OPSB 2014 TEACHERS' SALARY SCHEDULE

	EXPERIENCE	DEMAND	PERFORMANCE PAY			
Bachelor's Degree Salary Steps	Successful Classroom Experience Evidenced by an Effective:Emerging, Effective:Proficient or Highly Effective Rating ($150.00)	Two or More Core Certifications, ie, Math & Biology or teaching in High Poverty School >75% Free & Reduced Lunch (150.00)	Ineffective $0.00	Effective: Emerging $0.00	Effective: Proficient ($175.00)	Highly Effective ($300.00)
0	$39,813	$39,813			$39,813	$39,813
1	$39,963	$40,113			$40,288	$40,413
2	$40,113	$40,413			$40,763	$41,013
3	$40,263	$40,713			$41,238	$41,613
4	$40,413	$41,013			$41,713	$42,213
5	$40,563	$41,313			$42,188	$42,813
6	$40,713	$41,613			$42,663	$43,413
7	$40,863	$41,913			$43,138	$44,013
8	$41,013	$42,213			$43,613	$44,613
9	$41,163	$42,513			$44,088	$45,213
10	$41,313	$42,813			$44,563	$45,813
11	$41,463	$43,113			$45,038	$46,413
12	$41,613	$43,413			$45,513	$47,013
13	$41,763	$43,713			$45,988	$47,613
14	$41,913	$44,013			$46,463	$48,213
15	$42,063	$44,313			$46,938	$48,813
16	$42,213	$44,613			$47,413	$49,413
17	$42,363	$44,913			$47,888	$50,013
18	$42,513	$45,213			$48,363	$50,613
19	$42,663	$45,513			$48,838	$51,213
20	$42,813	$45,813			$49,313	$51,813
21	$42,963	$46,113			$49,788	$52,413
22	$43,113	$46,413			$50,263	$53,013
23	$43,263	$46,713			$50,738	$53,613
24	$43,413	$47,013			$51,213	$54,213
25	$43,563	$47,313			$51,688	$54,813
26	$43,713	$47,613			$52,163	$55,413
27	$43,863	$47,913			$52,638	$56,013
28	$44,013	$48,213			$53,113	$56,613
29	$44,163	$48,513			$53,588	$57,213
30	$44,313	$48,813			$54,063	$57,813

Ineffective Performance will result in no salary increase in any category.

OPSB 2014 TEACHERS' SALARY SCHEDULE -						
	EXPERIENCE	DEMAND	PERFORMANCE PAY			
Master's Degree Salary Steps	Successful Classroom Experience Evidenced by an Effective:Emerging, Effective:Proficient or Highly Effective Rating ($150.00)	Two or More Core Certifications, ie, Math & Biology or teaching in High Poverty School >75% Free & Reduced Lunch (150.00)	Ineffective $0.00	Effective: Emerging $0.00	Effective: Proficient ($175.00)	Highly Effective ($300.00)
0	$40,613	$40,613			$40,613	$40,613
1	$40,763	$40,913			$41,088	$41,213
2	$40,913	$41,213			$41,563	$41,813
3	$41,063	$41,513			$42,038	$42,413
4	$41,213	$41,813			$42,513	$43,013
5	$41,363	$42,113			$42,988	$43,613
6	$41,513	$42,413			$43,463	$44,213
7	$41,663	$42,713			$43,938	$44,813
8	$41,813	$43,013			$44,413	$45,413
9	$41,963	$43,313			$44,888	$46,013
10	$42,113	$43,613			$45,363	$46,613
11	$42,263	$43,913			$45,838	$47,213
12	$42,413	$44,213			$46,313	$47,813
13	$42,563	$44,513			$46,788	$48,413
14	$42,713	$44,813			$47,263	$49,013
15	$42,863	$45,113			$47,738	$49,613
16	$43,013	$45,413			$48,213	$50,213
17	$43,163	$45,713			$48,688	$50,813
18	$43,313	$46,013			$49,163	$51,413
19	$43,463	$46,313			$49,638	$52,013
20	$43,613	$46,613			$50,113	$52,613
21	$43,763	$46,913			$50,588	$53,213
22	$43,913	$47,213			$51,063	$53,813
23	$44,063	$47,513			$51,538	$54,413
24	$44,213	$47,813			$52,013	$55,013
25	$44,363	$48,113			$52,488	$55,613
26	$44,513	$48,413			$52,963	$56,213
27	$44,663	$48,713			$53,438	$56,813
28	$44,813	$49,013			$53,913	$57,413
29	$44,963	$49,313			$54,388	$58,013
30	$45,113	$49,613			$54,863	$58,613
Ineffective Performance will result in no salary increase in any category.						

