

APPENDIX A – SALARIES

- a. The Salary Schedule for all employees in the bargaining unit shall be

Classification and Level	Non-Certified Preschool*	Bachelor's	Master's	Ancillary
1	\$36,750	\$39,900	\$43,400	\$43,400
2	\$37,485	\$41,650	\$45,150	\$45,150
3	\$38,235	\$43,400	\$46,900	\$46,900
4	\$38,999	\$45,150	\$48,650	\$48,650
5	\$39,779	\$47,900	\$51,400	\$51,400
6		\$49,900	\$53,400	\$53,400
7		\$51,650	\$55,150	\$55,150
8		\$53,400	\$56,900	\$56,900
9		\$55,150	\$58,650	\$58,650
10		\$56,900	\$60,400	\$60,400
11		\$58,650	\$62,150	\$62,150
12		\$62,200	\$65,700	\$65,700
13		\$64,400	\$67,900	\$67,900
14		\$66,150	\$69,650	\$69,650
15		\$67,900	\$71,400	\$71,400
16		\$69,650	\$73,150	\$73,150
17		\$71,400	\$74,900	\$74,900
18		\$73,150	\$76,650	\$76,650
19		\$74,900	\$78,400	\$78,400
20		\$76,650	\$80,150	\$80,150

*Pre-school employees who are not certified only, shall start at this rate.

Ancillary Staff includes: Nurses, Speech and Language Pathologists; School Social Workers; School Psychologists; Occupational Therapists; Physical Therapists; and Counselors.

The following terms apply to the administration of and placement on the Salary Schedule.

- I. **Initial Placement (for new hires into the District)-** As a practice for initial placement, the District will consider the number of years of experience, divided by two, to determine the starting step, at a maximum of five steps (starting at Step 1), excluding hard to fill areas.
2. An ineffective rating on the most recent final evaluation will result in no movement on the salary scale until the rating has moved to minimally effective. Any teacher who remains minimally effective for two years will not move on the salary scale for the following year.
3. **Movement Between Lanes Due to Earning of In Subject Advanced Degree/Certification**

During the term of this Agreement, employees advancing from Bachelor's to Master's lanes of the above schedule because of a newly earned in-subject Master's Degree will move from the Bachelor's lane to the Master's lane upon the beginning of the semester following the earning of that degree. The course of study for the Master's program must be approved by the Human Resources Director.