

Two salary schedules were in use in 2014-2015. The first (p. 1) began on July 1, 2014, as noted, but remained in use until September 25, 2014. As confirmed by the district and as noted on the schedule with a labeled start date of August 1, 2014 (p. 2), the second salary schedule was not used until one month (9/25/14) after the teachers' contract year began. That schedule remained in use through June 30, 2015. The stipend pay amounts for advanced degrees (p. 3) remained the same throughout the 2014-2015 year.



<b>INSTRUCTIONAL PAY SCALE</b> <b>SY 2014 - 2015</b> <b>Effective: July 1 - July 31, 2014</b>					
<b>Creditable Years of Teaching Experience</b>	<b>Standard Teaching</b>	<b>10-month Extended</b>	<b>11-month</b>	<b>12-month</b>	<b>ALC</b>
	<b>annual hours 1,466</b>	<b>annual hours 1,547</b>	<b>annual hours 1,768</b>	<b>annual hours 2,080</b>	<b>annual hours 1,027</b>
0	40,624	42,868	44,685	48,747	28,458
1	40,894	43,153	44,982	49,072	28,648
2	41,093	43,364	45,202	49,311	28,788
3	41,496	43,789	45,645	49,795	29,070
4	41,599	43,898	45,759	49,918	29,142
5	41,641	43,942	45,804	49,968	29,172
6	41,704	44,008	45,873	50,043	29,215
7	42,525	44,875	46,777	51,029	29,791
8	43,504	45,907	47,852	52,202	30,476
9	44,480	46,937	48,926	53,374	31,160
10	45,457	47,969	50,001	54,547	31,845
11	46,434	49,000	51,076	55,720	32,529
12	47,413	50,032	52,152	56,893	33,215
13	48,389	51,062	53,226	58,065	33,898
14	49,366	52,094	54,302	59,238	34,583
15	50,344	53,125	55,377	60,410	35,268
16	51,321	54,156	56,452	61,583	35,952
17	52,298	55,188	57,526	62,755	36,637
18	53,275	56,219	58,601	63,928	37,322
19	54,253	57,250	59,676	65,101	38,006
20	55,230	58,281	60,752	66,275	38,691
21	56,207	59,313	61,826	67,446	39,376
22	57,184	60,344	62,902	68,619	40,060
23	58,162	61,375	63,977	69,793	40,745
24	59,138	62,405	65,051	70,964	41,429
25	60,116	63,438	66,126	72,138	42,114
26	61,094	64,469	67,201	73,311	42,799
27	62,071	65,500	68,276	74,484	43,483
28	63,047	66,531	69,350	75,656	44,167
29	64,025	67,563	70,426	76,829	44,853
30	65,003	68,594	71,501	78,002	45,537
31	65,980	69,625	72,576	79,175	46,222
32	66,956	70,656	73,651	80,346	46,906
33	67,934	71,688	74,726	81,519	47,591
34	68,912	72,719	75,801	82,692	48,276
<b>Top of Scale</b>	69,835	73,693	76,817	83,800	48,922

**SY 2014-2015** - The School Board approved a two part implementation of an overall 3% increase of the 6/30/14 base salary for all employees. For the first phase, the scale reflects year for year experience credit for eligible employees and a .67% scale adjustment at the entry level and a 1.34% scale adjustment for all other experience levels. Beginning August 1, 2014, the remaining adjustment will be implemented based on a one (1) month delay from the start date for each work calendar.

**INSTRUCTIONAL PAY SCALE**

**SY 2014 - 2015**

**Effective: August 1, 2014 - June 30, 2015**

(Effective dates for August will vary based on a one (1) month delay from the start day of the position's work calendar.)

Creditable Years of Teaching Experience	Standard Teaching	10-month Extended	11-month	12-month	ALC
	annual hours 1,466	annual hours 1,547	annual hours 1,768	annual hours 2,080	annual hours 1,027
0	41,362	43,647	45,497	49,634	28,976
1	41,564	43,860	45,719	49,876	29,117
2	41,767	44,074	45,942	50,119	29,259
3	42,176	44,506	46,393	50,610	29,546
4	42,281	44,617	46,508	50,736	29,620
5	42,324	44,662	46,554	50,786	29,649
6	42,387	44,729	46,624	50,863	29,694
7	43,222	45,610	47,543	51,865	30,279
8	44,216	46,659	48,636	53,057	30,975
9	45,208	47,706	49,728	54,248	31,670
10	46,202	48,754	50,820	55,440	32,366
11	47,195	49,802	51,913	56,632	33,062
12	48,189	50,852	53,006	57,825	33,759
13	49,181	51,899	54,097	59,016	34,454
14	50,175	52,947	55,191	60,208	35,149
15	51,168	53,995	56,284	61,400	35,845
16	52,161	55,043	57,377	62,592	36,541
17	53,155	56,092	58,468	63,783	37,237
18	54,148	57,140	59,561	64,975	37,933
19	55,141	58,188	60,654	66,168	38,629
20	56,135	59,236	61,747	67,361	39,325
21	57,128	60,284	62,839	68,551	40,021
22	58,121	61,332	63,932	69,743	40,716
23	59,114	62,381	65,025	70,936	41,412
24	60,107	63,428	66,116	72,126	42,107
25	61,101	64,477	67,209	73,320	42,804
26	62,094	65,525	68,302	74,512	43,500
27	63,087	66,573	69,394	75,704	44,196
28	64,080	67,620	70,486	76,895	44,891
29	65,074	68,670	71,580	78,087	45,587
30	66,067	69,718	72,673	79,279	46,283
31	67,061	70,766	73,765	80,472	46,979
32	68,053	71,813	74,857	81,662	47,674
33	69,047	72,862	75,950	82,854	48,371
34	70,041	73,911	77,043	84,047	49,066
Top of Scale	70,979	74,900	78,076	85,173	49,724

