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

Contractual Days				ВА	BA+22.5	BA+45	BA+45	BA+90	BA+90	BA+135	BA+135	BA+155	PhD/Dr.
1 Base Pay							+MA		+MA		+MA	+MA	
Contractual Days	Step		<u>Days</u>										
ResponsibilityIncentive   19.00   \$1,005   \$1,007   \$1,209   \$1,113   \$1,203   \$1,140   \$1,310   \$1,317   \$1,525   \$1,007   \$1,	1												\$60,817
Responsibility/Incentive   S6,445   S7,245   S7,245   S7,245   S7,245   S8,742   S8,747   S7,546   S8,742   S7,747   S8,893   S9,065   S9,147   S1,646   S8,647   S7,646   S8,647   S7,646   S8,647   S7,646   S8,647   S7,646   S8,647   S7,647   S8,647   S7,647   S													\$1,689
TOTAL         189.00         \$65,847         \$57,586         \$57,586         \$57,586         \$57,284         \$72,234         \$73,017           2         Base Pay         180.00         \$1,331         \$1,344         \$1,362         \$1,555         \$1,444         \$1,167         \$1,487         \$1,652         \$1,656         \$1,696         \$1,775           Tech Days         4.00         \$1,005         \$1,775         \$1,009         \$1,222         \$1,160         \$1,190         \$1,231         \$1,165         \$1,166         \$1,676         \$1,678         \$1,166         \$1,678         \$1,140         \$1,327         \$1,165         \$1,696         \$1,772         \$1,600         \$1,775         \$1,600         \$1,179         \$1,237         \$1,165         \$1,698         \$1,167         \$1,487         \$1,199         \$1,327         \$1,165         \$1,698         \$1,779         \$1,237         \$1,199         \$1,327         \$1,309         \$3,000         \$3,000         \$1,505         \$1,149         \$1,327         \$1,309         \$80,000         \$80,000         \$80,000         \$80,000         \$80,800         \$9,000         \$1,000         \$1,000         \$1,000         \$1,000         \$1,000         \$1,000         \$1,000         \$1,000         \$1,000         \$1,000		•	4.00										\$1,351
2 Base Pay Contractual Days			400.00										
Contractual Days Feeb Days	•												
Tech Days Responsibility/Incentive TOTAL 189.00 57.569 58.106 58.8888 67.680 58.24 57.899 59.199 39.54 TOTAL 189.00 57.569 58.106 58.8888 67.680 58.24 57.899 59.199 39.54 Contractual Days 5.00 \$1.342 \$1.354 \$1.405 \$1.575 \$1.499 \$1.627 \$1.566 \$1.628 \$1.627 \$1.546 \$1.628 \$1.627 \$1.546 \$1.628 \$1.627 \$1.546 \$1.628 \$1.628 \$1.627 \$1.546 \$1.628 \$1.628 \$1.627 \$1.546 \$1.628 \$1.628 \$1.628 \$1.627 \$1.546 \$1.628 \$1.62	2												
Responsibility/Incentive   \$7,242   \$7,307   \$7,404   \$8,5,242   \$7,809   \$8,769   \$8,060   \$9,969   \$9,199   \$9,556   \$3,866   \$6,5606   \$6,5601   \$5,005   \$6,5604   \$7,600   \$73,309   \$75,006   \$6,5001   \$1,000   \$1													
TOTAL 189.00 \$57,569 \$58,106 289.888 \$67,680 \$62,437 \$69,901 \$64,268 \$77,409 \$73,309 \$76,000 Contractual Days 5.00 \$1,342 \$1,354 \$1,405 \$1,575 \$1,499 \$1,507 \$1,546 \$1,636 \$1,575 \$1,499 \$1,000		•	4.00										
Base Pay			180 00										
Contractual Days   Contractual	3				. ,						. ,		
Tech Days	3	•		. ,									
Responsibility/Incentive													
TOTAL 189.00 \$58,004 \$56,539 \$60,731 \$66,112 \$64,700 \$70,335 \$66,832 \$71,876 \$75,808 \$78,52 \$70,007 \$70,000 \$70,000 \$70,335 \$66,832 \$71,876 \$75,808 \$78,52 \$70,000 \$70			4.00										\$9,856
Base Pay			189.00										\$78,521
Contractual Days	4												\$66,948
Tech Days		•											\$1,860
Responsibility/Incentive		•											\$1,488
TOTAL 189.00 \$84,962 \$58,972 \$62,092 \$68,546 \$66,625 \$70,769 \$68,866 \$72,310 \$77,712 \$80,385 \$6 \$88 Pay 180.00 \$49,023 \$50,078 \$51,368 \$57,429 \$57,353 \$59,790 \$59,394 \$61,830 \$66,702 \$68,91 \$7 left Days \$4.00 \$1,069 \$1,113 \$1,182 \$1,276 \$1,275 \$1,329 \$1,320 \$1,718 \$1,853 \$1,919 \$1,477 \$1,580 \$1,850 \$1,850 \$1,178 \$1,853 \$1,919 \$1,477 \$1,580 \$1,850 \$1,850 \$1,850 \$1,850 \$1,919 \$1,477 \$1,580 \$1,850 \$1,850 \$1,850 \$1,850 \$1,919 \$1,477 \$1,580 \$1,850 \$1,919 \$1,477 \$1,580 \$1,850 \$1,919 \$1,477 \$1,910 \$1,770 \$1,309 \$1,450 \$1,450 \$1,570 \$1,035 \$1,482 \$1,570 \$1,585 \$1,482 \$1,570 \$1,585 \$1,482 \$1,570 \$1,585 \$1,		•											\$10,091
