

APPENDIX A – Salary Schedule 2018-19

Years of Service		BA	BA+15	BA+30	BA+45	BA+90	*BA+135	MA	MA+45	MA+90 or Ph.D.
0	Base Salary	41,188.00	41,454.00	42,584.00	43,716.00	46,419.00	48,393.00	48,393.00	52,026.00	54,368.00
	4 Days of Training	915.29	921.20	946.31	971.47	1,031.53	1,075.40	1,075.40	1,156.13	1,208.18
***	Two Learning Improvement Days	457.64	460.60	473.16	485.73	515.77	537.70	537.70	578.07	604.09
	One Orientation Day	228.82	230.30	236.58	242.87	257.88	268.85	268.85	289.03	302.04
	One Classroom/Workspace Set-up	228.82	230.30	236.58	242.87	257.88	268.85	268.85	289.03	302.04
	Total Available Compensation	43,018.57	43,296.40	44,476.63	45,658.94	48,482.06	50,543.80	50,543.80	54,338.26	56,784.35
1	Base Salary	42,568.00	42,844.00	44,011.00	45,181.00	47,975.00	50,015.00	50,015.00	53,769.00	56,174.00
	4 Days of Training	945.96	952.09	978.02	1,004.02	1,066.11	1,111.44	1,111.44	1,194.87	1,248.31
***	Two Learning Improvement Days	472.98	476.04	489.01	502.01	533.06	555.72	555.72	597.43	624.16
	Orientation Day	236.49	238.02	244.51	251.01	266.53	277.86	277.86	298.72	312.08
	One Classroom/Workspace Set-up	236.49	238.02	244.51	251.01	266.53	277.86	277.86	298.72	312.08
	Total Available Compensation	44,459.92	44,748.17	45,967.05	47,189.05	50,107.23	52,237.88	52,237.88	56,158.74	58,670.63
2	Base Salary	43,995.00	44,280.00	45,486.00	46,695.00	49,582.00	51,691.00	51,691.00	55,571.00	58,040.00
	4 Days of Training	977.67	984.00	1,010.80	1,037.67	1,101.82	1,148.69	1,148.69	1,234.91	1,289.78
***	Two Learning Improvement Days	488.83	492.00	505.40	518.83	550.91	574.34	574.34	617.46	644.89
	Orientation Day	244.42	246.00	252.70	259.42	275.46	287.17	287.17	308.73	322.44
	One Classroom/Workspace Set-up	244.42	246.00	252.70	259.42	275.46	287.17	287.17	308.73	322.44
	Total Available Compensation	45,950.34	46,248.00	47,507.60	48,770.34	51,785.65	53,988.37	53,988.37	58,040.83	60,619.55
3	Base Salary	45,469.00	45,764.00	47,010.00	48,260.00	51,244.00	53,424.00	53,424.00	57,434.00	59,968.00
	4 Days of Training	1,010.42	1,016.98	1,044.67	1,072.44	1,138.76	1,187.20	1,187.20	1,276.31	1,332.62
***	Two Learning Improvement Days	505.21	508.49	522.33	536.22	569.38	593.60	593.60	638.16	666.31
	Orientation Day	252.61	254.24	261.17	268.11	284.69	296.80	296.80	319.08	333.16
	One Classroom/Workspace Set-up	252.61	254.24	261.17	268.11	284.69	296.80	296.80	319.08	333.16
	Total Available Compensation	47,489.85	47,797.95	49,099.34	50,404.88	53,521.52	55,798.40	55,798.40	59,986.63	62,633.25
4	Base Salary	46,993.00	47,297.00	48,586.00	49,878.00	52,961.00	55,214.00	55,214.00	59,359.00	61,960.00
	1% Attract and Retain Stipend	470.00	473.00	486.00	499.00	530.00	552.00	552.00	594.00	620.00
***	Two Learning Improvement Days	522.14	525.52	539.84	554.20	588.46	613.49	613.49	659.54	688.44
	Orientation Day	261.07	262.76	269.92	277.10	294.23	306.74	306.74	329.77	344.22
	One Classroom/Workspace Set-up	261.07	262.76	269.92	277.10	294.23	306.74	306.74	329.77	344.22
	Total Available Compensation	48,507.28	48,821.04	50,151.68	51,485.40	54,667.92	56,992.97	56,992.97	61,272.08	63,956.88
5	Base Salary	48,568.00	48,882.00	50,214.00	51,549.00	54,736.00	57,064.00	57,064.00	61,348.00	64,018.00
	1% Attract and Retain Stipend	486.00	489.00	502.00	515.00	547.00	571.00	571.00	613.00	640.00
