2010-2011 TEACHER SALARY SCHEDULE

					(Note 2)		(Note 3)			(Note 4)
Yrs of Exp (Note 1)	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**
Row A: 0-2 years	32,000	32,800	33,620	34,461	41,353	43,420	45,591	47,871	50,264	52,778
Row B: 3-6 years	33,600	34,440	35,301	36,184						
Row C: 7-9 years	35,280	36,162	37,066	37,993						
Row D: 10+ years	37,044	37,970	38,919	39,892						
Row E: 10+ years + MA	38,896	39,869	40,865	41,887						

Notes

1. Rows only pertain to experience outside the District or once a teacher has been on step 4 for 1 year. Beginning in FY08, a new teacher with an MA will be placed one row beyond the row that experience yields. Row E pertains to new hires.

2. A teacher must have at least a BA+24 to advance beyond Step 4.

3. A teacher must have at least an MA to advance beyond Step 6.

4. A teacher must have at least an MA+24 to advance beyond Step 9. This note does not apply to counselors, social workers, and speech clinicians who have an MA program that is at least 56 credits or a combination of a MA program and other graduate level courses totaling 56 credits.

Teachers that are beyond the schedule will receive a $500 increase ($656 for teachers making more than $52,778 in FY07).

Teachers within the schedule (who are paid beyond the appropriate Row/Step due to being frozen on a step) will have their salaries frozen until the schedule catches up to them.

Teachers within the schedule who are paid beyond the appropriate Row/Step for any other reason (see advancement grid below for details) will be guaranteed a $500 increase until the schedule catches up to them.

All figures are calculated on a 1.0 FTE & prorated accordingly.

Advancement Grid for FY11 and Beyond

Step Prior	Step Current	Step Prior	Step Current	Step Prior	Step Current	Step Prior	Step Current
A1	B1	A2	A3	A3	A4	A4	BA+24? If Yes A5; if No B4
B1	B2	B2	B3	B3	B4	B4	BA+24? If Yes A6; if No B4 unless >6 years experience, then C4
C1	C2	C2	C3	C3	C4	C4	BA+24? If Yes A6 or A7 (w/ MA); if No C4 unless >9 years exp, then D4
D1	D2	D2	D3	D3	D4	D4	BA+24? If Yes A6 or A8 (w/ MA); if No D4
E1	E2	E2	E3	E3	E4	E4	A9

Step Prior	Step Current
A5	A6
A6	MA? If Yes A7; if No A6
A7	A8
A8	A9
A9	MA+24? If Yes A10; if No A9
A10	A10

Appendix