

22-23 Teacher SALARY SCHEDULE



Yrs of Exp (Note 1)	(Note 2)				(Note 3)		(Note 4)		Row A	Row H	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8			Step 9
Row A: 0-1 years	\$46,000	\$46,690	\$47,390	\$48,101	\$50,015	\$52,006	\$54,588	\$57,317	\$60,183	\$63,192	Row A
Row B: 2-3 years	47,104	47,811	48,528	49,256	To A6		60,637	63,668	66,852	70,194	Row H
Row C: 4-5 years	48,234	48,958	49,692	50,437	To A7		For movement to Row H see Note 7 below				
Row D: 6-7 years	49,392	50,133	50,885	51,648	To A8 (Note 3)						
Row E: 8-9 years	50,577	51,336	52,106	52,888	To A9 (Note 3)						
Row F: 10+ years	51,791	52,568	53,357	54,157	To A10 (Notes 3&4)						
Row G: 10+ years + MA	53,034	53,830	54,637	55,457	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.
Classroom teachers at Bridges, Axtell Park Middle School, or High School Behavior Programs at Axtell Park will receive an additional annual stipend of \$4,000 (for a 1.0 FTE) for FY23, FY24, and FY25. In FY26, the annual stipend will return to the original amount of \$2,000 (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.

22-23 Teacher ADVANCEMENT GUIDELINES



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); if No F4
G1	G2	G2	G3	G3	G4	G4	MA+24. If Yes A10; if 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	Note: Individuals on Steps A7-A10 may be eligible for advancement to Row H of the appropriate Step.					
A10	A10						

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						