

## 2019/20 Certificated Staff Salary Schedule

Step		A	B	C	D	E	F	G
		BA	BA+15	BA+30	BA+45	BA+90 MA	BA+135*/MA +45	MA+90/ Doctorate
<b>1</b>	<b>Index</b>	<b>1.0000</b>	<b>1.0376</b>	<b>1.0766</b>	<b>1.1171</b>	<b>1.1591</b>	<b>1.2027</b>	<b>1.2480</b>
	Base Pay	\$ 49,059	\$ 50,904	\$ 52,817	\$ 54,804	\$ 56,864	\$ 59,003	\$ 61,226
	Contractual Prof Dev (4 Days)	\$ 1,090	\$ 1,131	\$ 1,174	\$ 1,218	\$ 1,264	\$ 1,311	\$ 1,361
	Optional Prof Dev (3.5 Days)	\$ 954	\$ 990	\$ 1,027	\$ 1,066	\$ 1,106	\$ 1,147	\$ 1,191
	Responsibility/Incentive	\$ 1,199	\$ 1,321	\$ 1,446	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 54,303</b>	<b>\$ 56,347</b>	<b>\$ 58,465</b>	<b>\$ 60,664</b>	<b>\$ 62,945</b>	<b>\$ 65,312</b>	<b>\$ 67,770</b>
<b>2</b>	<b>Index</b>	<b>1.0376</b>	<b>1.0766</b>	<b>1.1171</b>	<b>1.1591</b>	<b>1.2027</b>	<b>1.2480</b>	<b>1.2949</b>
	Base Pay	\$ 50,904	\$ 52,817	\$ 54,804	\$ 56,864	\$ 59,003	\$ 61,226	\$ 63,526
	Contractual Prof Dev (4 Days)	\$ 1,131	\$ 1,174	\$ 1,218	\$ 1,264	\$ 1,311	\$ 1,361	\$ 1,412
	Optional Prof Dev (3.5 Days)	\$ 990	\$ 1,027	\$ 1,066	\$ 1,106	\$ 1,147	\$ 1,191	\$ 1,235
	Responsibility/Incentive	\$ 1,321	\$ 1,446	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 56,346</b>	<b>\$ 58,464</b>	<b>\$ 60,663</b>	<b>\$ 62,944</b>	<b>\$ 65,311</b>	<b>\$ 67,769</b>	<b>\$ 70,316</b>
<b>3</b>	<b>Index</b>	<b>1.0766</b>	<b>1.1171</b>	<b>1.1591</b>	<b>1.2027</b>	<b>1.2480</b>	<b>1.2949</b>	<b>1.3436</b>
	Base Pay	\$ 52,817	\$ 54,804	\$ 56,864	\$ 59,003	\$ 61,226	\$ 63,526	\$ 65,916
	Contractual Prof Dev (4 Days)	\$ 1,174	\$ 1,218	\$ 1,264	\$ 1,311	\$ 1,361	\$ 1,412	\$ 1,465
	Optional Prof Dev (3.5 Days)	\$ 1,027	\$ 1,066	\$ 1,106	\$ 1,147	\$ 1,191	\$ 1,235	\$ 1,282
	Responsibility/Incentive	\$ 1,446	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 58,464</b>	<b>\$ 60,663</b>	<b>\$ 62,944</b>	<b>\$ 65,311</b>	<b>\$ 67,769</b>	<b>\$ 70,316</b>	<b>\$ 72,961</b>
<b>4</b>	<b>Index</b>	<b>1.1171</b>	<b>1.1591</b>	<b>1.2027</b>	<b>1.2480</b>	<b>1.2949</b>	<b>1.3436</b>	<b>1.3941</b>
	Base Pay	\$ 54,804	\$ 56,864	\$ 59,003	\$ 61,226	\$ 63,526	\$ 65,916	\$ 68,393
	Contractual Prof Dev (4 Days)	\$ 1,218	\$ 1,264	\$ 1,311	\$ 1,361	\$ 1,412	\$ 1,465	\$ 1,520
	Optional Prof Dev (3.5 Days)	\$ 1,066	\$ 1,106	\$ 1,147	\$ 1,191	\$ 1,235	\$ 1,282	\$ 1,330
