

APPENDIX A: SALARY SCHEDULES

SALARY SCHEDULES A, B, C TEACHER SALARY (2011-12)

<u>EXP</u>	<u>BACHELORS</u>	<u>*BA w/12 min.</u>	<u>MASTERS</u>	<u>*MA w/12 min.</u>	<u>SPECIALIST/ DR.</u>	<u>*SP/DR w/12 min.</u>
1	\$36,574	\$37,589	\$38,998	\$40,080	\$40,211	\$41,326
2	\$36,955	\$37,980	\$39,380	\$40,473	\$40,591	\$41,717
3	\$37,336	\$38,372	\$39,763	\$40,866	\$40,971	\$42,107
4	\$37,784	\$38,833	\$40,217	\$41,333	\$41,426	\$42,575
5	\$38,232	\$39,293	\$40,676	\$41,804	\$41,879	\$43,041
6	\$38,681	\$39,755	\$41,132	\$42,273	\$42,339	\$43,514
7	\$39,130	\$40,215	\$41,595	\$42,749	\$42,799	\$43,987
8	\$39,511	\$40,607	\$42,057	\$43,224	\$43,260	\$44,460
9	\$40,027	\$41,137	\$42,522	\$43,702	\$43,781	\$44,996
10	\$40,476	\$41,599	\$43,058	\$44,253	\$44,250	\$45,478
11	\$41,110	\$42,250	\$43,528	\$44,736	\$44,738	\$45,979
12	\$41,597	\$42,752	\$43,999	\$45,220	\$45,226	\$46,481
13	\$42,209	\$43,381	\$44,459	\$45,693	\$45,699	\$46,968
14	\$42,809	\$43,997	\$45,290	\$46,547	\$46,532	\$47,824
15	\$43,642	\$44,853	\$46,124	\$47,404	\$47,364	\$48,679
16	\$44,615	\$45,853	\$47,096	\$48,403	\$48,336	\$49,678
17	\$45,448	\$46,709	\$47,929	\$49,259	\$49,169	\$50,534
18	\$46,281	\$47,566	\$48,761	\$50,114	\$50,002	\$51,390
19	\$47,114	\$48,422	\$49,595	\$50,972	\$50,836	\$52,247
20	\$47,946	\$49,277	\$50,428	\$51,828	\$51,668	\$53,102
21	\$48,777	\$50,130	\$51,258	\$52,680	\$52,498	\$53,955
22	\$49,607	\$50,983	\$52,088	\$53,533	\$53,329	\$54,809
23	\$50,441	\$51,840	\$52,922	\$54,390	\$54,162	\$55,665
24	\$52,939	\$54,408	\$55,420	\$56,957	\$56,661	\$58,233
25	\$54,600	\$56,115	\$57,081	\$58,665	\$58,321	\$59,939
26	\$58,584	\$60,210	\$61,074	\$62,769	\$62,319	\$64,049
26+	\$58,584	\$60,210	\$61,074	\$62,769	\$62,319	\$64,049

CRITERIA FOR GRANTING EXPERIENCE UNDER BA, MA, AND SPECIALIST / DOCTORATE SCHEDULES

Teaching experience must be in a Public School System (K-16) or in a regionally accredited private school (K-16). Experience granted by this District to Instructional employees hired prior to 1983-84 school year is not affected. Experience for United States military service may be counted for up to 4 years (10 months of service for each year of experience granted). A year's teaching experience must include at least 99 days active duty during a school year. All public school teaching experience meeting these criteria will be granted. All years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed. Effective with all new hires on or after July 1, 2009, up to ten years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed.

Salary payments will be divided into equal amounts based on the number of payments due and no adjustments will be made if the total annual payments are within ten (10) cents of the stated amounts in the schedule.

After successful completion of a post graduate degree (masters', specialist, or doctorate) at mid year, a teacher would be eligible to move to the appropriate salary schedule lane for the remainder of the school year. One half of the difference between the lower degree lane amount and the higher degree lane amount will be spread over the remaining checks beginning with March. All paperwork must be completed and on file in the County Office by January 31, to be eligible.

- All salary amounts in these columns represent a compensation for twelve (12) minutes per day beyond the normal workday. In the event this workday extension is not funded, the workday reverts to a 7.4 hour workday and the pay reverts to that found in the Bachelors, Masters, or Specialist/Doctorate Columns.

BONUS FOR 2011 ONLY: Current fiscal year permanent employees who have been on the payroll on or before December 1, 2011 and not terminated prior to December 1, 2011 will receive a 1.31% bonus on base pay payable on December 14, 2011.

