

**2018-19 Certificated Instructional Staff Salary Schedule - DRAFT**

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	\$48,097	\$47,944	\$48,248	\$55,744	\$50,067	\$57,736	\$51,278	\$58,948	\$60,161	\$60,817
	Contractual Days	5.00	\$1,336	\$1,332	\$1,340	\$1,548	\$1,391	\$1,604	\$1,424	\$1,637	\$1,671	\$1,689
	Tech Days	4.00	\$1,069	\$1,065	\$1,072	\$1,239	\$1,113	\$1,283	\$1,140	\$1,310	\$1,337	\$1,351
	Responsibility/Incentive		\$6,445	\$7,245	\$7,288	\$8,437	\$7,545	\$8,722	\$7,717	\$8,893	\$9,065	\$9,159
	<b>TOTAL</b>	<b>189.00</b>	<b>\$56,947</b>	<b>\$57,586</b>	<b>\$57,948</b>	<b>\$66,968</b>	<b>\$60,116</b>	<b>\$69,345</b>	<b>\$61,559</b>	<b>\$70,788</b>	<b>\$72,234</b>	<b>\$73,016</b>
2	Base Pay	180.00	\$47,931	\$48,380	\$49,032	\$56,339	\$51,998	\$58,202	\$53,531	\$59,467	\$61,057	\$63,336
	Contractual Days	5.00	\$1,331	\$1,344	\$1,362	\$1,565	\$1,444	\$1,617	\$1,487	\$1,652	\$1,696	\$1,759
	Tech Days	4.00	\$1,065	\$1,075	\$1,090	\$1,252	\$1,156	\$1,293	\$1,190	\$1,321	\$1,357	\$1,407
	Responsibility/Incentive		\$7,242	\$7,307	\$7,404	\$8,524	\$7,839	\$8,789	\$8,060	\$8,969	\$9,199	\$9,543
	<b>TOTAL</b>	<b>189.00</b>	<b>\$57,569</b>	<b>\$58,106</b>	<b>\$58,888</b>	<b>\$67,680</b>	<b>\$62,437</b>	<b>\$69,901</b>	<b>\$64,268</b>	<b>\$71,409</b>	<b>\$73,309</b>	<b>\$76,045</b>
3	Base Pay	180.00	\$48,296	\$48,743	\$50,566	\$56,701	\$53,956	\$58,566	\$55,664	\$59,858	\$63,136	\$65,395
	Contractual Days	5.00	\$1,342	\$1,354	\$1,405	\$1,575	\$1,499	\$1,627	\$1,546	\$1,663	\$1,754	\$1,817
	Tech Days	4.00	\$1,073	\$1,083	\$1,124	\$1,260	\$1,199	\$1,301	\$1,237	\$1,330	\$1,403	\$1,453
	Responsibility/Incentive		\$7,293	\$7,359	\$7,636	\$8,576	\$8,136	\$8,841	\$8,385	\$9,025	\$9,515	\$9,856
	<b>TOTAL</b>	<b>189.00</b>	<b>\$58,004</b>	<b>\$58,539</b>	<b>\$60,731</b>	<b>\$68,112</b>	<b>\$64,790</b>	<b>\$70,335</b>	<b>\$66,832</b>	<b>\$71,876</b>	<b>\$75,808</b>	<b>\$78,521</b>
4	Base Pay	180.00	\$48,658	\$49,107	\$51,700	\$57,066	\$55,483	\$58,930	\$57,357	\$60,223	\$64,721	\$66,948
	Contractual Days	5.00	\$1,352	\$1,364	\$1,436	\$1,585	\$1,541	\$1,637	\$1,593	\$1,673	\$1,798	\$1,860
	Tech Days	4.00	\$1,081	\$1,091	\$1,149	\$1,268	\$1,233	\$1,310	\$1,275	\$1,338	\$1,438	\$1,488
	Responsibility/Incentive		\$7,345	\$7,410	\$7,807	\$8,627	\$8,368	\$8,892	\$8,641	\$9,076	\$9,755	\$10,091
	<b>TOTAL</b>	<b>189.00</b>	<b>\$58,436</b>	<b>\$58,972</b>	<b>\$62,092</b>	<b>\$68,546</b>	<b>\$66,625</b>	<b>\$70,769</b>	<b>\$68,866</b>	<b>\$72,310</b>	<b>\$77,712</b>	<b>\$80,387</b>
5	Base Pay	180.00	\$49,023	\$50,078	\$53,168	\$57,429	\$57,353	\$59,790	\$59,394	\$61,830	\$66,702	\$68,911
	Contractual Days	5.00	\$1,362	\$1,391	\$1,477	\$1,595	\$1,593	\$1,661	\$1,650	\$1,718	\$1,853	\$1,914
	Tech Days	4.00	\$1,089	\$1,113	\$1,182	\$1,276	\$1,275	\$1,329	\$1,320	\$1,374	\$1,482	\$1,531
	Responsibility/Incentive		\$7,396	\$7,555	\$8,029	\$8,679	\$8,652	\$9,020	\$8,951	\$9,320	\$10,057	\$10,390
	<b>TOTAL</b>	<b>189.00</b>	<b>\$58,870</b>	<b>\$60,137</b>	<b>\$63,856</b>	<b>\$68,979</b>	<b>\$68,873</b>	<b>\$71,800</b>	<b>\$71,315</b>	<b>\$74,242</b>	<b>\$80,094</b>	<b>\$82,746</b>
