

**IV. RATES OF PAY**

**A. Professional Compensation**

**1. Salary Schedule for Licensed Staff, Effective July 1, 2018**

**2.00%**

Step	(102) BA Degree	(103) BA Degree Plus 24 Hrs.#	(104) BA Degree Plus 45 Hrs.#	(105) BA Degree Plus 69 Hrs.#	(106) MA Degree	(107) MA Degree Plus 24 Hrs.#	(108) MA Degree Plus 45 Hrs.#
<b>1</b>	40,297	41,911	43,521	45,134	46,748	48,358	49,971
<b>2</b>	41,911	43,521	45,134	46,748	48,358	49,971	51,582
<b>3</b>	43,521	45,134	46,748	48,358	49,971	51,582	53,193
<b>4</b>	45,134	46,748	48,358	49,971	51,582	53,193	54,806
<b>5</b>	46,748	48,358	49,971	51,582	53,193	54,806	56,419
<b>6</b>	48,358	49,971	51,582	53,193	54,806	56,419	58,029
<b>7</b>	49,971	51,582	53,193	54,806	56,419	58,029	59,643
<b>8</b>	51,582	53,193	54,806	56,419	58,029	59,643	61,254
<b>9</b>	53,193	54,806	56,419	58,029	59,643	61,254	63,260
<b>10</b>	54,806	56,419	58,029	59,643	61,254	63,260	65,267
<b>11</b>	56,419	58,029	59,643	61,254	63,260	65,267	67,274
<b>*12*</b>	58,029	59,643	61,254	63,260	65,267	67,274	69,278
<b>13</b>	59,643	61,254	63,260	65,267	67,274	69,278	71,287
<b>14</b>	61,254	63,260	65,267	67,274	69,278	71,287	73,294
<b>15</b>	63,260	65,267	67,274	69,278	71,287	73,294	75,303
<b>16</b>	65,267	67,274	69,278	71,287	73,294	75,303	77,306
<b>17</b>							79,314

Each salary step represents a year of experience, i.e. Step 1 = no experience credit; Step 6 = five years experience credit completed, entering 6th year of experience, etc. Experience means the previous teaching experience that a teacher is allowed upon entering the District, plus experience within the District. As a result of eliminating step "0," employees hired before July 1, 2004, step will indicate years of experience, i.e. Step 6 = six years experience credit completed.

This salary schedule is for a 192-day work year.

Each year, an additional \$1,000 will be added to the top of salary columns MA+0, MA+24, and MA+45.

District will pay 100% of the employee's contribution to Public Employees Retirement System.

Effective July 1, 2004, unit members shall receive longevity pay after three (3) years at the maximum level on the MA+24 column or MA+45 column of the salary schedule. Eligible unit members shall receive longevity pay once every three (3) years in **June of the qualifying year** as a single payment equal to the increment received by persons moving to the top of the respective column. Unit members on the B+69 column of the salary schedule as of March 4, 2005, shall be eligible to receive longevity pay after three (3) years at the maximum level on the B+69 column.