

(c) During the school year all persons in Group I and II who on the prior August 31 shall not have reached maximum salary of the respective anniversary dates by the amount of the annual increment provided for in the foregoing schedule until the maximum of their respective ranks is reached: provided that the final increment shall be such as shall place the person upon the maximum salary of his rank.

(d) Each teacher hired after September 1, 2013, shall not advance a step if his/her most recent evaluation reflects an overall rating of Unsatisfactory until he/she achieves a higher overall rating on a formative assessment, formative evaluation or summative evaluation.

B. Payment of Salaries

Salaries shall be deemed fully earned at the end of the school year and proportionately earned during the school year. Salaries shall be paid over a ten month period beginning with the first month of the school year and ending with the June month. Teachers who opt to be paid over twelve months will receive their full salary in 26 equal checks, issued every other Friday. Those who opt to be paid over ten months will receive their full salary in 22 checks, issued every other Friday, September through June.

(1) Effective September 1, 2006, all members of the teacher unit and the paraprofessional unit shall receive a one-time bonus of \$500.00. This bonus will not be calculated as part of the base wage.

C. Group I Salary Schedule

Effective September 1, 2010 - November 1, 2011

	A		B		C			D	
	<u>Bachelor</u>	<u>B+15</u>	<u>Masters</u>	<u>M+15</u>	<u>M+30</u>	<u>M+45</u>	<u>M+60</u>	<u>M+75</u>	<u>Doctorate</u>
1	46,754	48,367	49,972	51,587	53,198	54,808	56,650	58,248	59,159
2	52,502	54,395	56,295	58,196	60,094	61,981	64,114	65,759	66,697
3	55,665	57,564	59,458	61,362	63,248	65,153	67,286	68,935	69,872
4	58,838	60,738	62,628	64,529	66,422	68,312	70,458	72,103	73,039
5	62,000	64,139	66,266	68,402	70,541	72,673	75,041	76,689	77,627
6	65,706	67,834	69,970	72,101	74,236	76,363	78,886	80,531	81,469
7	69,929	72,059	74,197	76,329	78,465	80,600	82,975	84,621	85,558
8	74,203	76,330	78,468	80,600	82,736	84,876	87,247	88,894	89,832
9	77,913	80,043	82,178	84,312	86,446	88,588	90,959	92,607	93,543

Effective November 1, 2011: 1%

	A		B		C			D	
	<u>Bachelor</u>	<u>B+15</u>	<u>Masters</u>	<u>M+15</u>	<u>M+30</u>	<u>M+45</u>	<u>M+60</u>	<u>M+75</u>	<u>Doctorate</u>
1	47,222	48,851	50,472	52,104	53,730	55,356	57,217	58,830	59,751
2	53,027	54,939	56,858	58,778	60,695	62,601	64,755	66,417	67,364
3	56,222	58,140	60,053	61,976	63,880	65,805	67,959	69,624	70,571
4	59,426	61,345	63,254	65,174	67,086	68,995	71,163	72,824	73,769
5	62,620	64,780	66,929	69,086	71,246	73,400	75,791	77,456	78,403
6	66,363	68,512	70,670	72,822	74,978	77,127	79,675	81,336	82,284
7	70,628	72,780	74,939	77,092	79,250	81,406	83,805	85,467	86,414
8	74,945	77,093	79,253	81,406	83,563	85,725	88,119	89,783	90,730
9	78,692	80,843	83,000	85,155	87,310	89,474	91,869	93,533	94,478

Effective November 1, 2012: 2%

	A		B		C			D	
	<u>Bachelor</u>	<u>B+15</u>	<u>Masters</u>	<u>M+15</u>	<u>M+30</u>	<u>M+45</u>	<u>M+60</u>	<u>M+75</u>	<u>Doctorate</u>
1	48,166	49,828	51,481	53,146	54,805	56,463	58,361	60,007	60,946
2	54,088	56,038	57,995	59,954	61,909	63,853	66,050	67,745	68,711
3	57,346	59,303	61,254	63,216	65,158	67,121	69,318	71,016	71,982
4	60,615	62,572	64,519	66,477	68,428	70,375	72,586	74,280	75,244
5	63,872	66,076	68,268	70,468	72,671	74,868	77,307	79,005	79,971
6	67,690	69,882	72,083	74,278	76,478	78,670	81,269	82,963	83,930
7	72,041	74,236	76,438	78,634	80,835	83,034	85,481	87,176	88,142
8	76,444	78,635	80,838	83,034	85,234	87,440	89,881	91,579	92,545
9	80,266	82,460	84,660	86,858	89,056	91,263	93,706	95,404	96,368

