

APPENDIX A

2018-19 Certificated Instructional Staff Salary Schedule

ANNUAL	Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/ Doctorate (906)
	1	Base Pay	180.00	\$48,097	\$48,173	\$48,248	\$55,744	\$50,067	\$57,736	\$51,278	\$58,948	\$60,161	\$60,817
		Contractual Days	5.00	\$1,336	\$1,338	\$1,340	\$1,548	\$1,391	\$1,604	\$1,424	\$1,637	\$1,671	\$1,689
		Tech Days	4.00	\$1,069	\$1,071	\$1,072	\$1,239	\$1,113	\$1,283	\$1,140	\$1,310	\$1,337	\$1,351
		Responsibility/Incentive		\$6,445	\$7,016	\$7,288	\$8,437	\$7,545	\$8,722	\$7,717	\$8,893	\$9,065	\$9,159
		TOTAL	189.00	\$56,947	\$57,598	\$57,948	\$66,968	\$60,116	\$69,345	\$61,559	\$70,788	\$72,234	\$73,016
	2	Base Pay	180.00	\$48,197	\$48,380	\$49,032	\$56,339	\$51,998	\$58,202	\$53,531	\$59,467	\$61,057	\$63,336
		Contractual Days	5.00	\$1,339	\$1,344	\$1,362	\$1,565	\$1,444	\$1,617	\$1,487	\$1,652	\$1,696	\$1,759
		Tech Days	4.00	\$1,071	\$1,075	\$1,090	\$1,252	\$1,156	\$1,293	\$1,190	\$1,321	\$1,357	\$1,407
		Responsibility/Incentive		\$6,976	\$7,307	\$7,404	\$8,524	\$7,839	\$8,789	\$8,060	\$8,969	\$9,199	\$9,543
		TOTAL	189.00	\$57,583	\$58,106	\$58,888	\$67,680	\$62,437	\$69,901	\$64,268	\$71,409	\$73,309	\$76,045
	3	Base Pay	180.00	\$48,296	\$48,743	\$50,566	\$56,701	\$53,956	\$58,566	\$55,664	\$59,858	\$63,136	\$65,395
		Contractual Days	5.00	\$1,342	\$1,354	\$1,405	\$1,575	\$1,499	\$1,627	\$1,546	\$1,663	\$1,754	\$1,817
		Tech Days	4.00	\$1,073	\$1,083	\$1,124	\$1,260	\$1,199	\$1,301	\$1,237	\$1,330	\$1,403	\$1,453
		Responsibility/Incentive		\$7,293	\$7,359	\$7,636	\$8,576	\$8,136	\$8,841	\$8,385	\$9,025	\$9,515	\$9,856
		TOTAL	189.00	\$58,004	\$58,539	\$60,731	\$68,112	\$64,790	\$70,335	\$66,832	\$71,876	\$75,808	\$78,521
	4	Base Pay	180.00	\$48,658	\$49,107	\$51,700	\$57,066	\$55,483	\$58,930	\$57,357	\$60,223	\$64,721	\$66,948
		Contractual Days	5.00	\$1,352	\$1,364	\$1,436	\$1,585	\$1,541	\$1,637	\$1,593	\$1,673	\$1,798	\$1,860
		Tech Days	4.00	\$1,081	\$1,091	\$1,149	\$1,268	\$1,233	\$1,310	\$1,275	\$1,338	\$1,438	\$1,488
		Responsibility/Incentive		\$7,345	\$7,410	\$7,807	\$8,627	\$8,368	\$8,892	\$8,641	\$9,076	\$9,755	\$10,091
		TOTAL	189.00	\$58,436	\$58,972	\$62,092	\$68,546	\$66,625	\$70,769	\$68,866	\$72,310	\$77,712	\$80,387
	5	Base Pay	180.00	\$49,023	\$50,078	\$53,168	\$57,429	\$57,353	\$59,790	\$59,394	\$61,830	\$66,702	\$68,911
		Contractual Days	5.00	\$1,362	\$1,391	\$1,477	\$1,595	\$1,593	\$1,661	\$1,650	\$1,718	\$1,853	\$1,914
