

## APPENDIX A: SALARY SCHEDULES (2011-12)

### SALARY SCHEDULES M, N, O

Teacher Salary (Salary and Supplement for Teachers Hired On or After July 1, 2011 who hold an advanced degree in their area of certification.)

<u>EXP.</u>	<u>BACHELORS</u>	<u>*BA W/12 MIN.</u>
1	\$36,574	\$37,589
2	\$36,955	\$37,980
3	\$37,336	\$38,372
4	\$37,784	\$38,833
5	\$38,232	\$39,293
6	\$38,681	\$39,755
7	\$39,130	\$40,215
8	\$39,511	\$40,607
9	\$40,027	\$41,137
10	\$40,476	\$41,599
11	\$41,110	\$42,250
12	\$41,597	\$42,752
13	\$42,209	\$43,381
14	\$42,809	\$43,997
15	\$43,642	\$44,853
16	\$44,615	\$45,853
17	\$45,448	\$46,709
18	\$46,281	\$47,566
19	\$47,114	\$48,422
20	\$47,946	\$49,277
21	\$48,777	\$50,130
22	\$49,607	\$50,983
23	\$50,441	\$51,840
24	\$52,939	\$54,408
25	\$54,600	\$56,115
26	\$58,584	\$60,210
26+	\$58,584	\$60,210

### ADVANCED DEGREE SUPPLEMENTS (IF IN AREA OF CERTIFICATION)

**MA—Appropriate step on Bachelors schedule plus \$2,450**

**MA with 12 minutes—Appropriate step on Bachelors schedule plus \$2,519**

**Sp/Dr—Appropriate step on Bachelors schedule plus \$3672**

**Sp/Dr with 12 minutes—Appropriate step on Bachelors schedule plus \$3,774**

#### CRITERIA FOR GRANTING EXPERIENCE UNDER BA, MA, AND SPECIALIST / DOCTORATE SCHEDULES

Teaching experience must be in a Public School System (K-16) or in a regionally accredited private school (K-16). Experience granted by this District to Instructional employees hired prior to 1983-84 school year is not affected. Experience for United States military service may be counted for up to 4 years (10 months of service for each year of experience granted). A year's teaching experience must include at least 99 days active duty during a school year. All public school teaching experience meeting these criteria will be granted. All years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed. Effective with all new hires on or after July 1, 2009, up to ten years of full-time teaching experience out of state for which there were satisfactory performance evaluations will be allowed.

Salary payments will be divided into equal amounts based on the number of payments due and no adjustments will be made if the total annual payments are within ten (10) cents of the stated amounts in the schedule.

After successful completion of a post graduate degree (masters', specialist, or doctorate) at mid year, a teacher would be eligible to receive one half of the supplement and the amount will be spread over the remaining checks beginning with March. All paperwork must be completed and on file in the County Office by January 31, to be eligible.

•All salary amounts marked w/12 minutes represent a compensation for twelve (12) minutes per day beyond the normal workday. In the event this workday extension is not funded, the workday reverts to a 7.4 hour workday and the pay reverts to the listed salary and supplement without the 12 minutes.

**BONUS FOR 2011 ONLY: Current fiscal year permanent employees who have been on the payroll on or before December 1, 2011 and not terminated prior to December 1, 2011 will receive a 1.31% bonus on base pay payable on December 14, 2011.**