

Teacher/Certified Staff Salary Schedule. The schedule moves left to right unless otherwise detailed in Notes.

Years of Experience (Note 1)	Step 1	Step 2	Step 3	(Note 2)		Step 6	(Note 3)		(Note 4)	
				Step 4	Step 5		Step 7	Step 8	Step 9	Step 10
Row A: 0-1 years	35,752	36,646	37,562	38,501	46,201	48,511	50,937	53,484	56,158	58,966
Row B: 2-3 years	37,540	38,479	39,441	40,427	→ To A6		53,178	55,837	58,629	61,561
Row C: 4-5 years	39,417	40,402	41,412	42,447	→ To A7		55,518	58,294	61,209	64,269
Row D: 6-7 years	41,388	42,423	43,484	44,571	→ To A8 (Note 3)		57,961	60,859	63,902	67,097
Row E: 8-9 years	43,457	44,543	45,657	46,798	→ To A9 (Note 3)		60,511	63,537	66,713	70,049
Row F: 10+ years	45,630	46,771	47,940	49,139	→ To A10 (Notes 3&4)		63,174	66,333	69,649	73,131
Row G: 10+ years + MA	47,912	49,110	50,338	51,596	→ To A10 (Note 4)		To C1	To D1 (Note 7)	To E1	To F1

General Schedule Notes

1. Rows on steps 1-4 only pertain to experience outside the District or once a teacher has been on step 4 for 1 year. A new teacher with an MA will be placed one row beyond the row that experience yields.
2. A teacher must have at least a BA+24 to advance beyond Step 4.
3. A teacher must have at least an MA to advance beyond Step 7.
4. A teacher must have at least an MA+24 to advance beyond Step 9.
5. Note 4 does not pertain to counselors, speech therapists, and social workers.
6. Bridges teachers will receive an additional annual stipend of \$1,000 (for a 1.0 FTE).
7. Rows beyond A on Steps 7-10 pertain to teachers who, in the school year for which this schedule is approved, will turn at least 51, are in at least their 16th year of District experience, and will have a combination of 77 years of age and teaching experience, in and out of District, by the end of the school year, and elect to advance to Row B and beyond. The option to begin advancing down these rows is only available for three (3) years (first year eligible + two (2) more). The option to advance to B7-B10 (or beyond) may be utilized only once by a given teacher in his/her lifetime. A teacher who was eligible for the District Retirement Incentive, but is no longer, is not eligible to move to steps B7-F10. A teacher who is on B7-F10, separates from the District, and is re-hired within two (2) years will be placed on Row A of the teacher's last step. Any teacher who is on E7-E10 and has at least 24 or 29 years of District experience will receive a one-time experience payment equal to 4.79% or 9.19%, respectively of Row A of the relevant Step. Such payment will be included in the teacher's base pay for the year.

Teachers' Salary Schedule (continued)

Guarantees

For FY17, all teachers beyond the schedule will receive a 6.82 percent increase. In future years, all 1.0 FTE teachers beyond the schedule will receive a

1. \$750 increase unless pay is frozen or the salary increase is not enough to fund the cost of movement.
2. For FY17, all teachers will receive a \$500 one-time bonus added to their base salary. New teachers on A1 will receive \$750 instead of \$500.

Other

1. The District Retirement Incentive is not available to those on B7-F10. It will cease after FY18 except for those who already exercised it.
2. The work year will be increased by one (1) day. Attendance is not required for the workday related to the end of the first semester.
3. This agreement will last through FY22. However, language will be renegotiated next year for FY18-22.
4. Movement on B7-F10 will be charged against the salary increase as if the teacher was staying on Row A.