

For NCTQ's 2019-2020 salary analysis, the salaries effective January 1, 2020 were used. When two salary schedules are in use over the same school year and each covers an equal portion of the year, NCTQ's policy is to analyze the salaries in effect at the conclusion of the year.

APPENDIX A

A-1 Teacher's Basic Salary Schedule:

Steps	2017-18	Steps	2018-19	Steps	2019-20	
			2.00%		1st day of work	1/1/2020
					2.00%	1.25%
1	\$40,547	1	\$41,358	1	\$42,185	\$42,712
2	\$42,539	2	\$43,390	2	\$44,258	\$44,811
3	\$44,818	3	\$45,714	3	\$46,629	\$47,212
4	\$47,751	4	\$48,706	4	\$49,680	\$50,301
5	\$51,624	5	\$52,656	5	\$53,710	\$54,381
6	\$55,552	6	\$56,663	6	\$57,796	\$58,519
7	\$59,204	7	\$60,388	7	\$61,596	\$62,366
8	\$63,077	8	\$64,339	8	\$65,625	\$66,446
9	\$66,507	9	\$67,837	9	\$69,194	\$70,059
10	\$69,717	10	\$71,111	10	\$72,534	\$73,440
11	\$72,483	11	\$73,933	11	\$75,411	\$76,354
12	\$76,427	12	\$77,956	12	\$79,515	\$80,509

- a. **Step Increases** - For the 2011-12 school year, teachers will continue to be compensated at their 2010-11 salary step. Effective 2012-13 school year, teachers will move up one salary step for each of the years remaining on this contract. Except that teachers on Step 10 effective the 2011-12 school year, shall be placed on Step 12 effective the 2012-13 school year.

A-2 Professional Advancement Schedule

2017-18

Effective 2018-19

Bachelor's Plus 30 Hours	\$2,705	\$2,955
Master's	\$3,105	\$3,355
Master's Plus 30 Hours	\$3,507	\$3,757
Doctorate	\$3,907	\$4,157

A-2.1 National Board Certification

In addition to benefits payable in A-2, teachers who obtain National Board Certification shall receive a further stipend of \$5,500.00.

A-3 Longevity Schedule

15 years (10 of which have been in Providence)	\$ 950
20 years (15 of which have been in Providence)	\$1,922
25 years (20 of which have been in Providence)	\$2,037

APPENDIX B

B-1 Travel Allowance

The Board agrees to pay the annually adjusted Internal Revenue Service standard mileage reimbursement rate to all teachers authorized to use their own cars. The amount of payment will be determined by odometer readings taken daily at the beginning and end of necessary school-related mileage. Payments will be made monthly on forms furnished by the Superintendent or his/her designee.