	EXPERIENCE	DEMAND	P	ERFORMAN	CE PAY	
Bachelor's	Successful Classroom Experience Evidenced by an Effective:Emerging,	Two or More Core Certifications, ie, Math & Biology or teaching in High		Effective:	Effective:	Highly
egree Salary	Effective:Proficient or Highly	Poverty School >75% Free		Emerging	Proficient	Effective
Steps	Effective Rating (\$150.00)	& Reduced Lunch (150.00)	I SO THE SECTION OF SE	\$0.00	(\$175.00)	(\$300.00)
0	\$39,813	\$39,813	7		\$39,813	\$39,813
1	\$39,963	\$40,113	1100000		\$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	\$50,61
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
				199	\$50,263	\$53,01
22	\$43,113	\$46,413				\$53,61
23	\$43,263	\$46,713			\$50,738	
24	\$43,413	\$47,013			\$51,213	\$54,21
25	\$43,563	\$47,313			\$51,688	\$54,81
26	\$43,713	\$47,613			\$52,163	\$55,41
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	\$57,21
30	\$44,313	\$48,813			\$54,063	\$57,81
ffective Perfo	ormance will result in no salary	increase in any category.				

PSB 2014 TEACHI	ERS' SALARY SCHEDULE -					
	EXPERIENCE	DEMAND		PERFORMA	NCE PAY	
		Two or More Core				
	Successful Classroom	Certifications, ie, Math &				
	Experience Evidenced by an	Biology or teaching in			22.20	
	Effective:Emerging,	High Poverty School >75%		Effective:	Effective:	Highly
Master's Degree	Effective:Proficient or Highly	Free & Reduced Lunch	Ineffective	Emerging	Proficient	Effective
Salary Steps	Effective Rating (\$150.00)	(150.00)	\$0.00	\$0.00	(\$175.00)	(\$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 \$43,463	\$43,613
6	\$41,513	\$42,413			\$43,463	\$44,213
7	\$41,663	\$42,713	***		\$44,413	\$45,413
8	\$41,813	\$43,013			\$44,888	\$46,01
9	\$41,963	\$43,313			\$45,363	\$46,613
	\$42,113	\$43,613 \$43,913			\$45,838	\$47,213
11 12	\$42,263 \$42,413	\$44,213			\$46,313	\$47,81
13	\$42,563	\$44,513			\$46,788	\$48,413
14					\$47,263	\$49,013
	\$42,713	\$44,813				-
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	\$56,21
27	\$44,663	\$48,713			\$53,438	\$56,81
28	\$44,813	\$49,013			\$53,913	\$57,41
29	\$44,963	\$49,313			\$54,388	\$58,01
30	\$45,113	\$49,613			\$54,863	\$58,61
30	\$45,115	349,013			754,605	\$30,01.
1.00						
					<u> </u>	-

	EXPERIENCE	DEMAND		PERFORMA	NCE PAY	
	Successful Classroom	Two or More Core				
Ma	Experience Evidenced by an	Certifications, ie, Math &		Effective.	reference.	l limble
Master's+30	Effective:Emerging,	Biology or teaching in High	l	Effective:	Effective: Proficient	Highly
Degree Salary	Effective: Proficient or Highly	Poverty School >75% Free & Reduced Lunch (150.00)	\$0.00	Emerging \$0.00	(\$175.00)	Effective (\$300.00
Steps 0	Effective Rating (\$150.00) \$41,413	\$41,413	\$0.00	\$0.00	\$41,413	\$41,43
1	\$41,563	\$41,713			\$41,888	\$42,0
2	\$41,713	\$42,013			\$42,363	\$42,63
3	\$41,863	\$42,313			\$42,838	\$43,2
4	\$42,013	\$42,613	P01 P31-27-2		\$43,313	\$43,83
5	\$42,163	\$42,913			\$43,788	\$44,43
6	\$42,313	\$43,213			\$44,263	\$45,0
7	\$42,463	\$43,513			\$44,738	\$45,63
8	\$42,613	\$43,813			\$45,213	\$46,23
9	\$42,763	\$44,113			\$45,688	\$46,83
10	\$42,913	\$44,413			\$46,163	\$47,4
11	\$43,063	\$44,713			\$46,638	\$48,0
12	\$43,213	\$45,013			\$47,113	\$48,6
13	\$43,363	\$45,313			\$47,588	\$49,2
14	\$43,513	\$45,613			\$48,063	\$49,8
15	\$43,663	\$45,913			\$48,538	\$50,4
16	\$43,813	\$46,213			\$49,013	\$51,0
17	\$43,963	\$46,513			\$49,488	\$51,6
18	\$44,113	\$46,813			\$49,963	\$52,2
19	\$44,263	\$47,113			\$50,438	\$52,8
20	\$44,413	\$47,413			\$50,913	\$53,4
21	\$44,563	\$47,713			\$51,388	\$54,0
22	\$44,713	\$48,013			\$51,863	\$54,6
23	\$44,863	\$48,313			\$52,338	\$55,2
24	\$45,013	\$48,613			\$52,813	\$55,8
25	\$45,163	\$48,913			\$53,288	\$56,4
26	\$45,313	\$49,213			\$53,763	\$57,0
27	\$45,463	\$49,513			\$54,238	\$57,6
28	\$45,613	\$49,813			\$54,713	\$58,2
29	\$45,763	\$50,113			\$55,188	\$58,8
30	\$45,763	\$50,113			\$55,663	\$59,4
30	\$45,913	\$50,413			\$55,003	\$59,4.

