

APPENDIX A - SALARY SCHEDULE 2019-20

Years of Service		BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90 or Ph.D.
0	Base Salary	42,012.00	42,283.00	43,436.00	44,591.00	47,348.00	49,361.00	49,361.00	53,067.00	55,456.00
	4 Days of Training	933.60	939.62	965.24	990.91	1,052.18	1,096.91	1,096.91	1,179.27	1,232.36
	*** Two Learning Improvement Days	466.80	469.81	482.62	495.46	526.09	548.46	548.46	589.63	616.18
	One Orientation Day	233.40	234.91	241.31	247.73	263.04	274.23	274.23	294.82	308.09
	One Classroom/Workspace Set-up	233.40	234.91	241.31	247.73	263.04	274.23	274.23	294.82	308.09
	Total Available Compensation	43,879.20	44,162.25	45,366.48	46,572.83	49,452.35	51,554.83	51,554.83	55,425.54	57,920.72
1	Base Salary	43,420.00	43,701.00	44,891.00	46,085.00	48,935.00	51,016.00	51,016.00	54,845.00	57,298.00
	*4 Days of Training	964.89	971.13	997.58	1,024.11	1,087.44	1,133.69	1,133.69	1,218.78	1,273.29
	*** Two Learning Improvement Days	482.44	485.57	498.79	512.06	543.72	566.84	566.84	609.39	636.64
	Orientation Day	241.22	242.78	249.39	256.03	271.86	283.42	283.42	304.69	318.32
	One Classroom/Workspace Set-up	241.22	242.78	249.39	256.03	271.86	283.42	283.42	304.69	318.32
	Total Available Compensation	45,349.77	45,643.26	46,886.15	48,133.23	51,109.88	53,283.37	53,283.37	57,282.55	59,844.57
2	Base Salary	44,875.00	45,166.00	46,396.00	47,629.00	50,574.00	52,725.00	52,725.00	56,683.00	59,201.00
	*4 Days of Training	997.22	1,003.69	1,031.02	1,058.42	1,123.87	1,171.67	1,171.67	1,259.62	1,315.58
	*** Two Learning Improvement Days	498.61	501.84	515.51	529.21	561.93	585.83	585.83	629.81	657.79
	Orientation Day	249.31	250.92	257.76	264.61	280.97	292.92	292.92	314.91	328.89
	One Classroom/Workspace Set-up	249.31	250.92	257.76	264.61	280.97	292.92	292.92	314.91	328.89
	Total Available Compensation	46,869.45	47,173.37	48,458.05	49,745.85	52,821.74	55,068.34	55,068.34	59,202.25	61,832.15
3	Base Salary	46,379.00	46,680.00	47,960.00	49,225.00	52,269.00	54,493.00	54,493.00	58,583.00	61,168.00
	*4 Days of Training	1,030.64	1,037.33	1,065.56	1,093.89	1,161.53	1,210.96	1,210.96	1,301.84	1,359.29
	*** Two Learning Improvement Days	515.32	518.67	532.78	546.94	580.77	605.48	605.48	650.92	679.64
	Orientation Day	257.66	259.33	266.39	273.47	290.38	302.74	302.74	325.46	339.82
	One Classroom/Workspace Set-up	257.66	259.33	266.39	273.47	290.38	302.74	302.74	325.46	339.82
	Total Available Compensation	48,440.28	48,754.66	50,081.12	51,412.77	54,592.06	56,914.92	56,914.92	61,186.68	63,886.57
4	Base Salary	47,933.00	48,243.00	49,558.00	50,876.00	54,021.00	56,319.00	56,319.00	60,547.00	63,200.00
	1% Attract and Retain Stipend	479.00	482.00	496.00	509.00	540.00	563.00	563.00	605.00	632.00
	*** Two Learning Improvement Days	532.59	536.03	550.64	565.29	600.23	625.77	625.77	672.74	702.22
	Orientation Day	266.29	268.02	275.32	282.64	300.12	312.88	312.88	336.37	351.11
	One Classroom/Workspace Set-up	266.29	268.02	275.32	282.64	300.12	312.88	312.88	336.37	351.11
	Total Available Compensation	49,477.17	49,797.07	51,155.28	52,515.57	55,761.47	58,133.53	58,133.53	62,497.48	65,236.44
5	Base Salary	49,540.00	49,860.00	51,219.00	52,580.00	55,831.00	58,206.00	58,206.00	62,575.00	65,299.00
	1% Attract and Retain Stipend	495.00	499.00	512.00	526.00	558.00	582.00	582.00	626.00	653.00