		Tech Days	4.00	\$1,089	\$1,113	\$1,182	\$1,276	\$1,275	\$1,329	\$1,320	\$1,374	\$1,482	\$1,531
		Responsibility/Incentive		\$7,396	\$7,555	\$8,029	\$8,679	\$8,652	\$9,020	\$8,951	\$9,320	\$10,057	\$10,390
		TOTAL	189.00	\$58,870	\$60,137	\$63,856	\$68,979	\$68,873	\$71,800	\$71,315	\$74,242	\$80,094	\$82,746
	6	Base Pay	180.00	\$49,386	\$51,063	\$54,748	\$57,914	\$59,208	\$61,626	\$61,413	\$63,830	\$68,666	\$70,863
		Contractual Days	5.00	\$1,372	\$1,418	\$1,521	\$1,609	\$1,645	\$1,712	\$1,706	\$1,773	\$1,907	\$1,968
		Tech Days	4.00	\$1,097	\$1,135	\$1,217	\$1,287	\$1,316	\$1,369	\$1,365	\$1,418	\$1,526	\$1,575
		Responsibility/Incentive		\$7,448	\$7,703	\$8,266	\$8,748	\$8,934	\$9,299	\$9,259	\$9,624	\$10,355	\$10,687
		TOTAL	189.00	\$59,303	\$61,319	\$65,752	\$69,558	\$71,103	\$74,006	\$73,743	\$76,645	\$82,454	\$85,093
	7	Base Pay	180.00	\$56,693	\$59,110	\$61,572	\$63,993	\$63,993	\$63,993	\$63,947	\$66,363	\$71,205	\$73,400
		Contractual Days	5.00	\$1,575	\$1,642	\$1,710	\$1,778	\$1,778	\$1,778	\$1,776	\$1,843	\$1,978	\$2,039
		Tech Days	4.00	\$1,260	\$1,314	\$1,368	\$1,422	\$1,422	\$1,422	\$1,421	\$1,475	\$1,582	\$1,631
		Responsibility/Incentive		\$8,561	\$8,926	\$9,293	\$9,658	\$9,658	\$9,644	\$10,009	\$10,009	\$10,741	\$11,072
		TOTAL	189.00	\$68,089	\$70,992	\$73,943	\$76,851	\$76,851	\$76,851	\$76,788	\$79,690	\$85,506	\$88,142
	8	Base Pay	180.00	\$58,572	\$60,993	\$63,868	\$66,283	\$66,283	\$66,283	\$66,414	\$68,825	\$73,658	\$75,854
		Contractual Days	5.00	\$1,627	\$1,694	\$1,774	\$1,841	\$1,841	\$1,841	\$1,845	\$1,912	\$2,046	\$2,107
		Tech Days	4.00	\$1,302	\$1,355	\$1,419	\$1,473	\$1,473	\$1,476	\$1,476	\$1,529	\$1,637	\$1,686
		Responsibility/Incentive		\$8,845	\$9,211	\$9,641	\$10,006	\$10,006	\$10,018	\$10,383	\$10,383	\$11,114	\$11,445
		TOTAL	189.00	\$70,346	\$73,253	\$76,702	\$79,603	\$79,603	\$79,603	\$79,753	\$82,649	\$88,455	\$91,092
	9	Base Pay	180.00	\$60,520	\$62,937	\$66,231	\$68,643	\$68,643	\$68,643	\$68,944	\$71,357	\$76,191	\$78,385
		Contractual Days	5.00	\$1,681	\$1,748	\$1,840	\$1,907	\$1,907	\$1,915	\$1,982	\$2,116	\$2,277	\$2,338
		Tech Days	4.00	\$1,345	\$1,399	\$1,472	\$1,525	\$1,525	\$1,532	\$1,532	\$1,586	\$1,693	\$1,742
		Responsibility/Incentive		\$9,139	\$9,505	\$9,999	\$10,364	\$10,364	\$10,403	\$10,768	\$10,768	\$11,499	\$11,830
		TOTAL	189.00	\$72,685	\$75,589	\$79,542	\$82,439	\$82,439	\$82,794	\$82,794	\$85,693	\$91,499	\$94,134

