

**2020-2024 2021-2022 Grandfathered Teacher Salary Schedule****196 Calendar 7.5**

Level	Hourly	Daily	Annual
C	33.45659	250.92439	49,182
D	33.85658	253.92439	49,769
E	35.08027	263.10204	51,568
F	35.48841	266.16310	52,168
G	35.72964	267.97227	52,523
H	36.09806	270.73547	53,064
I	36.30029	272.25214	53,361
J	37.02906	277.71793	54,432
K	37.67841	282.58808	55,387
L	38.18583	286.39370	56,133
M	39.49922	296.24413	58,064
N	40.01768	300.13263	58,826
O	41.07517	308.06376	60,380
P	42.17457	316.30928	61,996
Q	44.22190	331.66423	65,006
R	47.90620	359.29653	70,423
S	53.55807	401.68554	78,730
T&U	54.40399	408.02989	79,974

**SALARY SCHEDULE**

\*Daily Rate: This schedule is based on a 7 1/2 hour workday.

~~2020-2021 HB 641 Teacher Salary Allocation: In addition to the 1.3% increase to base salary received pursuant to the Memorandum of Understanding dated September 4, 2020, all bargaining unit members on the Grandfathered Salary Schedule shall receive an additional increase to base salary of approximately .96% effective 7/1/2020.~~

~~Additionally, for the 2020-2021 school year, bargaining unit employees who were in an active status on the first day of their work calendar and are in an active status as of the date of full ratification, will receive a \$1500 one-time bonus (non-recurring, non-FRS eligible).~~

For the 2021-2022 school year, bargaining unit employees who are in an active status as of the date of Board approval, will receive a \$2,000 one-time stipend (non-recurring, non-FRS eligible).

**Grandfathered Teachers:**

Salary rates for all levels on the Grandfathered Teacher Salary Schedule shall increase by 1.07% effective July 1, 2021. Employees who are employed as of the date of Board approval of this Agreement will receive the increase retroactive to July 1, 2021.

**Pay for Performance Teachers:**

Pay for Performance Teachers rated as "Highly Effective" during the 2020-2021 School Year, shall receive a base salary increase of 1.33% effective July 1, 2021. Pay for Performance Teachers rated as "Effective" will receive a base salary increase of 1.00% effective July 1, 2021.

~~2020-2021~~ 2021-2022 Pay for Performance Initial Placement Chart Teacher Salary Schedule  
 Teachers hired after June 30, 2020  
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Years of Experience	Hourly	Salary (Start Date Effective After June 30, 2020)	Initial Placement Increases	Salary (Start Date Effective After June 30, 2020)
0--16	32.31293	47,500		
17	32.31293	47,500	535	48,035
18	32.31293	47,500	1,184	48,684
19	32.31293	47,500	1,841	49,341
20	32.31293	47,500	2,507	50,007

**SALARY SCHEDULE**

\* Daily Rate: This schedule is based on a 7 1/2 hour workday.

\***Equity Adjustment:** The salary of any employee earning less than the amounts reflected on this schedule who has the equivalent years of experience will be adjusted so that said employee will earn no less than a new hire would pursuant to this schedule. Employees who are employed as of the date of ratification of this Agreement will receive the increase retroactive to January 1, 2019.

**~~2020-2021 Salary Program Schedule:-~~**

**~~Pay for Performance Teachers:~~**

~~Effective July 1, 2020 in accordance with House Bill 641, new Teacher starting salary will be \$47,500.~~

~~For the 2020-2021 school year, bargaining unit employees who were in an active status on the first day of their work calendar and are in an active status as of the date of full ratification, will receive a one-time bonus (non-recurring, non-FRS eligible) equal to \$1,500.~~

For the 2021-2022 school year, bargaining unit employees who are in an active status as of the date of Board approval, will receive a \$2,000 one-time stipend (non-recurring, non-FRS eligible).

**Pay for Performance Teachers:**

Pay for Performance Teachers rated as "Highly Effective" during the 2020-2021 School Year, shall receive a base salary increase of 1.33% effective July 1, 2021. Pay for Performance Teachers rated as "Effective" will receive a base salary increase of 1.00% effective July 1, 2021.