cessful Classroom erience Evidenced by an ective:Emerging, ective:Proficient or hly Effective Rating 50.00) \$43,013 \$43,163 \$43,163 \$43,463 \$43,463 \$443,613 \$443,613 \$443,63 \$444,913 \$44,063 \$44,213 \$44,363 \$44,513	DEMAND Two or More Core Certifications, ie, Math & Biology or teaching in High Poverty School >75% Free & Reduced Lunch (150.00) \$43,013 \$43,013 \$43,313 \$43,613 \$44,813 \$44,213 \$44,213 \$44,513 \$44,513 \$44,513 \$44,513 \$44,813 \$45,113	Ineffective \$0.00	Effective: Emerging \$0.00	Effective: Proficient (\$175.00) \$43,013 \$43,488 \$43,963 \$44,438 \$44,913	Highly Effective (\$300.00) \$43,013 \$43,613 \$44,213 \$44,813
erience Evidenced by an ective:Emerging, ective:Proficient or hly Effective Rating 50.00) \$43,013 \$43,163 \$43,163 \$43,463 \$43,463 \$43,613 \$43,763 \$44,063 \$44,063 \$44,063 \$44,213 \$44,363	Certifications, ie, Math & Biology or teaching in High Poverty School >75% Free & Reduced Lunch (150.00) \$43,013 \$43,313 \$43,613 \$43,913 \$44,213 \$44,213 \$44,513 \$44,513 \$44,513 \$44,813 \$45,113	2	Emerging	Proficient (\$175.00) \$43,013 \$43,488 \$43,963 \$44,438	Effective (\$300.00) \$43,013 \$43,613 \$44,213
\$43,013 \$43,163 \$43,313 \$43,463 \$43,463 \$43,613 \$43,763 \$43,913 \$44,063 \$44,213 \$44,363	Lunch (150.00) \$43,013 \$43,313 \$43,613 \$43,913 \$44,213 \$44,513 \$44,513 \$44,813 \$45,113	2	1995 1999	(\$175.00) \$43,013 \$43,488 \$43,963 \$44,438	(\$300.00) \$43,013 \$43,613 \$44,213
\$43,013 \$43,163 \$43,313 \$43,463 \$43,613 \$43,763 \$43,913 \$44,063 \$44,213 \$44,363	\$43,013 \$43,313 \$43,613 \$43,913 \$44,213 \$44,513 \$44,813 \$45,113	\$0.00	1995 1999	\$43,013 \$43,488 \$43,963 \$44,438	\$43,013 \$43,613 \$44,213
\$43,163 \$43,313 \$43,463 \$43,613 \$43,763 \$43,913 \$44,063 \$44,213 \$44,363	\$43,013 \$43,313 \$43,613 \$43,913 \$44,213 \$44,513 \$44,813 \$45,113			\$43,488 \$43,963 \$44,438	\$43,613 \$44,213
\$43,313 \$43,463 \$43,613 \$43,763 \$43,913 \$44,063 \$44,213 \$44,363	\$43,613 \$43,913 \$44,213 \$44,513 \$44,813 \$45,113			\$43,963 \$44,438	\$44,213
\$43,463 \$43,613 \$43,763 \$43,913 \$44,063 \$44,213 \$44,363	\$43,913 \$44,213 \$44,513 \$44,813 \$45,113			\$44,438	1 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -
\$43,613 \$43,763 \$43,913 \$44,063 \$44,213 \$44,363	\$44,213 \$44,513 \$44,813 \$45,113				\$44 813
