

24-25 Teacher SALARY SCHEDULE



Yrs of Exp (Note 1)	Step 1	Step 2	Step 3	(Note 2) Step 4	Step 5	Step 6	(Note 3) Step 7	Step 8	Step 9	(Note 4) Step 10	
	Row A: 0-1 years	\$51,716	\$52,233	\$52,755	\$53,283	\$55,414	\$57,631	\$59,936	\$62,333	\$64,826	
Row B: 2-3 years	52,750	53,278	53,811	54,349	To A6		61,434	63,891	66,447	69,747	Row B
Row C: 4-5 years	53,805	54,343	54,886	55,435	To A7		66,577	69,240	72,009	75,586	Row H
Row D: 6-7 years	54,881	55,430	55,984	56,544	To A8 (Note 3)		68,241	70,971	73,809	77,476	Row I
Row E: 8-9 years	55,979	56,539	57,104	57,675	To A9 (Note 3)		For movement to Row B, H, & I see Note 7 below				
Row F: 10+ years	57,099	57,670	58,247	58,829	To A10 (Notes 3&4)						
Row G: 10+ years + MA	58,241	58,823	59,411	60,005	To A10 (Note 4)						

General Schedule Notes

- Rows on steps 2-4 only pertain to experience outside the District or once a teacher has been on step 4 for 2 years. A new Teacher with an MA will be placed one row beyond the row that experience yields.
- A Teacher must have at least a BA+24 to advance beyond Step 4.
- A Teacher must have at least an MA to advance beyond Step 7.
- A Teacher must have at least an MA+24 to advance beyond Step 9.
- 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).
- Beyond Step 4, Rows B, H, & I are obtained based on the following criteria (in the fiscal year for which salary is being determined):
 - All: Cannot currently be receiving or have already received the District Retirement Incentive; and
 - Row B: Will be in at least their 17th year of teaching and at least 13th in the District.
 - Row H: Will be in at least their 25th year of teaching and at least 16th in the District.
 - Row I: Will be in at least their 25th year of teaching and at least 20th in the District.

Other Note: The District will eliminate Step 1 for FY25 and may eliminate Steps 2 and 3 anytime through FY28. If the District eliminates two steps in a single year, those Teachers on the lower step being eliminated will receive two steps for the following year (i.e. if Steps 2 and 3 are eliminated for FY27, Teachers on Step 2 in FY26 will move to Step 4 in FY27). This Note replaces Article IV, Sections 8 and 9 of the Collective Bargaining Agreement.

24-25 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 A7; if No then D4*
D1	D2	D2	D3	D3	D4	D4	BA+24? If Yes A7 or A8 (w/ MA); if No E4*
E1	E2	E2	E3	E3	E4	E4	BA+24? If Yes A7 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

Note: From FY19 through FY25, Teachers stuck on Step 4 had to wait two years before advancing to the next row. Beginning with FY26, they no longer have to wait two years to move between rows.

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
A10	A10

Note: Individuals on Steps A7-A10 may be eligible to advance to Row B, H, or I of the appropriate Step (see below).

Advancement to Rows B, H, & I beyond Step 4							
STEP		STEP		STEP		STEP	
Prior	Current	Prior	Current	Prior	Current	Prior	Current
A7	B7	A8	B8	A9	B9	A10	B10 (1)
B7	H7	B8	H8	B9	H9	B10	H10 (2)
H7	I7	H8	I8	H9	I9	H10	I10 (3)

(1): A Teacher who is eligible for Step 7 or higher and will be in at least his/her 13th year in the District and at least his/her 17th year of teaching will move to Row B of the appropriate step.

(2): A Teacher who is eligible for Step 7 or higher 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 of the appropriate step.

(3): A Teacher who is eligible for Step 7 or higher and will be in at least his/her 20th year in the District and at least his/her 25th year of teaching will move to Row I of the appropriate step.

STEP	
Prior	Current
*7	MA? If Yes, *8; if No *7
*8	*9
*9	MA+24? If Yes; *10, if No *9
*10	*10

*stands for either Row B, H, or I (e.g. B7 to B8 if MA)

Note: Teachers may also move diagonally (e.g. from B8 to H9) if they attain the necessary experience to move to the next row in the same year he/she is moving the step (e.g. A Teacher moving from B8 to B9 could move to H9 if he/she achieved the necessary experience according to Note (3) above in the same year).