	*** Two Learning Improvement Days	550.44	554.00	569.10	584.22	620.34	646.73	646.73	695.28	725.54
	Orientation Day	275.22	277.00	284.55	292.11	310.17	323.37	323.37	347.64	362.77
	One Classroom/Workspace Set-up	275.22	277.00	284.55	292.11	310.17	323.37	323.37	347.64	362.77
	Total Available Compensation	51,135.88	51,467.00	52,869.20	54,274.44	57,629.68	60,081.47	60,081.47	64,591.56	67,403.08
6	Base Salary	51,200.00	51,532.00	52,935.00	54,343.00	57,703.00	60,157.00	60,157.00	64,672.00	67,468.00
	1% Attract and Retain Stipend	512.00	515.00	529.00	543.00	577.00	602.00	602.00	647.00	675.00
	*** Two Learning Improvement Days	568.89	572.58	588.17	603.81	641.14	668.41	668.41	718.58	749.64
	Orientation Day	284.44	286.29	294.08	301.91	320.57	334.21	334.21	359.29	374.82
	One Classroom/Workspace Set-up	284.44	286.29	294.08	301.91	320.57	334.21	334.21	359.29	374.82
	Total Available Compensation	52,849.77	53,192.16	54,640.33	56,093.63	59,562.28	62,095.83	62,095.83	66,756.16	69,642.28
7	Base Salary	52,916.00	53,259.00	54,709.00	56,164.00	59,637.00	62,172.00	62,172.00	66,840.00	69,709.00
	1% Attract and Retain Stipend	529.00	533.00	547.00	562.00	596.00	622.00	622.00	668.00	697.00
	*** Two Learning Improvement Days	587.96	591.77	607.88	624.04	662.63	690.80	690.80	742.67	774.54
	Orientation Day	293.98	295.88	303.94	312.02	331.32	345.40	345.40	371.33	387.27
	One Classroom/Workspace Set-up	293.98	295.88	303.94	312.02	331.32	345.40	345.40	371.33	387.27
	Total Available Compensation	54,620.92	54,975.53	56,471.76	57,974.08	61,558.27	64,175.60	64,175.60	68,993.33	71,955.08
8	Base Salary	54,690.00	55,044.00	56,543.00	58,046.00	61,635.00	64,256.00	64,256.00	69,080.00	72,025.00
	1% Attract and Retain Stipend	547.00	550.00	565.00	580.00	616.00	643.00	643.00	691.00	720.00
	*** Two Learning Improvement Days	607.67	611.60	628.26	644.96	684.83	713.96	713.96	767.56	800.28
	Orientation Day	303.83	305.80	314.13	322.48	342.42	356.98	356.98	383.78	400.14
	One Classroom/Workspace Set-up	303.83	305.80	314.13	322.48	342.42	356.98	356.98	383.78	400.14
	Total Available Compensation	56,452.33	56,817.20	58,364.52	59,915.92	63,620.67	66,326.92	66,326.92	71,306.12	74,345.56
9	Base Salary		56,888.00	58,438.00	59,992.00	63,700.00	66,410.00	66,410.00	71,395.00	74,418.00
	1% Attract and Retain Stipend		569.00	584.00	600.00	637.00	664.00	664.00	714.00	744.00
	*** Two Learning Improvement Days		632.09	649.31	666.58	707.78	737.89	737.89	793.28	826.87
	Orientation Day		316.04	324.66	333.29	353.89	368.94	368.94	396.64	413.43
	One Classroom/Workspace Set-up		316.04	324.66	333.29	353.89	368.94	368.94	396.64	413.43
	Total Available Compensation		58,721.17	60,320.63	61,925.16	65,752.56	68,549.77	68,549.77	73,695.56	76,815.73
10	Base Salary			60,397.00	62,002.00	65,835.00	68,635.00	68,635.00	73,788.00	76,889.00
	1% Attract and Retain Stipend			604.00	620.00	658.00	686.00	686.00	738.00	769.00
	*** Two Learning Improvement Days			671.08	688.91	731.50	762.61	762.61	819.87	854.32
	Orientation Day			335.54	344.46	365.75	381.31	381.31	409.93	427.16
	One Classroom/Workspace Set-up			335.54	344.46	365.75	381.31	381.31	409.93	427.16
	Total Available Compensation			62,343.16	63,999.83	67,956.00	70,846.23	70,846.23	76,165.73	79,366.64
11	Base Salary				64,080.00	68,042.00	70,936.00	70,936.00	76,261.00	79,443.00
