

From the PEA Contract dated 9/1/08 - ARTICLE 12: SALARIES

B. Newly hired teachers employed effective September 1, 2008

1. The parties agree to maintain an Experienced Based Salary Schedule to be used as the basis for determining entry-level salaries.
2. A two-step process will be used to place teachers on the Professional Learning Based Salary Schedule.
  - a. Each teacher will first be placed on the Experience Based Salary Schedule for that contract year in accordance with the requirements in Paragraph B above. In order to advance on the experience scale of the salary schedule, a teacher must work at least one (1) day more than one half (1/2) of the annual teacher work year -- (part-time employees' total work time must be equivalent to one half (1/2) of the full-time teachers' work year). All paid time away from the job, e.g. paid sick leave, personal leave, sabbatical leave, funeral leave, shall be counted as workdays. All unpaid time away from the job, e.g. unpaid personal and sick leave days used in excess of those granted by the Collective Bargaining Agreement, shall not be counted as work days. Payments in an unrelated job classification shall not be counted as workdays. For part-time employees, only those days worked within one school year will be counted in the calculation to determine step movement.
  - b. Each teacher will then be placed on the Professional Learning Salary Schedule on the lane and step with the salary identical/or next highest to the salary he/she would have made on the Experience Based Salary Schedule. If that salary lane would place a teacher at step 6 or lower, that is the step and salary. If that placement is above step 6, the teacher moves to the step with the next highest salary in the lane immediately to the right.
  - c. Vocational Teacher
    - i. The following requirements shall apply to those teachers who are required to hold a valid Vocational Certificate.
    - ii. Teachers of Vocational-Technical courses shall have a minimum of three years of occupational experience in the occupational area concerned.
    - iii. Vocational teachers shall be placed on the Experience Based Scale for initial salary determination based on the following:
      - Vocational Certification - paid on the Bachelors scale
      - Bachelors Degree - paid on the Masters scale
      - Masters Degree - paid on the Masters Intermediate scale

- d. Placement on Masters Intermediate Scale for initial salary determination:
  - i. Placement on the Masters Intermediate scale shall be only through an approved planned program:
  - ii. Leading to a doctoral degree with a minimum of thirty (30) hours completed;
  - iii. Certificate of Advanced Study or approved equivalent;
  - iv. Second masters degree which is in another discipline or which provides another area of certification;
  - v. Special program of thirty (30) credit hours approved in advance and at the sole discretion of the Superintendent for courses taken after September 1, 1984, provided that any such approval shall not be grievable.

YEAR	BASE	HOURLY
09-10	32,066	26.96

Note: Same as 08-09 schedule, no increase

P.E.A. 2009-10 EXPERIENCE BASED SALARY SCHEDULE 183 DAYS (To be used for initial placement on the Professional Learning Based Scale only)							
STEP	B		M		MI		D
1	33,669	1	36,876	4	38,479	5	40,083
2	35,273	3	38,479	5	40,083	6	41,686
3	36,876	4	40,083	6	41,686	1	43,289
4	38,479	5	41,686	1	43,289	2	44,892
5	39,762	6	43,289	2	44,892	4	46,496
6	41,044	1	44,572	3	46,175	5	47,778
7	42,327	2	45,854	4	47,458	6	49,061
8	43,610	3	47,137	5	48,740	1	50,344
9	44,892	4	48,420	6	50,023	1	51,626
10	46,175	5	49,702	1	51,306	2	52,909
11	47,458	6	50,985	2	52,588	3	54,192
12	48,740	1	52,268	3	53,871	4	55,474
13	50,023	1	53,550	4	55,154	5	56,757
14	51,306	2	54,833	5	56,436	6	58,039
15	52,428	3	55,955	6	57,558	1	59,162
16	53,550	4	57,077	6	58,681	1	60,284
17	54,673	5	58,200	1	59,803	2	61,406
18	54,673	5	59,322	2	60,925	3	62,529
19	54,673	5	59,322	2	62,048	4	63,651
20	54,673	5	59,322	2	62,048	4	63,651
21	55,635	5	60,284	2	63,010	4	64,613
22	55,635	5	60,284	2	63,010	4	64,613
23	55,635	5	60,284	2	63,010	4	64,613
24	55,635	5	60,284	2	63,010	4	64,613
25	55,635	5	60,284	2	63,010	4	64,613
26	56,436	6	61,086	3	63,811	5	65,415
27	56,436	6	61,086	3	63,811	5	65,415
28	56,436	6	61,086	3	63,811	5	65,415
29	56,436	6	61,086	3	63,811	5	65,415
30	56,436	6	61,086	3	63,811	5	65,415
31	57,398	1	62,048	4	64,773	6	66,377

P.E.A. 2009-10 PROFESSIONAL LEARNING BASED SALARY SCHEDULE 183 DAYS					
STEP	I	II	III	IV	V
1	33,669	42,167	50,664	59,162	67,659
2	34,952	43,449	51,947	60,444	68,942
3	36,235	44,732	53,230	61,727	70,225
4	37,517	46,015	54,512	63,010	71,507
5	38,800	47,297	55,795	64,292	72,790
6	40,083	48,580	57,077	65,575	74,072
7	41,365	49,863	58,360	66,858	75,355
8	42,648	51,145	59,643	68,140	76,638
9	43,930	52,428	60,925	69,423	77,920
10	45,213	53,711	62,208	70,706	79,203