***	Two Learning Improvement Days	539.64	543.13	557.93	572.77	608.18	634.04	634.04	681.64	711.31
	Orientation Day	269.82	271.57	278.97	286.38	304.09	317.02	317.02	340.82	355.66
	One Classroom/Workspace Set-up	269.82	271.57	278.97	286.38	304.09	317.02	317.02	340.82	355.66
	Total Available Compensation	50,133.28	50,457.27	51,831.87	53,209.53	56,499.36	58,903.08	58,903.08	63,324.28	66,080.63
6	Base Salary	50,196.00	50,521.00	51,897.00	53,277.00	56,571.00	58,977.00	58,977.00	63,404.00	66,145.00
	1% Attract and Retain Stipend	502.00	505.00	519.00	533.00	566.00	590.00	590.00	634.00	661.00
***	Two Learning Improvement Days	557.73	561.34	576.63	591.97	628.57	655.30	655.30	704.49	734.94
	Orientation Day	278.87	280.67	288.32	295.98	314.28	327.65	327.65	352.24	367.47
	One Classroom/Workspace Set-up	278.87	280.67	288.32	295.98	314.28	327.65	327.65	352.24	367.47
	Total Available Compensation	51,813.47	52,148.68	53,569.27	54,993.93	58,394.13	60,877.60	60,877.60	65,446.97	68,275.88
7	Base Salary	51,878.00	52,214.00	53,636.00	55,062.00	58,467.00	60,953.00	60,953.00	65,529.00	68,342.00
	1% Attract and Retain Stipend	519.00	522.00	536.00	551.00	585.00	610.00	610.00	655.00	683.00
***	Two Learning Improvement Days	576.42	580.16	595.96	611.80	649.63	677.26	677.26	728.10	759.36
	Orientation Day	288.21	290.08	297.98	305.90	324.82	338.63	338.63	364.05	379.68
	One Classroom/Workspace Set-up	288.21	290.08	297.98	305.90	324.82	338.63	338.63	364.05	379.68
	Total Available Compensation	53,549.84	53,896.32	55,363.92	56,836.60	60,351.27	62,917.52	62,917.52	67,640.20	70,543.72
8	Base Salary	53,617.00	53,964.00	55,434.00	56,908.00	60,426.00	62,996.00	62,996.00	67,725.00	70,612.00
	1% Attract and Retain Stipend	536.00	540.00	554.00	569.00	604.00	630.00	630.00	677.00	706.00
***	Two Learning Improvement Days	595.74	599.60	615.93	632.31	671.40	699.96	699.96	752.50	784.58
	Orientation Day	297.87	299.80	307.97	316.16	335.70	349.98	349.98	376.25	392.29
	One Classroom/Workspace Set-up	297.87	299.80	307.97	316.16	335.70	349.98	349.98	376.25	392.29
	Total Available Compensation	55,344.48	55,703.20	57,219.87	58,741.63	62,372.80	65,025.92	65,025.92	69,907.00	72,887.16
9	Base Salary		55,772.00	57,292.00	58,815.00	62,451.00	65,107.00	65,107.00	69,995.00	72,958.00
	1% Attract and Retain Stipend		558.00	573.00	588.00	625.00	651.00	651.00	700.00	730.00
***	Two Learning Improvement Days		619.69	636.58	653.50	693.90	723.41	723.41	777.72	810.64
	Orientation Day		309.84	318.29	326.75	346.95	361.71	361.71	388.86	405.32
	One Classroom/Workspace Set-up		309.84	318.29	326.75	346.95	361.71	361.71	388.86	405.32
	Total Available Compensation		57,569.37	59,138.16	60,710.00	64,463.80	67,204.83	67,204.83	72,250.44	75,309.28
10	Base Salary			59,212.00	60,786.00	64,544.00	67,289.00	67,289.00	72,341.00	75,381.00
	1% Attract and Retain Stipend			592.00	608.00	645.00	673.00	673.00	723.00	754.00
***	Two Learning Improvement Days			657.91	675.40	717.16	747.66	747.66	803.79	837.57
	Orientation Day			328.96	337.70	358.58	373.83	373.83	401.89	418.78
	One Classroom/Workspace Set-up			328.96	337.70	358.58	373.83	373.83	401.89	418.78
	Total Available Compensation			61,119.83	62,744.80	66,623.32	69,457.32	69,457.32	74,671.57	77,810.13
11	Base Salary				62,823.00	66,707.00	69,545.00	69,545.00	74,765.00	77,885.00
