



17-18 Teacher SALARY SCHEDULE

FY18 Teachers' Salary Schedule

Yrs of Exp (Note 1) ↓											
	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	35,752	36,646	37,562	38,501	46,201	48,511	50,937	53,484	56,158	58,966	Row A
Row B: 2-3 years	37,540	38,479	39,441	40,427	→ To A6		56,581	59,411	62,381	65,500	Row H
Row C: 4-5 years	39,417	40,402	41,412	42,447	→ To A7		For movement to Row H see Note 7 below				
Row D: 6-7 years	41,388	42,423	43,484	44,571	→ To A8 (Note 3)						
Row E: 8-9 years	43,457	44,543	45,657	46,798	→ To A9 (Note 3)						
Row F: 10+ years	45,630	46,771	47,940	49,139	→ To A10 (Notes 3&4)						
Row G: 10+ years + MA	47,912	49,110	50,338	51,596	→ 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, speech therapists, 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.

Guarantees/Other Notes

1. New Teachers on A1 will receive an additional \$750 if the Board approves it for all such teachers each year. This option ceases if #3 below is implemented.
2. New Teachers on B1-G1 & other Teachers not on Row H and stuck on their step will receive an additional \$500 in FY18.
3. The District will eliminate Step 1 by or prior to FY22 if able. This determination will be made and communicated to the Association each year by February 15. If eliminated, Teachers who were on Step 1 moving to Step 2 will be placed on a temporary step that is \$500 more than Step 2 (which will become Step 1). Once eliminated, the old Step 1 will not be reinstated & all steps will be renumbered.