

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

**APPENDIX A - SALARIES**

<b>Classification and Level</b>	<b>Bachelor's</b>	<b>Master's</b>	<b>Ancillary</b>
Emerging			
0	\$ 36,750*		
1	38,500	\$ 42,000	
2	40,250	43,750	\$ 43,750
3	42,000	45,500	45,500
4	43,750	47,250	47,250
5	45,500	49,000	49,000
Professional			
6	\$ 48,500	\$ 52,500	\$ 52,500
7	50,250	53,750	53,750
8	52,000	55,500	55,500
9	53,750	57,250	57,250
IO	55,500	59,000	59,000
II	57,250	60,750	60,750
12	59,000	62,500	62,500
Master			
13	\$ 63,000	\$ 66,500	\$ 66,500
14	64,750	68,250	68,250
15	66,500	70,000	70,000
16	-	71,750	71,250
17	-	73,500	73,500

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

**Ancillary Staff includes: 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.

1. **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. Criteria to Move Between Classifications**

- a. To move from Emerging to Professional - The employee must have actively worked three(3) consecutive years for at least 65% of those years (or 50%, if the partial year worked is due to workers' compensation leave) and have received effective or highly effective evaluation ratings in the most recent year and two of the three years immediately preceding that year, and have served at least one full year at the top emerging level for their salary lane (i.e., Bachelors, Masters or Ancillary)

To move from Professional to Master - Once placed in the professional classification, the employee must have actively worked four (4) consecutive years for at least 65% of those years (or 50%, if the partial year worked is due to workers' compensation leave) and have received effective or highly effective evaluation ratings in the most recent year and two of the three years immediately preceding that year, and have served at least one full year at the top Professional level for their salary lane (BA, MA or Ancillary).