Effective November 1, 2013: 3%

	A		B		C			D	
	<u>Bachelor</u>	<u>B+15</u>	<u>Masters</u>	<u>M+15</u>	<u>M+30</u>	<u>M+45</u>	<u>M+60</u>	<u>M+75</u>	<u>Doctorate</u>
1	49,611	51,323	53,025	54,740	56,449	58,157	60,112	61,807	62,774
2	55,711	57,719	59,735	61,753	63,766	65,769	68,032	69,777	70,772
3	59,066	61,082	63,092	65,112	67,113	69,135	71,398	73,146	74,141
4	62,433	64,449	66,455	68,471	70,481	72,486	74,764	76,508	77,501
5	65,788	68,058	70,316	72,582	74,851	77,114	79,626	81,375	82,370
6	69,721	71,978	74,245	76,506	78,772	81,030	83,707	85,452	86,448
7	74,202	76,463	78,731	80,993	83,260	85,525	88,045	89,791	90,786
8	78,737	80,994	83,263	85,525	87,791	90,063	92,577	94,326	95,321
9	82,674	84,934	87,200	89,464	91,728	94,001	96,517	98,266	99,259

Effective November 1, 2014: 3%

	A		B		C			D	
	<u>Bachelor</u>	<u>B+15</u>	<u>Masters</u>	<u>M+15</u>	<u>M+30</u>	<u>M+45</u>	<u>M+60</u>	<u>M+75</u>	<u>Doctorate</u>
1	51,099	52,863	54,616	56,382	58,142	59,902	61,915	63,661	64,657
2	57,382	59,451	61,527	63,606	65,679	67,742	70,073	71,870	72,895
3	60,838	62,914	64,985	67,065	69,126	71,209	73,540	75,340	76,365
4	64,306	66,382	68,449	70,525	72,595	74,661	77,007	78,803	79,826
5	67,762	70,100	72,425	74,759	77,097	79,427	82,015	83,816	84,841
6	71,813	74,137	76,472	78,801	81,135	83,461	86,218	88,016	89,041
7	76,428	78,757	81,093	83,423	85,758	88,091	90,686	92,485	93,510
8	81,099	83,424	85,761	88,091	90,425	92,765	95,354	97,156	98,181
9	85,154	87,482	89,816	92,148	94,480	96,821	99,413	101,214	102,237

Effective November 1, 2015: 3%

	A		B		C			D	
	<u>Bachelor</u>	<u>B+15</u>	<u>Masters</u>	<u>M+15</u>	<u>M+30</u>	<u>M+45</u>	<u>M+60</u>	<u>M+75</u>	<u>Doctorate</u>
1	52,632	54,449	56,254	58,073	59,886	61,699	63,772	65,571	66,597
2	59,103	61,235	63,373	65,514	67,649	69,774	72,175	74,026	75,082
3	62,663	64,801	66,935	69,077	71,200	73,345	75,746	77,600	78,656
4	66,235	68,373	70,502	72,641	74,773	76,901	79,317	81,167	82,221
5	69,795	72,203	74,598	77,002	79,410	81,810	84,475	86,330	87,386
6	73,967	76,361	78,766	81,165	83,569	85,965	88,805	90,656	91,712
7	78,721	81,120	83,526	85,926	88,331	90,734	93,407	95,260	96,315
8	83,532	85,927	88,334	90,734	93,138	95,548	98,215	100,071	101,126
9	87,709	90,106	92,510	94,912	97,314	99,726	102,395	104,250	105,304