APPENDIX A (continued)

2018-19 Certificated Instructional Staff Salary Schedule

ANNUAL	Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/ Doctorate (906)
	10	Base Pay	180.00			\$62,463	\$64,881	\$68,582	\$71,005	\$71,478	\$73,892	\$78,724	\$80,920
		Contractual Days	5.00			\$1,735	\$1,802	\$1,905	\$1,972	\$1,986	\$2,053	\$2,187	\$2,248
		Tech Days	4.00			\$1,388	\$1,442	\$1,524	\$1,578	\$1,588	\$1,642	\$1,749	\$1,798
		Responsibility/Incentive				\$9,433	\$9,799	\$10,358	\$10,723	\$10,788	\$11,153	\$11,884	\$12,215
		TOTAL	189.00			\$75,019	\$77,924	\$82,379	\$85,278	\$85,840	\$88,740	\$94,644	\$97,181
	11	Base Pay	180.00			\$64,406	\$66,825	\$70,953	\$73,369	\$74,009	\$76,426	\$81,255	\$83,451
		Contractual Days	5.00			\$1,789	\$1,856	\$1,971	\$2,038	\$2,056	\$2,123	\$2,257	\$2,318
		Tech Days	4.00			\$1,431	\$1,485	\$1,577	\$1,630	\$1,645	\$1,698	\$1,806	\$1,854
		Responsibility/Incentive				\$9,727	\$10,092	\$10,716	\$11,081	\$11,172	\$11,538	\$12,268	\$12,600
		TOTAL	189.00			\$88,118	\$90,258	\$95,217	\$98,118	\$98,882	\$99,785	\$106,586	\$108,223
	12	Base Pay	180.00			\$66,349	\$68,769	\$73,314	\$75,730	\$76,541	\$78,959	\$83,788	\$85,984
		Contractual Days	5.00			\$1,843	\$1,910	\$2,037	\$2,104	\$2,126	\$2,193	\$2,327	\$2,388
		Tech Days	4.00			\$1,474	\$1,528	\$1,629	\$1,683	\$1,701	\$1,755	\$1,862	\$1,911
		Responsibility/Incentive				\$10,021	\$10,387	\$11,075	\$11,440	\$11,557	\$11,923	\$12,653	\$12,984
		TOTAL	189.00			\$79,687	\$82,684	\$88,055	\$90,957	\$91,925	\$94,830	\$100,630	\$103,267
	13	Base Pay	180.00			\$75,674	\$78,090	\$82,102	\$84,519	\$85,075	\$87,491	\$92,320	\$94,517
		Contractual Days	5.00			\$2,102	\$2,169	\$2,297	\$2,364	\$2,398	\$2,464	\$2,598	\$2,659
		Tech Days	4.00			\$1,682	\$1,735	\$1,842	\$1,895	\$1,917	\$1,971	\$2,084	\$2,145
		Responsibility/Incentive				\$11,433	\$11,798	\$12,433	\$12,800	\$12,942	\$13,308	\$14,038	\$14,369
		TOTAL	189.00			\$90,891	\$93,792	\$98,835	\$101,735	\$102,974	\$106,874	\$113,675	\$116,312
	14	Base Pay	180.00			\$78,035	\$80,452	\$85,000	\$87,417	\$88,022	\$90,439	\$95,268	\$97,465
		Contractual Days	5.00			\$2,168	\$2,235	\$2,366	\$2,433	\$2,467	\$2,534	\$2,668	\$2,729
		Tech Days	4.00			\$1,734	\$1,788	\$1,891	\$1,945	\$1,974	\$2,037	\$2,170	\$2,231
		Responsibility/Incentive				\$11,791	\$12,156	\$12,800	\$13,165	\$13,327	\$13,692	\$14,423	\$14,754
		TOTAL	189.00			\$93,728	\$96,631	\$102,657	\$105,560	\$106,811	\$110,915	\$117,717	\$120,355
	15	Base Pay	180.00			\$79,512	\$81,929	\$86,477	\$88,894	\$89,422	\$91,839	\$96,668	\$98,865
		Contractual Days	5.00			\$2,209	\$2,277	\$2,409	\$2,476	\$2,509	\$2,576	\$2,710	\$2,771
		Tech Days	4.00			\$1,767	\$1,821	\$1,924	\$1,978	\$1,992	\$2,055	\$2,188	\$2,249
		Responsibility/Incentive				\$12,013	\$12,378	\$13,144	\$13,509	\$13,665	\$14,030	\$14,761	\$15,092
		TOTAL	189.00			\$95,501	\$98,444	\$106,030	\$108,889	\$109,833	\$114,925	\$121,665	\$124,001

Credits referenced above are "quarter" credit hours
 The 700 Lane is restricted to grandfathered staff
 2018-19 rates include a negotiated increase of 10.5%
 Rates apply to both former CN1 and CN2 salary schedules

Lane 400=Master's degree required and additional credits above a Bachelor's up to 89.5
 Lane 600=Master's degree required and additional credits above a Bachelor's of 90 to 134.5
 Lane 800=Master's degree required and additional credits above a Bachelor's of 135 to 154.5
 Lane 900=Master's degree required and additional credits above a Bachelor's of 155+