

APPENDIX C – SALARIES AND COMPENSATION

Bargaining Unit salaries for the 2024-2025 contract year shall be increased as follows;

Highly Effective (HE):	\$2,149.80
Effective (E):	\$1,253.43
Grandfathered:	\$1,679.40

- Title I Supplement of \$100 for each teacher at a Title I eligible school for 2024-2025.
- The parties agree to reopen bargaining for Salaries and Compensation for the 2025-2026 school year.
- Salary adjustments will be retro to the beginning of the 2024-2025 school year.
- 2024-2025 probationary teachers are not eligible for a performance increase.

Increase the starting salary for teachers to \$50,000.00. For teachers whose base salary after the performance salary increase is less than \$50,000.00 will receive an additional adjustment to bring them to a base salary of \$50,000.00.

For the 2024-2025 school year, active employees will receive a one-time retention bonus of \$500.00 to be paid to eligible employees on their August 16th paycheck.

For the 2024-2025 school year, eligible active employees will receive a one-time retention bonus to be paid to employees based on total verified work-related experience with SCPS who will receive a bonus of:

- Employees with 10 years up to 19 years of experience \$1300.00
- Employees with 20+years of experience \$2,305.00

Eligibility Criteria for One-Time Retention Bonus:

- Probationary Teachers are not eligible for the one-time retention bonus.
- Active service is defined as any time the employee is actively working, paid leave, or worker's compensation leave.
- The length of service for experience shall be determined based on years of active service as an employee, one day more than half of the employee's contracted work year would count as a year of service.
- The retention bonus would not be eligible for FRS and payroll taxes would be applicable.
- The employee must be considered an active employee at the date in which the bonus is board approved unless the employee is on approved Family Medical Leave (FMLA).
- Employees on approved FMLA will receive any eligible bonus upon their return to work from FMLA leave. Failure to return after FMLA would result in forfeiting any such bonus.

For the 2024-2025 school year, self-contained ESE teachers and teachers working at the following special centers; Journeys, Endeavor, Hopper, and Eugene Gregory will receive a bonus of \$1,000.00 that will be paid in two installments of \$500.00 each, the first installment will be paid in January 2025 and the second installment will be paid by the employee's last paycheck of the 2024-2025 school year. Teachers must be actively

APPENDIX D - TEACHER SALARY PLACEMENT

2024-2025 Teacher Placement Schedules

Years of Experience	Bachelor Degree (B22) -196	Master Degree (M22) -196	Specialist Degree (S22)- 196	Doctorate Degree (D22)- 196
<u>0-22</u>	\$50,000.00	\$54,125.00	\$57,500.00	\$61,000.00
23	\$50,800.00	\$54,925.00	\$58,300.00	\$61,800.00
24	\$52,010.00	\$56,135.00	\$59,510.00	\$63,010.00
25	\$53,230.00	\$57,355.00	\$60,730.00	\$64,230.00
26	\$55,660.00	\$59,785.00	\$63,160.00	\$66,660.00
27	\$56,880.00	\$61,005.00	\$64,380.00	\$67,880.00
28	\$59,310.00	\$63,435.00	\$66,810.00	\$70,310.00