APPENDIX A**SALARY SCHEDULE K PSYCHOLOGIST SALARY SCHEDULE**

(2011-2012)

EXPERIENCE	MASTERS	*MA w/12 min.	SPECIALIST/ DR.	*SP/DR. W/12 min.
1	46,160	\$47,441	46,924	\$48,226
2	46,529	\$47,820	47,292	\$48,604
3	46,898	\$48,200	47,659	\$48,982
4	47,352	\$48,666	48,113	\$49,448
5	47,799	\$49,126	48,568	\$49,915
6	48,267	\$49,606	49,028	\$50,388
7	48,914	\$50,271	49,684	\$51,062
8	49,379	\$50,749	50,139	\$51,530
9	49,844	\$51,227	50,933	\$52,346
10	50,570	\$51,973	51,315	\$52,739
11	51,041	\$52,457	51,805	\$53,243
12	51,518	\$52,947	52,297	\$53,748
13	51,973	\$53,415	52,769	\$54,233
14	52,809	\$54,274	53,600	\$55,087
15	53,640	\$55,128	54,433	\$55,944
16	54,615	\$56,130	55,408	\$56,946
17	55,443	\$56,982	56,241	\$57,802
18	56,279	\$57,841	57,071	\$58,655
19	57,111	\$58,696	57,903	\$59,510
20	57,942	\$59,550	58,735	\$60,365
21	58,777	\$60,408	59,565	\$61,218
22	59,605	\$61,259	60,399	\$62,075
23	60,437	\$62,114	61,230	\$62,929
24	62,936	\$64,683	63,730	\$65,498
25	64,600	\$66,393	65,393	\$67,207
26	68,995	\$70,910	69,824	\$71,761
26+	68,995	\$70,910	69,824	\$71,761

CRITERIA FOR GRANTING EXPERIENCE UNDER BA, MA, AND SPECIALIST/DOCTORATE SCHEDULES

Teaching experience must be in a Public School System (K-16) or in a regionally accredited private school (K-16). Experience granted by this District to Instructional employees hired prior to 1983-84 school year is not affected. Experience for United States military service may be counted for up to 4 years (10 months of service for each year of experience granted). A year's teaching experience must include at least 99 days active duty during a school year. All public school teaching experience meeting these criteria will be granted. All years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed. Effective with all new hires on or after July 1, 2009, up to ten years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed.

Salary payments will be divided into equal amounts based on the number of payments due and no adjustments will be made if the total annual payments are within ten (10) cents of the stated amounts in the schedule.

After successful completion of a post graduate degree (masters', specialist, or doctorate) at mid year, a teacher would be eligible to move to the appropriate salary schedule lane for the remainder of the school year. One half of the difference between the lower degree lane amount and the higher degree lane amount will be spread over the remaining checks beginning with March. All paperwork must be completed and on file in the County Office by January 31, to be eligible.

*All salary amounts in these columns represent a compensation for twelve (12) minutes per day beyond the normal workday. In the event this workday extension is not funded, the workday reverts to a 7.4 hour workday and the pay reverts to that found in the masters and specialist/doctorate column.

BONUS FOR 2011 ONLY: Current fiscal year permanent employees who have been on the payroll on or before December 1, 2011 and not terminated prior to December 1, 2011 will receive a 1.31% bonus on base pay payable on December 14, 2011.

APPENDIX A: SALARY SCHEDULES (2011-12)

SALARY SCHEDULES M, N, O

Teacher Salary (Salary and Supplement for Teachers Hired On or After July 1, 2011 who hold an advanced degree in their area of certification.)

<u>EXP.</u>	<u>BACHELORS</u>	<u>*BA W/12 MIN.</u>
1	\$36,574	\$37,589
2	\$36,955	\$37,980
3	\$37,336	\$38,372
4	\$37,784	\$38,833
5	\$38,232	\$39,293
6	\$38,681	\$39,755
7	\$39,130	\$40,215
8	\$39,511	\$40,607
9	\$40,027	\$41,137
10	\$40,476	\$41,599
11	\$41,110	\$42,250
12	\$41,597	\$42,752
13	\$42,209	\$43,381
14	\$42,809	\$43,997
15	\$43,642	\$44,853
16	\$44,615	\$45,853
17	\$45,448	\$46,709
18	\$46,281	\$47,566
19	\$47,114	\$48,422
20	\$47,946	\$49,277
21	\$48,777	\$50,130
22	\$49,607	\$50,983
23	\$50,441	\$51,840
24	\$52,939	\$54,408
25	\$54,600	\$56,115
26	\$58,584	\$60,210
26+	\$58,584	\$60,210

