



**INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE**

**SY 2021 - 2022**

**Effective: July 1, 2021**

<b>Creditable Years of Teaching Experience</b>	<b>Standard Teaching</b>	<b>10-month Extended</b>	<b>10-month Extended HS School Counselors</b>	<b>11-month</b>	<b>12-month</b>	<b>ALC</b>
<b>0</b>	49,256	51,978	53,456	54,430	64,040	34,506
<b>1</b>	49,492	52,226	53,712	54,691	64,346	34,671
<b>2</b>	49,615	52,357	53,846	54,827	64,507	34,758
<b>3</b>	49,736	52,484	53,977	54,961	64,664	34,842
<b>4</b>	50,010	52,773	54,274	55,263	65,019	35,034
<b>5</b>	50,259	53,036	54,544	55,538	65,343	35,208
<b>6</b>	50,522	53,314	54,830	55,830	65,686	35,393
<b>7</b>	50,833	53,642	55,168	56,173	66,090	35,611
<b>8</b>	51,102	53,926	55,460	56,471	66,440	35,799
<b>9</b>	51,377	54,216	55,758	56,774	66,797	35,992
<b>10</b>	51,667	54,522	56,073	57,095	67,175	36,195
<b>11</b>	51,996	54,869	56,430	57,458	67,602	36,425
<b>12</b>	52,355	55,248	56,820	57,855	68,069	36,677
<b>13</b>	52,912	55,835	57,423	58,470	68,793	37,067
<b>14</b>	53,384	56,334	57,936	58,992	69,406	37,398
<b>15</b>	54,215	57,210	58,837	59,910	70,486	37,980
<b>16</b>	55,158	58,206	59,862	60,953	71,714	38,641
<b>17</b>	56,370	59,485	61,177	62,292	73,289	39,490
<b>18</b>	57,582	60,764	62,492	63,631	74,865	40,339
<b>19</b>	58,796	62,045	63,809	64,972	76,443	41,189
<b>20</b>	60,006	63,322	65,123	66,310	78,016	42,037
<b>21</b>	61,218	64,601	66,438	67,649	79,592	42,886
<b>22</b>	62,430	65,880	67,754	68,989	81,168	43,735
<b>23</b>	63,642	67,158	69,069	70,328	82,744	44,584
<b>24</b>	64,854	68,438	70,384	71,667	84,319	45,433
<b>25</b>	66,066	69,716	71,699	73,006	85,895	46,282
<b>26</b>	67,278	70,995	73,015	74,346	87,471	47,131
<b>27</b>	68,490	72,274	74,330	75,685	89,046	47,980
<b>28</b>	69,702	73,553	75,645	77,024	90,622	48,829
<b>29</b>	70,914	74,832	76,960	78,363	92,198	49,678
<b>30</b>	72,126	76,111	78,276	79,702	93,773	50,527
<b>31+</b>	<b>*ABOVE SCALE*</b>					

Step 0 was adjusted by 4.5%. All employees received a 4.5% COLA and employees on steps 1-30 received an additional 0.50% experience step increase.



**TABLE OF ALLOWANCES**

**SY 2021 - 2022**

**Effective: July 1, 2021**

<b>CODE</b>	<b>DESCRIPTION</b>	<b>VALUE</b>
ZALW 7016	Acting Pay - <i>(Per Regulation 2-48.2)</i>	Varies
ZALW 7010	Additional Class - HS Teacher	5,600.00
ZALW 7011	Additional Class - MS Teacher	5,600.00
ZALW 7000	Additional Time - Vocational Teacher	400.00
ZALW 7200	Advanced Certificate - <i>(CAGS, ED.S., or Masters plus 30)</i>	3,990.00
ZALW 7040	Cafeteria Manager - Additional School Served	750.00
ZALW 7207	Career Teacher - <i>(3-year cycle)</i>	1,000.00
ZALW 7211	Clerical 180 Points Allowance	350.00
ZALW 7212	Clerical 360 Points Allowance	475.00
ZALW 7213	Clerical Associate Degree	525.00
ZALW 7214	Clerical Bachelor Degree	750.00
ZALW 7220	Clinical Competency Certification	1,000.00
ZALW 7097	Data Communication Allowance	540.00
ZALW 7230	Doctorate Administrative	5,870.00
ZALW 7231	Doctorate Instructional	5,240.00
ZALW 7095	Executive Communication Allowance	1,200.00
ZALW 7096	Emergency Communication Allowance	420.00
ZALW 7235	School Nutrition Specialist	1,000.00
ZALW 7245	Interpreter 180 Points Allowance	350.00
ZALW 7246	Interpreter 360 Points Allowance	475.00
ZALW 7250	Masters Allowance Instructional	2,820.00
ZALW 7271	Masters Allowance Professional	2,130.00
ZALW 7051	Miscellaneous Credit	Varies
ZALW 7255	MS Certified Systems Eng/Dev	1,500.00
ZALW 7260	National Board for Teaching Standards Certification	2,000.00
ZALW 7267	Nursing Bachelors Degree	750.00
ZALW 7270	Professional Licenses/Certifications	1,500.00
ZALW 7075	Doctoral Intern in Professional Psychology <i>(Eligible for health insurance subsidy)</i>	28,000.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW 7285	Journeyman Tradesman License	350.00
ZALW 7286	Master Tradesman License	1,000.00
ZALW 7295	Teacher Assistant 180 Points Allowance	350.00
ZALW 7296	Teacher Assistant 360 Points Allowance	475.00
ZALW 7050	Temporary Duty Allowance	Varies
ZALW 7090	Travel Allowance - <i>(Per contract or employment agreement)</i>	Varies
2020-2021 SY	Tuition Reimbursement Rate <i>(Per Policy 4-39)</i>	850.00