

2018-2019 Pay for Performance Initial Placement Chart Teacher Salary Schedule
Teachers hired after June 30, 2019
196 Calendar 7.5

Years of Experience	Hourly	Salary (Start Date Effective After June 30, 2017)	Initial Placement Increases	Hourly	Salary (Start Date Effective After June 30, 2019)
0--2	27.70340	40,724	509	28.04966	41,233
3	28.39592	41,742	522	28.75102	42,264
4--7	29.08844	42,760	535	29.45238	43,295
8	29.43469	43,269	541	29.80272	43,810
9--10	29.91905	43,981	550	30.29320	44,531
11	30.26531	44,490	578	30.65850	45,068
12	30.47347	44,796	582	30.86939	45,378
13	30.78503	45,254	588	31.18503	45,842
14	31.09320	45,707	594	31.49728	46,301
15	31.40408	46,164	600	31.81224	46,764
16	31.40408	46,164	1,231	32.24150	47,395
17	31.40408	46,164	1,871	32.67687	48,035
18	31.40408	46,164	2,520	33.11837	48,684
19	31.40408	46,164	3,177	33.56531	49,341
20	31.40408	46,164	3,843	34.01837	50,007

SALARY SCHEDULE

* Daily Rate: This schedule is based on a 7 1/2 hour workday.

2018-2019 Salary Program Schedule:

Pay for Performance Teachers:

For the 2018-2019 school year, BTU-Pay for Performance Teachers rated as "Highly Effective" during the 2017-2018 School Year, shall receive a salary adjustment of 2.17% effective January 1, 2019. BTU-Pay for Performance Teachers rated as "Effective" will receive a salary adjustment increase of 1.63% effective January 1, 2019.

***Equity Adjustment:** The salary of any employee earning less than the amounts reflected on this schedule who has the equivalent years of experience will be adjusted so that said employee will earn no less than a new hire would pursuant to this schedule. Employees who are employed as of the date of ratification of this Agreement will receive the increase retroactive to January 1, 2019.

2018-2019 Grandfathered Teacher Salary Schedule

196 Calendar 7.5

Level	Hourly	Daily	Annual
B	30.86413	231.48101	45,370
C	31.61748	237.13108	46,478
D	31.99554	239.96654	47,033
E	33.15196	248.63972	48,733
F	33.53767	251.53251	49,300
G	33.76562	253.24213	49,635
H	34.11380	255.85347	50,147
I	34.30491	257.28683	50,428
J	34.99362	262.45217	51,441
K	35.60728	267.05458	52,343
L	36.08680	270.65103	53,048
M	37.32801	279.96010	54,872
N	37.81796	283.63473	55,592
O	38.81733	291.12994	57,061
P	39.85630	298.92224	58,589
Q	41.79108	313.43313	61,433
R	45.27286	339.54648	66,551
S	51.16757	383.75674	75,216
T&U	52.14677	391.10080	76,656

SALARY SCHEDULE

* Daily Rate: This schedule is based on a 7 1/2 hour workday.

2018-2019 Salary Program Schedule:

Grandfathered Teachers:

Hourly rates for all levels on the BTU-Grandfathered Teacher Salary Schedule shall increase by 2.16% effective January 1, 2019. Employees who are employed as of the date of ratification of this Agreement will receive the increase retroactive to January 1, 2019.

Pay for Performance Teachers:

BTU-Pay for Performance Teachers rated as "Highly Effective" during the 2017-2018 School Year, shall receive a base salary increase of 2.17% effective January 1, 2019. BTU-Pay for Performance Teachers rated as "Effective" will receive a base salary increase of 1.63% effective January 1, 2019.