Contractual Days		TOTAL	189.00	\$58,436	\$58,972	\$62,092	\$68,546	\$66,625	\$70,769	\$68,866	\$72,310	\$77,712	\$80,387
Tech Days	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
Responsibility/Incentive   189.00   \$5,396   \$7,396   \$7,555   \$8,029   \$8,679   \$8,682   \$9,020   \$8,951   \$9,320   \$10,057   \$10,35		Contractual Days	5.00	\$1,362	\$1,391	\$1,477	\$1,595	\$1,593	\$1,661	\$1,650	\$1,718	\$1,853	\$1,914
TOTAL         189.00         \$58,870         \$60,137         \$63,856         \$68,879         \$68,879         \$61,805         \$71,315         \$74,242         \$80,094         \$82,766           Base Pay         180.00         \$49,386         \$51,063         \$54,748         \$57,914         \$59,208         \$61,626         \$61,413         \$63,330         \$68,666         \$70,86           Tech Days         4.00         \$1,097         \$1,135         \$1,217         \$1,287         \$1,316         \$1,706         \$1,773         \$1,907         \$1,967           Responsibility/Incentive         \$7,448         \$7,703         \$8,266         \$8,748         \$8,934         \$9,299         \$9,259         \$9,664         \$10,055         \$10,665         \$10,665         \$1,714         \$1,706         \$1,373         \$1,065         \$1,184         \$1,526         \$1,066         \$1,316         \$1,366         \$1,418         \$1,526         \$1,966         \$1,316         \$1,316         \$1,316         \$1,316         \$1,418         \$1,526         \$1,055         \$1,669         \$1,110         \$1,406         \$1,315         \$1,422         \$1,418         \$1,055         \$1,669         \$1,114         \$1,076         \$1,525         \$1,569         \$1,141         \$1,076         \$1,5		Tech Days	4.00	\$1,089			\$1,276			\$1,320			\$1,531
6 Base Pay Contractual Days         180.00         \$49,386         \$51,063         \$54,748         \$57,914         \$59,208         \$61,626         \$61,413         \$63,830         \$66,666         \$70,88           Contractual Days         5.00         \$1,372         \$1,418         \$1,521         \$1,609         \$1,365         \$1,713         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,908         \$1,908         \$1,973         \$1,907         \$1,907         \$1,907         \$1,907         \$1,907         \$1,908         \$1,000         \$1,575         \$1,662         \$1,710         \$1,778         \$1,663         \$77,405         \$20,663         \$77,205         \$73,44         \$1,000         \$1,575         \$1,642         \$1,710         \$1,778         \$1,641         \$1,421         \$1,475         \$1,682         \$1,637         \$1,627         \$1,632         \$1,421         \$1,475         \$1,682         \$1,637         \$1,600         \$1,637         \$1,600         \$1,637         \$1,600         \$1,637         \$1,600         \$1,637				\$7,396	\$7,555	\$8,029	\$8,679	\$8,652		\$8,951	\$9,320		\$10,390
Contractual Days													\$82,746
Tech Days   4.00   \$1,097   \$1,135   \$1,217   \$1,287   \$1,316   \$1,369   \$1,365   \$1,418   \$1,526   \$1,576   \$1,070   \$1,070   \$1,070   \$1,000	6												\$70,863
Responsibility/Incentive		•											\$1,968
TOTAL         189.00         \$59,303         \$61,319         \$65,752         \$69,558         \$71,103         \$74,006         \$72,743         \$76,645         \$82,454         \$85,09           7 Base Pay         180.00         \$56,693         \$55,110         \$61,572         \$63,993         \$63,9947         \$66,663         \$71,205         \$73,40           Contractual Days         5.00         \$1,575         \$1,642         \$1,710         \$1,774         \$1,475         \$1,683         \$1,422         \$1,421         \$1,475         \$1,582         \$1,637           Responsibility/Incentive         \$8,561         \$8,926         \$9,293         \$9,658         \$9,644         \$10,009         \$10,741         \$11,07           TOTAL         189.00         \$58,561         \$8,926         \$9,293         \$76,651         \$66,825         \$73,658           B ase Pay         180.00         \$58,572         \$60,993         \$63,868         \$66,283         \$66,414         \$68,825         \$73,658           Tech Days         4.00         \$1,302         \$1,355         \$1,419         \$1,473         \$1,476         \$1,529         \$1,637         \$1,687           Responsibility/Incentive         \$8,845         \$9,211         \$9,641         \$10,00 <th></th> <th>•</th> <th>4.00</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>\$1,575</th>		•	4.00										\$1,575