ADVANCED DEGREE SUPPLEMENTS (IF IN AREA OF CERTIFICATION)

MA—Appropriate step on Bachelors schedule plus \$2,450

MA with 12 minutes—Appropriate step on Bachelors schedule plus \$2,519

Sp/Dr—Appropriate step on Bachelors schedule plus \$3672

Sp/Dr with 12 minutes—Appropriate step on Bachelors schedule plus \$3,774

CRITERIA FOR GRANTING EXPERIENCE UNDER BA, MA, AND SPECIALIST / DOCTORATE SCHEDULES

Teaching experience must be in a Public School System (K-16) or in a regionally accredited private school (K-16). Experience granted by this District to Instructional employees hired prior to 1983-84 school year is not affected. Experience for United States military service may be counted for up to 4 years (10 months of service for each year of experience granted). A year's teaching experience must include at least 99 days active duty during a school year. All public school teaching experience meeting these criteria will be granted. All years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed. Effective with all new hires on or after July 1, 2009, up to ten years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed.

Salary payments will be divided into equal amounts based on the number of payments due and no adjustments will be made if the total annual payments are within ten (10) cents of the stated amounts in the schedule.

After successful completion of a post graduate degree (masters', specialist, or doctorate) at mid year, a teacher would be eligible to receive one half of the supplement and the amount will be spread over the remaining checks beginning with March. All paperwork must be completed and on file in the County Office by January 31, to be eligible.

•All salary amounts marked w/12 minutes represent a compensation for twelve (12) minutes per day beyond the normal workday. In the event this workday extension is not funded, the workday reverts to a 7.4 hour workday and the pay reverts to the listed salary and supplement without the 12 minutes.

BONUS FOR 2011 ONLY: Current fiscal year permanent employees who have been on the payroll on or before December 1, 2011 and not terminated prior to December 1, 2011 will receive a 1.31% bonus on base pay payable on December 14, 2011.

APPENDIX A (2011-12)

SALARY SCHEDULE P

PSYCHOLOGIST SALARY SCHEDULE (Salary and Supplement for Psychologists Hired On or After July 1,2011 who hold an advanced degree in their area of certification).

<u>EXP.</u>	<u>MASTERS</u>	<u>MASTERS W/12 MIN.</u>
1	46,160	\$47,441
2	46,529	\$47,820
3	46,898	\$48,200
4	47,352	\$48,666
5	47,799	\$49,126
6	48,267	\$49,606
7	48,914	\$50,271
8	49,379	\$50,749
9	49,844	\$51,227
10	50,570	\$51,973
11	51,041	\$52,457
12	51,518	\$52,947
13	51,973	\$53,415
14	52,809	\$54,274
15	53,640	\$55,128
16	54,615	\$56,130
17	55,443	\$56,982
18	56,279	\$57,841
19	57,111	\$58,696
20	57,942	\$59,550
21	58,777	\$60,408
22	59,605	\$61,259
23	60,437	\$62,114
24	62,936	\$64,683
25	64,600	\$66,393
26	68,995	\$70,910
26+	68,995	\$70,910

ADVANCED DEGREE SUPPLEMENT (IF IN AREA OF CERTIFICATION)

Sp/Dr—Appropriate step on Masters Schedule plus \$790

Sp/Dr with 12 minutes—Appropriate step on Masters Schedule plus \$812

CRITERIA FOR GRANTING EXPERIENCE UNDER BA, MA, AND SPECIALIST/DOCTORATE SCHEDULES

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Salary payments will be divided into equal amounts based on the number of payments due and no adjustments will be made if the total annual payments are within ten (10) cents of the stated amounts in the schedule.

After successful completion of a post graduate degree (specialist or doctorate) at mid year, a teacher would be eligible to receive one half of the supplement and the amount will be spread over the remaining checks beginning with March. All paperwork must be completed and on file in the County Office by January 31, to be eligible.

- All salary amounts marked w/12 minutes represent a compensation for twelve (12) minutes per day beyond the normal workday. In the event this workday extension is not funded, the workday reverts to a 7.4 hour workday and the pay reverts to the listed salary and supplement without the 12 minutes.

BONUS FOR 2011 ONLY: Current fiscal year permanent employees who have been on the payroll on or before December 1, 2011 and not terminated prior to December 1, 2011 will receive a 1.31% bonus on base pay payable on December 14, 2011.