**SY 2014-2015** - The scale represents an overall increase of 2.5% at the entry level and 3.0% for all other levels of the scale. *Employees will receive the second phase of the raise one (1) month after the start date for their respective work calendar.*

<b>TABLE OF ALLOWANCES</b> <b>SY 2014 - 2015</b> <b>Effective: July 1, 2014</b>		
<b>CODE</b>	<b>DESCRIPTION</b>	<b>VALUE</b>
ZALW 7016	Acting Pay - ( <i>Per Regulation 2-48.2</i> )	Varies
ZALW 7010	Additional Class - HS Teacher	5,600.00
ZALW 7011	Additional Class - MS Teacher	5,600.00
ZALW 7000	Additional Time - Vocational Teacher	400.00
ZALW 7200	Advanced Certificate - ( <i>ED.S or Masters plus 30</i> )	3,300.00
ZALW 7040	Cafeteria Manager - Additional School Served	750.00
ZALW 7207	Career Teacher - ( <i>3-year cycle</i> )	1,000.00
ZALW 7211	Clerical 180 Points Allowance	350.00
ZALW 7212	Clerical 360 Points Allowance	475.00
ZALW 7213	Clerical Associate Degree	525.00
ZALW 7214	Clerical Bachelor Degree	750.00
ZALW 7220	Clinical Competency Certification	1,000.00
ZALW 7097	Data Communication Allowance	540.00
ZALW 7230	Doctorate Administrative	5,000.00
ZALW 7231	Doctorate Instructional	4,100.00
ZALW 7095	Executive Communication Allowance	1,200.00
ZALW7096	Emergency Communication Allowance	420.00
ZALW 7235	School Nutrition Specialist	1,000.00
ZALW 7245	Interpreter 180 Points Allowance	350.00
ZALW 7246	Interpreter 360 Points Allowance	475.00
ZALW 7250	Masters Allowance Instructional	2,500.00
ZALW 7398	Military Leave Differential Allowance - ( <i>Based on the individual's assignment</i> )	Varies
ZALW 7051	Miscellaneous Credit	Varies
ZALW 7255	MS Certified Systems Eng/Dev	1,500.00
ZALW 7260	National Board for Teaching Standards Certification	2,000.00
ZALW 7267	Nursing Bachelors Degree	750.00
ZALW 7270	Professional Allowance	1,500.00
ZALW 7075	*Pre-Doctoral Resident Psychology Intern - ( <i>Eligible for health insurance subsidy</i> )	23,660.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW 7285	School Plant Journeyman	350.00
ZALW 7286	School Plant Master	1,000.00
ZALW 7295	Teacher Assistant 180 Points Allowance	325.00
ZALW 7296	Teacher Assistant 360 Points Allowance	450.00
ZALW 7050	Temporary Duty Allowance	Varies
ZALW 7018	Temporary Duty Allowance - ( <i>Legislative Liaison</i> )	Varies
ZALW 7090	Travel Allowance - ( <i>Per contract or employment agreement</i> )	Varies
2014-2015	Tuition Reimbursement Rate ( <i>Per Policy 4-39</i> )	625.00

\* Denotes allowances that are not subject to VRS

HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS SY 2014-2015					
DESCRIPTION	CODE	3 - 7 Members <b>\$1,050</b>	8 - 12 Members <b>\$1,350</b>	13 - 17 Members <b>\$1,500</b>	18 or More <b>\$1,650</b>
Agriculture Department Chair	ZDPT 7500	<p><i><b>One code is used to describe the department. Pay Adjustments are given to allow for the number of members in each department.</b></i></p>			
Business Department Chair	ZDPT 7502				
Distributive Ed Department Chair	ZDPT 7504				
Driver Ed Team Leader	ZDPT 7506				
English Department Chair	ZDPT 7508				
Fine Arts Department Chair	ZDPT 7510				
Foreign Language Department Chair	ZDPT 7512				
Family & Consumer Science Department Chair	ZDPT 7514				
Industrial Arts Department Chair	ZDPT 7516				
Library Department Chair	ZDPT 7518				
Mathematics Department Chair	ZDPT 7522				
Marketing Department Chair	ZDPT 7520				
Nursing Department Chair	ZDPT 7524				
Health & P.E. Department Chair	ZDPT 7526				
Science Department Chair	ZDPT 7528				
Social Studies Department Chair	ZDPT 7530				
Special Education Department Chair	ZDPT 7532				
Specialist Department Chair	ZDPT 7534				
Technology Department Chair	ZDPT 7536				

**Department Chair supplements will be paid to employee over 10 months, Sept-June.**

Department Chair supplements are paid based on the academic area covered. Any deviation from this payment method must be submitted in writing to the Department of School Leadership for their review and recommendation. Approved recommendations will be forwarded to the Department of Human Resources for final approval.