7         Base Pay         180.00         \$56,693         \$59,110         \$61,572         \$63,993         \$63,947         \$66,363         \$71,205         \$73,40           Contractual Days         5.00         \$1,575         \$1,642         \$1,710         \$1,776         \$1,843         \$1,978         \$2,03           Tech Days         4.00         \$1,260         \$1,314         \$1,368         \$1,422         \$1,421         \$1,475         \$1,582         \$1,582         \$2,03           Responsibility/Incentive         \$8,561         \$8,926         \$9,293         \$9,658         \$9,644         \$10,009         \$10,741         \$11,07           TOTAL         189.00         \$68,089         \$70,992         \$73,943         \$76,851         \$76,788         \$79,690         \$85,506         \$88,14           Contractual Days         5.00         \$1,627         \$1,694         \$1,774         \$1,841         \$1,475         \$1,627         \$1,669           Responsibility/Incentive         \$8,845         \$9,211         \$9,641         \$10,006         \$10,018         \$10,333         \$11,114         \$11,44           TOTAL         189.00         \$60,520         \$62,937         \$66,231         \$66,231         \$6,494         \$84,55			400.00										
Contractual Days   5.00   \$1,575   \$1,642   \$1,710   \$1,778   \$1,776   \$1,843   \$1,978   \$2,03   \$1,000   \$1,260   \$1,314   \$1,368   \$1,422   \$1,421   \$1,475   \$1,525   \$1,627   \$1,000   \$1,	-			\$59,303	\$61,319								
Tech Days	,												
Responsibility/Incentive													
TOTAL         189.00         \$68,089         \$70,992         \$73,943         \$76,851         \$76,788         \$79,690         \$85,506         \$88,14           8         Base Pay         180.00         \$58,572         \$60,993         \$63,868         \$66,283         \$66,414         \$68,825         \$73,658         \$75,85           Contractual Days         5.00         \$1,627         \$1,694         \$1,774         \$1,841         \$1,545         \$1,912         \$2,046         \$2,105           Tech Days         4.00         \$1,365         \$1,419         \$1,000         \$10,018         \$10,383         \$11,114         \$11,44           Responsibility/Incentive         \$8,845         \$9,211         \$9,641         \$10,006         \$10,018         \$10,383         \$11,114         \$11,44           TOTAL         189.00         \$60,520         \$62,937         \$66,231         \$68,643         \$68,944         \$71,357         \$76,191         \$78,38           Contractual Days         5.00         \$1,681         \$1,748         \$1,840         \$1,907         \$1,915         \$1,982         \$2,116         \$2,17           Responsibility/Incentive         \$9,139         \$9,505         \$9,999         \$10,364         \$10,403         \$10,768		•	4.00										
8 Base Pay         180.00         \$55,572         \$60,993         \$63,868         \$66,283         \$66,414         \$68,825         \$73,658         \$75,858           Contractual Days         5.00         \$1,627         \$1,694         \$1,774         \$1,841         \$1,845         \$1,912         \$2,046         \$2,10           Tech Days         4.00         \$1,302         \$1,355         \$1,419         \$1,476         \$1,529         \$1,637         \$1,687           Responsibility/Incentive         \$8,845         \$9,211         \$9,641         \$10,006         \$10,018         \$10,383         \$11,114         \$11,446           TOTAL         189.00         \$70,346         \$73,253         \$76,702         \$79,603         \$79,753         \$82,649         \$84,55         \$91,09           9 Base Pay         180.00         \$60,520         \$62,937         \$66,231         \$68,643         \$68,944         \$77,357         \$76,191         \$78,38           Contractual Days         5.00         \$1,681         \$1,748         \$1,840         \$1,907         \$1,915         \$1,982         \$2,116         \$2,17           Tech Days         4.00         \$1,345         \$1,399         \$1,472         \$1,525         \$1,532         \$1,586 <td< th=""><th></th><th></th><th>180 00</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></td<>			180 00										