6	Base Pay	180.00	\$49,386	\$51,063	\$54,748	\$57,914	\$59,208	\$61,626	\$61,413	\$63,830	\$68,666	\$70,863
	Contractual Days	5.00	\$1,372	\$1,418	\$1,521	\$1,609	\$1,645	\$1,712	\$1,706	\$1,773	\$1,907	\$1,968
	Tech Days	4.00	\$1,097	\$1,135	\$1,217	\$1,287	\$1,316	\$1,369	\$1,365	\$1,418	\$1,526	\$1,575
	Responsibility/Incentive		\$7,448	\$7,703	\$8,266	\$8,748	\$8,934	\$9,299	\$9,259	\$9,624	\$10,355	\$10,687
	<b>TOTAL</b>	<b>189.00</b>	<b>\$59,303</b>	<b>\$61,319</b>	<b>\$65,752</b>	<b>\$69,558</b>	<b>\$71,103</b>	<b>\$74,006</b>	<b>\$73,743</b>	<b>\$76,645</b>	<b>\$82,454</b>	<b>\$85,093</b>
7	Base Pay	180.00			\$56,693	\$59,110	\$61,572	\$63,993	\$63,947	\$66,363	\$71,205	\$73,400
	Contractual Days	5.00			\$1,575	\$1,642	\$1,710	\$1,778	\$1,776	\$1,843	\$1,978	\$2,039
	Tech Days	4.00			\$1,260	\$1,314	\$1,368	\$1,422	\$1,421	\$1,475	\$1,582	\$1,631
	Responsibility/Incentive				\$8,561	\$8,926	\$9,293	\$9,658	\$9,644	\$10,009	\$10,741	\$11,072
	<b>TOTAL</b>	<b>189.00</b>			<b>\$68,089</b>	<b>\$70,992</b>	<b>\$73,943</b>	<b>\$76,851</b>	<b>\$76,788</b>	<b>\$79,690</b>	<b>\$85,506</b>	<b>\$88,142</b>
8	Base Pay	180.00			\$58,572	\$60,993	\$63,868	\$66,283	\$66,414	\$68,825	\$73,658	\$75,854
	Contractual Days	5.00			\$1,627	\$1,694	\$1,774	\$1,841	\$1,845	\$1,912	\$2,046	\$2,107
	Tech Days	4.00			\$1,302	\$1,355	\$1,419	\$1,473	\$1,476	\$1,529	\$1,637	\$1,686
	Responsibility/Incentive				\$8,845	\$9,211	\$9,641	\$10,006	\$10,018	\$10,383	\$11,114	\$11,445
	<b>TOTAL</b>	<b>189.00</b>			<b>\$70,346</b>	<b>\$73,253</b>	<b>\$76,702</b>	<b>\$79,603</b>	<b>\$79,753</b>	<b>\$82,649</b>	<b>\$88,455</b>	<b>\$91,092</b>
9	Base Pay	180.00			\$60,520	\$62,937	\$66,231	\$68,643	\$68,944	\$71,357	\$76,191	\$78,385
	Contractual Days	5.00			\$1,681	\$1,748	\$1,840	\$1,907	\$1,915	\$1,982	\$2,116	\$2,177
	Tech Days	4.00			\$1,345	\$1,399	\$1,472	\$1,525	\$1,532	\$1,586	\$1,693	\$1,742
	Responsibility/Incentive				\$9,139	\$9,505	\$9,999	\$10,364	\$10,403	\$10,768	\$11,499	\$11,830
	<b>TOTAL</b>	<b>189.00</b>			<b>\$72,685</b>	<b>\$75,589</b>	<b>\$79,542</b>	<b>\$82,439</b>	<b>\$82,794</b>	<b>\$85,693</b>	<b>\$91,499</b>	<b>\$94,134</b>
10	Base Pay	180.00			\$62,463	\$64,881	\$68,592	\$71,005	\$71,478	\$73,892	\$78,724	\$80,920
	Contractual Days	5.00			\$1,735	\$1,802	\$1,905	\$1,972	\$1,986	\$2,053	\$2,187	\$2,248
	Tech Days	4.00			\$1,388	\$1,442	\$1,524	\$1,578	\$1,588	\$1,642	\$1,749	\$1,798
	Responsibility/Incentive				\$9,433	\$9,799	\$10,358	\$10,723	\$10,788	\$11,153	\$11,884	\$12,215
	<b>TOTAL</b>	<b>189.00</b>			<b>\$75,019</b>	<b>\$77,924</b>	<b>\$82,379</b>	<b>\$85,278</b>	<b>\$85,840</b>	<b>\$88,740</b>	<b>\$94,544</b>	<b>\$97,181</b>
11	Base Pay	180.00			\$64,406	\$66,825	\$70,953	\$73,369	\$74,009	\$76,426	\$81,255	\$83,451
	Contractual Days	5.00			\$1,789	\$1,856	\$1,971	\$2,038	\$2,056	\$2,123	\$2,257	\$2,318
	Tech Days	4.00			\$1,431	\$1,485	\$1,577	\$1,630	\$1,645	\$1,698	\$1,806	\$1,854
	Responsibility/Incentive				\$9,727	\$10,092	\$10,716	\$11,081	\$11,172	\$11,538	\$12,268	\$12,600
	<b>TOTAL</b>	<b>189.00</b>			<b>\$77,353</b>	<b>\$80,258</b>	<b>\$85,217</b>	<b>\$88,118</b>	<b>\$88,882</b>	<b>\$91,785</b>	<b>\$97,586</b>	<b>\$100,223</b>