OPSB 2014 TEACHERS' SALARY SCHEDULE -						
	EXPERIENCE	DEMAND		PERFORMANCE PAY		
Master's+30 Degree Salary Steps	Successful Classroom Experience Evidenced by an Effective:Emerging, Effective:Proficient or Highly Effective Rating ($150.00)	Two or More Core Certifications, ie, Math & Biology or teaching in High Poverty School >75% Free & Reduced Lunch (150.00)	Ineffective $0.00	Effective: Emerging $0.00	Effective: Proficient ($175.00)	Highly Effective ($300.00)
0	$41,413	$41,413			$41,413	$41,413
1	$41,563	$41,713			$41,888	$42,013
2	$41,713	$42,013			$42,363	$42,613
3	$41,863	$42,313			$42,838	$43,213
4	$42,013	$42,613			$43,313	$43,813
5	$42,163	$42,913			$43,788	$44,413
6	$42,313	$43,213			$44,263	$45,013
7	$42,463	$43,513			$44,738	$45,613
8	$42,613	$43,813			$45,213	$46,213
9	$42,763	$44,113			$45,688	$46,813
10	$42,913	$44,413			$46,163	$47,413
11	$43,063	$44,713			$46,638	$48,013
12	$43,213	$45,013			$47,113	$48,613
13	$43,363	$45,313			$47,588	$49,213
14	$43,513	$45,613			$48,063	$49,813
15	$43,663	$45,913			$48,538	$50,413
16	$43,813	$46,213			$49,013	$51,013
17	$43,963	$46,513			$49,488	$51,613
18	$44,113	$46,813			$49,963	$52,213
19	$44,263	$47,113			$50,438	$52,813
20	$44,413	$47,413			$50,913	$53,413
21	$44,563	$47,713			$51,388	$54,013
22	$44,713	$48,013			$51,863	$54,613
23	$44,863	$48,313			$52,338	$55,213
24	$45,013	$48,613			$52,813	$55,813
25	$45,163	$48,913			$53,288	$56,413
26	$45,313	$49,213			$53,763	$57,013
27	$45,463	$49,513			$54,238	$57,613
28	$45,613	$49,813			$54,713	$58,213
29	$45,763	$50,113			$55,188	$58,813
30	$45,913	$50,413			$55,663	$59,413
Ineffective Performance will result in no salary increase in any category.						

OPSB 2014 TEACHERS' SALARY SCHEDULE - DRAFT						
	EXPERIENCE	DEMAND	PERFORMANCE PAY			
Ph.D. Degree Salary Steps	Successful Classroom Experience Evidenced by an Effective:Emerging, Effective:Proficient or Highly Effective Rating ($150.00)	Two or More Core Certifications, ie, Math & Biology or teaching in High Poverty School >75% Free & Reduced Lunch (150.00)	Ineffective $0.00	Effective: Emerging $0.00	Effective: Proficient ($175.00)	Highly Effective ($300.00)
0	$43,013	$43,013			$43,013	$43,013
1	$43,163	$43,313			$43,488	$43,613
2	$43,313	$43,613			$43,963	$44,213
3	$43,463	$43,913			$44,438	$44,813
4	$43,613	$44,213			$44,913	$45,413
5	$43,763	$44,513			$45,388	$46,013
6	$43,913	$44,813			$45,863	$46,613
7	$44,063	$45,113			$46,338	$47,213
8	$44,213	$45,413			$46,813	$47,813
9	$44,363	$45,713			$47,288	$48,413
10	$44,513	$46,013			$47,763	$49,013
11	$44,663	$46,313			$48,238	$49,613
12	$44,813	$46,613			$48,713	$50,213
13	$44,963	$46,913			$49,188	$50,813
14	$45,113	$47,213			$49,663	$51,413
15	$45,263	$47,513			$50,138	$52,013
16	$45,413	$47,813			$50,613	$52,613
17	$45,563	$48,113			$51,088	$53,213
18	$45,713	$48,413			$51,563	$53,813
19	$45,863	$48,713			$52,038	$54,413
20	$46,013	$49,013			$52,513	$55,013
21	$46,163	$49,313			$52,988	$55,613
22	$46,313	$49,613			$53,463	$56,213
23	$46,463	$49,913			$53,938	$56,813
24	$46,613	$50,213			$54,413	$57,413
25	$46,763	$50,513			$54,888	$58,013
26	$46,913	$50,813			$55,363	$58,613
27	$47,063	$51,113			$55,838	$59,213
28	$47,213	$51,413			$56,313	$59,813
29	$47,363	$51,713			$56,788	$60,413
30	$47,513	$52,013			$57,263	$61,013