Contractual Days 5.00 \$1,627 \$1,694 \$1,774 \$1,841 \$1,845 \$1,912 \$2,046 \$2,100 \$1,302 \$1,355 \$1,419 \$1,473 \$1,476 \$1,529 \$1,637 \$1,680 \$1,000 \$1,302 \$1,355 \$1,419 \$1,473 \$1,476 \$1,529 \$1,637 \$1,680 \$1,000 \$1,300 \$1,300 \$1,355 \$1,419 \$1,473 \$1,476 \$1,529 \$1,637 \$1,680 \$1,681 \$1,000 \$	8												
Tech Days         4.00         \$1,302         \$1,355         \$1,419         \$1,473         \$1,476         \$1,529         \$1,637         \$1,687           Responsibility/Incentive         \$8,845         \$9,211         \$9,641         \$10,006         \$10,018         \$10,383         \$11,114         \$11,444           TOTAL         189.00         \$70,346         \$73,253         \$76,702         \$79,603         \$79,753         \$82,649         \$88,455         \$91,09           9         Base Pay         180.00         \$60,520         \$62,937         \$66,231         \$68,643         \$68,944         \$71,357         \$76,191         \$78,38           Contractual Days         5.00         \$1,681         \$1,748         \$1,840         \$1,907         \$1,915         \$1,982         \$2,116         \$2,17           Tech Days         4.00         \$1,345         \$1,399         \$1,472         \$1,525         \$1,532         \$1,689         \$1,479           TOTAL         189.00         \$72,685         \$75,589         \$79,542         \$82,439         \$82,794         \$85,693         \$91,499         \$94,13           10         Base Pay         180.00         \$62,463         \$64,881         \$68,592         \$71,005         \$71,478	Ū	•											
Responsibility/Incentive   \$8,845   \$9,211   \$9,641   \$10,006   \$10,018   \$10,383   \$11,114   \$11,44   \$10,44													\$1,686
TOTAL         189.00         \$70,346         \$73,253         \$76,702         \$79,603         \$79,753         \$82,649         \$88,455         \$91,09           9         Base Pay         180.00         \$60,520         \$62,937         \$66,231         \$68,643         \$68,944         \$71,357         \$76,191         \$78,388           Contractual Days         5.00         \$1,681         \$1,748         \$1,840         \$1,907         \$1,915         \$1,982         \$2,116         \$2,17           Tech Days         4.00         \$1,345         \$1,399         \$1,472         \$1,525         \$1,532         \$1,586         \$1,693         \$1,74           Responsibility/Incentive         \$9,139         \$9,505         \$9,999         \$10,364         \$10,403         \$10,768         \$11,499         \$11,83           TOTAL         189.00         \$72,685         \$75,589         \$79,542         \$82,439         \$82,794         \$85,693         \$91,499         \$94,13           10         Base Pay         180.00         \$62,463         \$64,881         \$68,592         \$71,005         \$71,478         \$73,892         \$78,724         \$80,92           Contractual Days         5.00         \$1,735         \$1,802         \$1,905         \$1,972<			1.00										\$11,445
9         Base Pay         180.00         \$60,520         \$62,937         \$66,231         \$68,643         \$68,944         \$71,357         \$76,191         \$78,388           Contractual Days         5.00         \$1,681         \$1,748         \$1,840         \$1,907         \$1,915         \$1,982         \$2,116         \$2,17           Tech Days         4.00         \$1,345         \$1,399         \$1,472         \$1,525         \$1,586         \$1,693         \$1,74           Responsibility/Incentive         \$9,139         \$9,505         \$9,999         \$10,364         \$10,403         \$10,768         \$11,499         \$11,83           TOTAL         189.00         \$72,685         \$75,589         \$79,542         \$82,439         \$82,794         \$85,693         \$91,499         \$94,13           10         Base Pay         180.00         \$62,463         \$64,881         \$68,592         \$71,005         \$71,478         \$73,892         \$78,724         \$80,92           Contractual Days         5.00         \$1,338         \$1,442         \$1,524         \$1,586         \$1,642         \$1,749         \$1,79           Responsibility/Incentive         \$9,433         \$9,799         \$10,358         \$10,723         \$10,788         \$11,153			189.00										\$91,092