\$43,763 \$43,913 \$44,063 \$44,213 \$44,363	\$44,513 \$44,813 \$45,113			\$44,913	φ · 1,0±0
\$43,913 \$44,063 \$44,213 \$44,363	\$44,813 \$45,113				\$45,413
\$44,063 \$44,213 \$44,363	\$45,113		-	\$45,388	\$46,013
\$44,213 \$44,363				\$45,863	\$46,613
\$44,363	\$45.413			\$46,338	\$47,213
	773,713			\$46,813	\$47,813
\$44,513	\$45,713			\$47,288	\$48,413
	\$46,013			\$47,763	\$49,013
\$44,663	\$46,313			\$48,238	\$49,613
\$44,813	\$46,613			\$48,713	\$50,213
\$44,963	\$46,913			\$49,188	\$50,813
\$45,113	\$47,213			\$49,663	\$51,413
\$45,263	\$47,513			\$50,138	\$52,013
\$45,413	\$47,813			\$50,613	\$52,613
1000 CO 1000 C	\$48,113				\$53,213
					\$53,813
			= = = = = = = = = = = = = = = = = = = =		\$54,413
					\$55,013
				-	\$55,613
					\$56,213
					-
					\$56,813
	The state of the s				\$57,413
					\$58,013
					\$58,613
					\$59,213
					\$59,813
				-	\$60,413
\$47,513	\$52,013			\$57,263	\$61,013
	\$45,113	\$45,113 \$47,213 \$45,263 \$47,513 \$45,413 \$47,813 \$45,563 \$48,113 \$45,713 \$48,413 \$45,863 \$48,713 \$46,013 \$49,013 \$46,013 \$49,013 \$46,163 \$49,313 \$46,313 \$49,613 \$46,463 \$49,913 \$46,463 \$50,213 \$46,613 \$50,213 \$46,613 \$50,213 \$46,763 \$50,513 \$46,763 \$50,813 \$47,063 \$51,113 \$47,213 \$51,413 \$47,363 \$51,713	\$45,113 \$47,213 \$45,263 \$47,513 \$45,413 \$47,813 \$45,563 \$48,113 \$45,713 \$48,413 \$45,863 \$48,713 \$46,013 \$49,013 \$46,013 \$49,013 \$46,163 \$49,313 \$46,313 \$49,613 \$46,463 \$49,913 \$46,463 \$50,213 \$46,613 \$50,213 \$46,763 \$50,513 \$46,913 \$50,813 \$47,063 \$51,113 \$47,213 \$51,413 \$47,363 \$51,713	\$45,113 \$47,213 \$45,263 \$47,513 \$45,413 \$47,813 \$45,563 \$48,113 \$45,713 \$48,413 \$45,863 \$48,713 \$46,013 \$49,013 \$46,163 \$49,313 \$46,313 \$49,613 \$46,463 \$49,913 \$46,463 \$50,213 \$46,613 \$50,213 \$46,763 \$50,513 \$46,913 \$50,813 \$47,063 \$51,113 \$47,213 \$51,413 \$47,363 \$51,713	\$45,113 \$47,213 \$49,663 \$45,263 \$47,513 \$50,138 \$45,413 \$47,813 \$50,613 \$45,563 \$48,113 \$51,088 \$45,713 \$48,413 \$51,563 \$45,863 \$48,713 \$52,038 \$46,013 \$49,013 \$52,513 \$46,163 \$49,313 \$52,988 \$46,313 \$49,613 \$53,463 \$46,463 \$49,913 \$53,463 \$46,613 \$50,213 \$54,413 \$46,763 \$50,513 \$54,413 \$46,763 \$55,838 \$46,913 \$55,813 \$55,838 \$47,063 \$51,113 \$55,838 \$47,063 \$51,113 \$55,838 \$47,213 \$51,413 \$56,313 \$47,363 \$51,713 \$56,788