Market-Based Pay Plan's Salary Bands for new hires in 2012-2013. Per district, majority of hiring was done in March and April 2012, so these reflected the market rates of pay for most of the new hires for the 2012-2013 school year.

## **CERTIFIED SALARY BANDS**

BAND - 25	B30	B35	B40	B45
ART MID/SEN DRAMA MIDDLE FIFTH GRADE TEACHER FOURTH GRADE TEACHER FRESHMAN TRANSITION HEALTH E/M/S LIBRARIAN PHYS ED E/M/S SECOND GRADE TEACHER SOCIAL STUDIES E/M SPEECH MIDDLE THIRD GRADE TEACHER	ADMIN INTERN EL ED ART ELEMENTARY BUSINESS CONSUMER FAMILY STUDIES COUNSELOR – MID DEAN INSTRUCTOR DEAN MIDDLE/SENIOR DEAN MIDDLE/SENIOR MUSIC ELEM MUSIC INSTRUMENTAL FEED MUSIC INSTRUMENTAL FEED MUSIC ORCHESTRA MID/SR MUSIC ORCHESTRA MID/SR MUSIC SENIOR (CHORAL) SIXTH GRADE MIDDLE SPEECH SENIOR	ALTERNATIVE ED BRT COORD SWAP COUNSELOR SEN ENGLISH MID/SEN FIRST GRADE TEACHER FOREIGN LANGUAGE FR/SP GRADE K GIFTED/TALENTED TEACHER LIBRARIAN LITERACY LITERACY SPECIALIST MUSIC INSTRUMENTAL SEN RTI SCIENCE ELEM SIXTH GRADE ELEM	ACE ADMIN INTERN AGRICULTURE CRIMINAL JUSTICE ENGINEERING ESL/ELL FOREIGN LANGUAGE ASL FOREIGN LANGUAGE CHINESE INDUSTRIAL ARTS MATH MID/SEN SCIENCE MID/SEN SPED SOCIAL WORKER	D43 NURSE HEALTH SERVICES PSYCHOLOGIST SPED AUDIOLOGIST SPED CHILD FIND SPED ECE OCCUPTL THER. SPED HEARING IMPAIRED SPED OCCUPATIONAL THER. SPED SEVERE NEEDS SPED SIED SPEECH LANG PATHOL SPED VISUALLY IMPAIRED
(32(35-48)60)	SOCIAL STUDIES SEN	SPED ECE SPED MODERATE NEEDS TECHNOLOGY	(37(40-70)82)	(45(50-80)94)

Effective 1 March 2012

\*Subject to change at anytime.

Mid-Point	46	48.5	53.5	59.5	69.5
@ Market	41.5 - 50.5	44 - 53	48 - 59	52.5 - 66.5	62 - 77