**2018-19 Certificated Instructional Staff Salary Schedule - DRAFT**

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
12	Base Pay	180.00			\$66,349	\$68,769	\$73,314	\$75,730	\$76,541	\$78,959	\$83,788	\$85,984
	Contractual Days	5.00			\$1,843	\$1,910	\$2,037	\$2,104	\$2,126	\$2,193	\$2,327	\$2,388
	Tech Days	4.00			\$1,474	\$1,528	\$1,629	\$1,683	\$1,701	\$1,755	\$1,862	\$1,911
	Responsibility/Incentive				\$10,021	\$10,387	\$11,075	\$11,440	\$11,557	\$11,923	\$12,653	\$12,984
	<b>TOTAL</b>	<b>189.00</b>			<b>\$79,687</b>	<b>\$82,594</b>	<b>\$88,055</b>	<b>\$90,957</b>	<b>\$91,925</b>	<b>\$94,830</b>	<b>\$100,630</b>	<b>\$103,267</b>
13	Base Pay	180.00					\$75,674	\$78,090	\$79,075	\$81,491	\$86,321	\$88,517
	Contractual Days	5.00					\$2,102	\$2,169	\$2,197	\$2,264	\$2,398	\$2,459
	Tech Days	4.00					\$1,682	\$1,735	\$1,757	\$1,811	\$1,918	\$1,967
	Responsibility/Incentive						\$11,433	\$11,798	\$11,942	\$12,308	\$13,038	\$13,369
	<b>TOTAL</b>	<b>189.00</b>					<b>\$90,891</b>	<b>\$93,792</b>	<b>\$94,971</b>	<b>\$97,874</b>	<b>\$103,675</b>	<b>\$106,312</b>
14	Base Pay	180.00					\$78,035	\$80,452	\$81,604	\$84,022	\$88,852	\$91,049
	Contractual Days	5.00					\$2,168	\$2,235	\$2,267	\$2,334	\$2,468	\$2,529
	Tech Days	4.00					\$1,734	\$1,788	\$1,813	\$1,867	\$1,974	\$2,023
	Responsibility/Incentive						\$11,791	\$12,156	\$12,327	\$12,692	\$13,423	\$13,754
	<b>TOTAL</b>	<b>189.00</b>					<b>\$93,728</b>	<b>\$96,631</b>	<b>\$98,011</b>	<b>\$100,915</b>	<b>\$106,717</b>	<b>\$109,355</b>
15	Base Pay	180.00					\$79,512	\$81,962	\$83,122	\$85,571	\$90,463	\$92,686
	Contractual Days	5.00					\$2,209	\$2,277	\$2,309	\$2,377	\$2,513	\$2,575
	Tech Days	4.00					\$1,767	\$1,821	\$1,847	\$1,902	\$2,010	\$2,060
	Responsibility/Incentive						\$12,013	\$12,384	\$12,555	\$12,925	\$13,665	\$14,001
	<b>TOTAL</b>	<b>189.00</b>					<b>\$95,501</b>	<b>\$98,444</b>	<b>\$99,833</b>	<b>\$102,775</b>	<b>\$108,651</b>	<b>\$111,322</b>

**2018-19 Cost Estimate**

\$86,299	2018-19 average total compensation
<u>\$78,110</u>	2017-18 average total compensation
<b>\$8,189</b>	<b>10.5%</b> 2018-19 above 2017-18 total compensation