Contractual Days         5.00         \$1,681         \$1,748         \$1,840         \$1,907         \$1,915         \$1,982         \$2,116         \$2,17           Tech Days         4.00         \$1,345         \$1,399         \$1,472         \$1,525         \$1,532         \$1,586         \$1,693         \$1,748           Responsibility/Incentive         \$9,139         \$9,505         \$9,999         \$10,364         \$10,403         \$10,768         \$11,499         \$11,83           TOTAL         189.00         \$72,685         \$75,589         \$79,542         \$82,439         \$82,794         \$85,693         \$91,499         \$94,13           10         Base Pay         180.00         \$62,463         \$64,881         \$68,592         \$71,005         \$71,478         \$73,892         \$78,724         \$80,92           Contractual Days         5.00         \$1,735         \$1,802         \$1,905         \$1,972         \$1,986         \$2,053         \$2,187         \$2,24           Tech Days         4.00         \$1,388         \$1,442         \$1,578         \$1,588         \$1,642         \$1,749         \$1,79           Responsibility/Incentive         \$9,433         \$9,799         \$10,358         \$10,723         \$10,788         \$11,153	9	Base Pay											\$78,385
Tech Days         4.00         \$1,345         \$1,399         \$1,472         \$1,525         \$1,532         \$1,586         \$1,693         \$1,747           Responsibility/Incentive         \$9,139         \$9,505         \$9,999         \$10,364         \$10,403         \$10,768         \$11,499         \$11,833           TOTAL         189.00         \$72,685         \$75,589         \$79,542         \$82,439         \$82,794         \$85,693         \$91,499         \$94,13           10         Base Pay         180.00         \$62,463         \$64,881         \$68,592         \$71,005         \$71,478         \$73,892         \$78,724         \$80,92           Contractual Days         5.00         \$1,735         \$1,802         \$1,905         \$1,972         \$1,986         \$2,053         \$2,187         \$2,24           Tech Days         4.00         \$1,388         \$1,442         \$1,578         \$1,588         \$1,642         \$1,749         \$1,79           Responsibility/Incentive         \$9,433         \$9,799         \$10,358         \$10,723         \$10,788         \$11,153         \$11,884         \$12,21           TOTAL         189.00         \$75,019         \$77,924         \$82,379         \$85,278         \$85,840         \$88,740		•	5.00										\$2,177
TOTAL         189.00         \$72,685         \$75,589         \$79,542         \$82,439         \$82,794         \$85,693         \$91,499         \$94,13           10         Base Pay         180.00         \$62,463         \$64,881         \$68,592         \$71,005         \$71,478         \$73,892         \$78,724         \$80,92           Contractual Days         5.00         \$1,735         \$1,802         \$1,905         \$1,972         \$1,986         \$2,053         \$2,187         \$2,24           Tech Days         4.00         \$1,388         \$1,442         \$1,524         \$1,578         \$1,588         \$1,642         \$1,749         \$1,79           Responsibility/Incentive         \$9,433         \$9,799         \$10,358         \$10,723         \$10,788         \$11,153         \$11,884         \$12,21           TOTAL         189.00         \$75,019         \$77,924         \$82,379         \$85,278         \$85,840         \$88,740         \$94,544         \$97,18           11         Base Pay         180.00         \$64,406         \$66,825         \$70,953         \$73,369         \$74,009         \$76,426         \$81,255         \$83,45           Contractual Days         5.00         \$1,789         \$1,856         \$1,971         \$2,038		Tech Days	4.00			\$1,345	\$1,399	\$1,472	\$1,525	\$1,532		\$1,693	\$1,742
