	BA+24? If Yes A6 or A7 (w/ MA); if No then D4*
D1	D2	D2	D3	D3	D4	D4	BA+24? If Yes A6 or A8 (w/ MA); if No E4*
E1	E2	E2	E3	E3	E4	E4	BA+24? If Yes A6 or A9 (w/ MA); if No F4*
F1	F2	F2	F3	F3	F4	F4	BA+24? If Yes A7, A9 (w/ MA) or A10 (w/ MA+24), or No F4
G1	G2	G2	G3	G3	G4	G4	MA+24, Jr; Yes A10; or No A9
* Beginning in FY19, Teachers stuck on Step 4 must have been on previous row for 2 years before advancing to the next row.							
Step							
Prior	Current						
A5	A6						
A6	A7						
A7	MA? If Yes A8, if no A7						
A8	A9						
A9	MA+24? If Yes A10; if No A9						
A10	A10	Note: Individuals on Steps A7-A10 may be eligible for advancement to Row H of the appropriate Step.					

ROW H

Advancement to Row H**							
Step		Step		Step		Step	
Prior	Current	Prior	Current	Prior	Current	Prior	Current
A7	H7	A8	H8	A9	H9	A10	H10
** A Teacher who is on Step 7 or higher for at least 1 year and will be in at least his/her 16th year in the District and at least his/her 25th year of teaching will move to Row H.							
Advancement on Row H							
Step							
Prior	Current						
H7	MA? If Yes H8, if no H7						
H8	H9						
H9	MA+24? If Yes H10; if No H9						
H10	H10						