	1% Attract and Retain Stipend				628.00	667.00	695.00	695.00	748.00	779.00
***	Two Learning Improvement Days				698.03	741.19	772.72	772.72	830.72	865.39
	Orientation Day				349.02	370.59	386.36	386.36	415.36	432.69
	One Classroom/Workspace Set-up				349.02	370.59	386.36	386.36	415.36	432.69
	Total Available Compensation				64,847.07	68,856.37	71,785.44	71,785.44	77,174.44	80,394.77

12	Base Salary				64,929.00	68,943.00	71,875.00	71,875.00	77,271.00	80,473.00
	1% Attract and Retain Stipend				649.00	689.00	719.00	719.00	773.00	805.00
***	Two Learning Improvement Days				721.43	766.03	798.61	798.61	858.57	894.14
	Orientation Day				360.72	383.02	399.31	399.31	429.28	447.07
	One Classroom/Workspace Set-up				360.72	383.02	399.31	399.31	429.28	447.07
	Total Available Compensation				67,020.87	71,164.07	74,191.23	74,191.23	79,761.13	83,066.28
13	Base Salary					71,254.00	74,284.00	74,284.00	79,861.00	83,146.00
	1% Attract and Retain Stipend					713.00	743.00	743.00	799.00	831.00
***	Two Learning Improvement Days					791.71	825.38	825.38	887.34	923.84
	Orientation Day					395.86	412.69	412.69	443.67	461.92
	One Classroom/Workspace Set-up					395.86	412.69	412.69	443.67	461.92
	Total Available Compensation					73,550.43	76,677.76	76,677.76	82,434.68	85,824.68
14	Base Salary					73,642.00	76,774.00	76,774.00	82,537.00	85,908.00
	1% Attract and Retain Stipend					736.00	768.00	768.00	825.00	859.00
***	Two Learning Improvement Days					818.24	853.04	853.04	917.08	954.53
	Orientation Day					409.12	426.52	426.52	458.54	477.27
	Classroom/Workspace Set-up					409.12	426.52	426.52	458.54	477.27
	Total Available Compensation					76,014.48	79,248.08	79,248.08	85,196.16	88,676.07
15	Base Salary					76,110.00	79,347.00	79,347.00	85,303.00	88,761.00
	1% Attract and Retain Stipend					761.00	793.00	793.00	853.00	888.00
***	Two Learning Improvement Days					845.67	881.63	881.63	947.81	986.23
	Orientation Day					422.83	440.82	440.82	473.91	493.12
	Classroom/Workspace Set-up					422.83	440.82	440.82	473.91	493.12
	Total Available Compensation					78,562.33	81,903.27	81,903.27	88,051.63	91,621.47
16	Base Salary					78,660.00	82,006.00	82,006.00	88,162.00	91,710.00
	1.4% Attract and Retain Stipend					1,101.00	1,148.00	1,148.00	1,234.00	1,284.00
***	Two Learning Improvement Days					874.00	911.18	911.18	979.58	1,019.00
	Orientation Day					437.00	455.59	455.59	489.79	509.50
	Classroom/Workspace Set-up					437.00	455.59	455.59	489.79	509.50
	Total Available Compensation					81,509.00	84,976.36	84,976.36	91,355.16	95,032.00
*The BA+135 column is a "grandfathered only" salary level and is only available to employees who were previously placed in this salary schedule column and credits were earned prior to 12/31/91. Additional employees will not be added to this column.										
	4 Days of Training are beyond the 180 Day Contract and for years of service 0,1,2 and 3									
***	LID, Orientation are beyond the 180 Day Contract offered through Supplemental Contracts									
	Classroom/Workspace Set-up is beyond the 180 Day Contract and offered through a timesheet (Optional)									
Not reflected above is an additional monthly contribution of \$70.00 to an employee VEBA account and \$350.00 yearly contribution for supplies and tuition.										