10       Base Pay       180.00       \$62,463       \$64,881       \$68,592       \$71,005       \$71,478       \$73,892       \$78,724       \$80,92         Contractual Days       5.00       \$1,735       \$1,802       \$1,905       \$1,972       \$1,986       \$2,053       \$2,187       \$2,24         Tech Days       4.00       \$1,388       \$1,442       \$1,524       \$1,578       \$1,588       \$1,642       \$1,749       \$1,79         Responsibility/Incentive       \$9,433       \$9,799       \$10,358       \$10,723       \$10,788       \$11,153       \$11,884       \$12,21         TOTAL       189.00       \$75,019       \$77,924       \$82,379       \$85,278       \$85,840       \$88,740       \$94,544       \$97,18         11       Base Pay       180.00       \$64,406       \$66,825       \$70,953       \$73,369       \$74,009       \$76,426       \$81,255       \$83,45         Contractual Days       5.00       \$1,789       \$1,856       \$1,971       \$2,038       \$2,056       \$2,123       \$2,257       \$2,31         Tech Days       4.00       \$1,431       \$1,485       \$1,577       \$1,630       \$1,645       \$1,698       \$1,806       \$1,856         Responsibility/Incentive <th></th> <th>Responsibility/Incentive</th> <th></th> <th></th> <th></th> <th>\$9,139</th> <th>\$9,505</th> <th>\$9,999</th> <th>\$10,364</th> <th>\$10,403</th> <th>\$10,768</th> <th>\$11,499</th> <th>\$11,830</th>		Responsibility/Incentive				\$9,139	\$9,505	\$9,999	\$10,364	\$10,403	\$10,768	\$11,499	\$11,830
Contractual Days         5.00         \$1,735         \$1,802         \$1,905         \$1,972         \$1,986         \$2,053         \$2,187         \$2,24           Tech Days         4.00         \$1,388         \$1,442         \$1,524         \$1,578         \$1,588         \$1,642         \$1,749         \$1,79           Responsibility/Incentive         \$9,433         \$9,799         \$10,358         \$10,723         \$10,788         \$11,153         \$11,884         \$12,21           TOTAL         189.00         \$75,019         \$77,924         \$82,379         \$85,278         \$85,840         \$88,740         \$94,544         \$97,18           11         Base Pay         180.00         \$64,406         \$66,825         \$70,953         \$73,369         \$74,009         \$76,426         \$81,255         \$83,45           Contractual Days         5.00         \$1,789         \$1,856         \$1,971         \$2,038         \$2,056         \$2,123         \$2,257         \$2,31           Tech Days         4.00         \$1,431         \$1,485         \$1,577         \$1,630         \$1,645         \$1,698         \$1,806         \$1,85           Responsibility/Incentive         \$9,727         \$10,092         \$10,716         \$11,081         \$11,772		TOTAL	189.00			\$72,685	\$75,589		\$82,439	\$82,794	\$85,693	\$91,499	\$94,134
Tech Days       4.00       \$1,388       \$1,442       \$1,524       \$1,578       \$1,588       \$1,642       \$1,749       \$1,779         Responsibility/Incentive       \$9,433       \$9,799       \$10,358       \$10,723       \$10,788       \$11,153       \$11,884       \$12,21         TOTAL       189.00       \$75,019       \$77,924       \$82,379       \$85,278       \$85,840       \$88,740       \$94,544       \$97,18         11       Base Pay       180.00       \$64,406       \$66,825       \$70,953       \$73,369       \$74,009       \$76,426       \$81,255       \$83,45         Contractual Days       5.00       \$1,789       \$1,856       \$1,971       \$2,038       \$2,056       \$2,123       \$2,257       \$2,31         Tech Days       4.00       \$1,431       \$1,485       \$1,577       \$1,630       \$1,645       \$1,698       \$1,806       \$1,85         Responsibility/Incentive       \$9,727       \$10,092       \$10,716       \$11,081       \$11,172       \$11,538       \$12,268       \$12,668	10	,	180.00			\$62,463	\$64,881	\$68,592	\$71,005	\$71,478	\$73,892	\$78,724	\$80,920