	1% Attract and Retain Stipend				641.00	680.00	709.00	709.00	763.00	794.00
	*** Two Learning Improvement Days				712.00	756.02	788.18	788.18	847.34	882.70
	Orientation Day				356.00	378.01	394.09	394.09	423.67	441.35
	One Classroom/Workspace Set-up				356.00	378.01	394.09	394.09	423.67	441.35
	Total Available Compensation				66,145.00	70,234.04	73,221.36	73,221.36	78,718.68	82,002.40

12	Base Salary				66,228.00	70,322.00	73,313.00	73,313.00	78,817.00	82,083.00
	1% Attract and Retain Stipend				662.00	703.00	733.00	733.00	788.00	821.00
***	Two Learning Improvement Days				735.87	781.36	814.59	814.59	875.74	912.03
	Orientation Day				367.93	390.68	407.29	407.29	437.87	456.02
	One Classroom/Workspace Set-up				367.93	390.68	407.29	407.29	437.87	456.02
	Total Available Compensation				68,361.73	72,587.72	75,675.17	75,675.17	81,356.48	84,728.07
13	Base Salary					72,679.00	75,770.00	75,770.00	81,459.00	84,809.00
	1% Attract and Retain Stipend					727.00	758.00	758.00	815.00	848.00
***	Two Learning Improvement Days					807.54	841.89	841.89	905.10	942.32
	Orientation Day					403.77	420.94	420.94	452.55	471.16
	One Classroom/Workspace Set-up					403.77	420.94	420.94	452.55	471.16
	Total Available Compensation					75,021.08	78,211.77	78,211.77	84,084.20	87,541.64
14	Base Salary					75,115.00	78,310.00	78,310.00	84,188.00	87,627.00
	1% Attract and Retain Stipend					751.00	783.00	783.00	842.00	876.00
***	Two Learning Improvement Days					834.61	870.11	870.11	935.42	973.63
	Orientation Day					417.31	435.06	435.06	467.71	486.82
	One Classroom/Workspace Set-up					417.31	435.06	435.06	467.71	486.82
	Total Available Compensation					77,535.23	80,833.23	80,833.23	86,900.84	90,450.27
15	Base Salary					77,633.00	80,934.00	80,934.00	87,010.00	90,537.00
	1% Attract and Retain Stipend					776.00	809.00	809.00	870.00	905.00
***	Two Learning Improvement Days					862.59	899.27	899.27	966.78	1,005.97
	Orientation Day					431.29	449.63	449.63	483.39	502.98
	One Classroom/Workspace Set-up					431.29	449.63	449.63	483.39	502.98
	Total Available Compensation					80,134.17	83,541.53	83,541.53	89,813.56	93,453.93
16	Base Salary					80,234.00	83,647.00	83,647.00	89,926.00	93,545.00
	1.4% Attract and Retain Stipend					1,123.00	1,171.00	1,171.00	1,259.00	1,310.00
***	Two Learning Improvement Days					891.49	929.41	929.41	999.18	1,039.39
	Orientation Day					445.74	464.71	464.71	499.59	519.69
	One Classroom/Workspace Set-up					445.74	464.71	464.71	499.59	519.69
	Total Available Compensation					83,139.97	86,676.83	86,676.83	93,183.36	96,933.77
*The BA+135 column is a "grandfathered only" salary level and is only available to employees who were previously placed in this salary schedule column and credits were earned prior to 12/31/19. Additional employees will not be added to this column.										
***	4 Days of Training are beyond the 180 Day Contract and for Years of Service 0,1,2 and 3									
	LID, Orientation are beyond the 180 Day Contract offered through Supplemental Contracts									
	Classroom/Workspace Set-up are beyond the 180 Day Contract and offered through a timesheet (Optional)									
Not reflected above is an additional monthly contribution of \$70.00 to an employee VEBA account and \$350.00 yearly contribution for supplies and tuition.										