Responsibility/Incentive       \$9,433       \$9,799       \$10,358       \$10,723       \$11,153       \$11,153       \$11,884       \$12,21         TOTAL       189.00       \$75,019       \$77,924       \$82,379       \$85,278       \$85,840       \$88,740       \$94,544       \$97,18         11       Base Pay       180.00       \$64,406       \$66,825       \$70,953       \$73,369       \$74,009       \$76,426       \$81,255       \$83,45         Contractual Days       5.00       \$1,789       \$1,856       \$1,971       \$2,038       \$2,056       \$2,123       \$2,257       \$2,31         Tech Days       4.00       \$1,431       \$1,485       \$1,577       \$1,630       \$1,645       \$1,698       \$1,806       \$1,85         Responsibility/Incentive       \$9,727       \$10,092       \$10,716       \$11,081       \$11,172       \$11,538       \$12,268       \$12,608		,											\$2,248
TOTAL       189.00       \$75,019       \$77,924       \$82,379       \$85,278       \$85,840       \$88,740       \$94,544       \$97,18         11       Base Pay       180.00       \$64,406       \$66,825       \$70,953       \$73,369       \$74,009       \$76,426       \$81,255       \$83,45         Contractual Days       5.00       \$1,789       \$1,856       \$1,971       \$2,038       \$2,056       \$2,123       \$2,257       \$2,31         Tech Days       4.00       \$1,431       \$1,485       \$1,577       \$1,630       \$1,645       \$1,698       \$1,806       \$1,85         Responsibility/Incentive       \$9,727       \$10,092       \$10,716       \$11,081       \$11,172       \$11,538       \$12,268       \$12,66		•	4.00										\$1,798
11       Base Pay       180.00       \$64,406       \$66,825       \$70,953       \$73,369       \$74,009       \$76,426       \$81,255       \$83,45         Contractual Days       5.00       \$1,789       \$1,856       \$1,971       \$2,038       \$2,056       \$2,123       \$2,257       \$2,31         Tech Days       4.00       \$1,431       \$1,485       \$1,577       \$1,630       \$1,645       \$1,698       \$1,806       \$1,85         Responsibility/Incentive       \$9,727       \$10,092       \$10,716       \$11,081       \$11,172       \$11,538       \$12,268       \$12,66													\$12,215
Contractual Days       5.00       \$1,789       \$1,856       \$1,971       \$2,038       \$2,056       \$2,123       \$2,257       \$2,31         Tech Days       4.00       \$1,431       \$1,485       \$1,577       \$1,630       \$1,645       \$1,698       \$1,806       \$1,85         Responsibility/Incentive       \$9,727       \$10,092       \$10,716       \$11,081       \$11,172       \$11,538       \$12,268       \$12,60													\$97,181
Tech Days       4.00       \$1,431       \$1,485       \$1,577       \$1,630       \$1,645       \$1,698       \$1,806       \$1,85         Responsibility/Incentive       \$9,727       \$10,092       \$10,716       \$11,081       \$11,172       \$11,538       \$12,268       \$12,668	11												\$83,451
Responsibility/Incentive \$9,727 \$10,092 \$10,716 \$11,081 \$11,172 \$11,538 \$12,268 \$12,60													\$2,318
		•	4.00										\$1,854
101AL 189.00 \$17,353 \$80,258 \$85,217 \$88,118 \$88,882 \$91,785 \$97,586 \$100,22			400.00										\$12,600
		TOTAL	189.00			\$11,353	<b>\$80,258</b>	\$85,217	<b>\$88,118</b>	<b>\$88,882</b>	<b>\$91,785</b>	\$97,586	\$100,223

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

			ВА	BA+22.5	BA+45	BA+45	BA+90	BA+90	BA+135	BA+135	BA+155	PhD/Dr.
						+MA		+MA		+MA	+MA	
Step	CBA Item	<u>Days</u>	(100)	(200)	(300)	(400)	(500)	(600)	(700)	(800)	(900)	(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
	TOTAL	189.00			\$79,687	\$82,594	\$88,055	\$90,957	\$91,925	\$94,830	\$100,630	\$103,267
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
	TOTAL	189.00					\$90,891	\$93,792	\$94,971	\$97,874	\$103,675	\$106,312
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
	TOTAL	189.00					\$93,728	\$96,631	\$98,011	\$100,915	\$106,717	\$109,355
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
	TOTAL	189.00					\$95,501	\$98,444	\$99,833	\$102,775	\$108,651	\$111,322

2018-19 Cost Estimate \$86,299 \$78,110 \$8,189 2018-19 average total compensation 2017-18 average total compensation 10.5% 2018-19 above 2017-18 total compensation