	Responsibility/Incentive	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 60,663</b>	<b>\$ 62,944</b>	<b>\$ 65,311</b>	<b>\$ 67,769</b>	<b>\$ 70,316</b>	<b>\$ 72,961</b>	<b>\$ 75,705</b>
<b>5</b>	<b>Index</b>	<b>1.1591</b>	<b>1.2027</b>	<b>1.2480</b>	<b>1.2949</b>	<b>1.3436</b>	<b>1.3941</b>	<b>1.4466</b>
	Base Pay	\$ 56,864	\$ 59,003	\$ 61,226	\$ 63,526	\$ 65,916	\$ 68,393	\$ 70,969
	Contractual Prof Dev (4 Days)	\$ 1,264	\$ 1,311	\$ 1,361	\$ 1,412	\$ 1,465	\$ 1,520	\$ 1,577
	Optional Prof Dev (3.5 Days)	\$ 1,106	\$ 1,147	\$ 1,191	\$ 1,235	\$ 1,282	\$ 1,330	\$ 1,380
	Responsibility/Incentive	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 62,944</b>	<b>\$ 65,311</b>	<b>\$ 67,769</b>	<b>\$ 70,316</b>	<b>\$ 72,961</b>	<b>\$ 75,705</b>	<b>\$ 78,553</b>
<b>6</b>	<b>Index</b>	<b>1.2027</b>	<b>1.2480</b>	<b>1.2949</b>	<b>1.3436</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>
	Base Pay	\$ 59,003	\$ 61,226	\$ 63,526	\$ 65,916	\$ 68,393	\$ 70,969	\$ 73,637
	Contractual Prof Dev (4 Days)	\$ 1,311	\$ 1,361	\$ 1,412	\$ 1,465	\$ 1,520	\$ 1,577	\$ 1,636
	Optional Prof Dev (3.5 Days)	\$ 1,147	\$ 1,191	\$ 1,235	\$ 1,282	\$ 1,330	\$ 1,380	\$ 1,432
	Responsibility/Incentive	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 65,311</b>	<b>\$ 67,769</b>	<b>\$ 70,316</b>	<b>\$ 72,961</b>	<b>\$ 75,705</b>	<b>\$ 78,553</b>	<b>\$ 81,505</b>
<b>7</b>	<b>Index</b>	<b>1.2480</b>	<b>1.2949</b>	<b>1.3436</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>	<b>1.5574</b>
	Base Pay	\$ 61,226	\$ 63,526	\$ 65,916	\$ 68,393	\$ 70,969	\$ 73,637	\$ 76,404
	Contractual Prof Dev (4 Days)	\$ 1,361	\$ 1,412	\$ 1,465	\$ 1,520	\$ 1,577	\$ 1,636	\$ 1,698
	Optional Prof Dev (3.5 Days)	\$ 1,191	\$ 1,235	\$ 1,282	\$ 1,330	\$ 1,380	\$ 1,432	\$ 1,486
	Responsibility/Incentive	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 67,769</b>	<b>\$ 70,316</b>	<b>\$ 72,961</b>	<b>\$ 75,705</b>	<b>\$ 78,553</b>	<b>\$ 81,505</b>	<b>\$ 84,571</b>
<b>8</b>	<b>Index</b>	<b>1.2949</b>	<b>1.3436</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>	<b>1.5574</b>	<b>1.6160</b>
	Base Pay	\$ 63,526	\$ 65,916	\$ 68,393	\$ 70,969	\$ 73,637	\$ 76,404	\$ 79,279
	Contractual Prof Dev (4 Days)	\$ 1,412	\$ 1,465	\$ 1,520	\$ 1,577	\$ 1,636	\$ 1,698	\$ 1,762
	Optional Prof Dev (3.5 Days)	\$ 1,235	\$ 1,282	\$ 1,330	\$ 1,380	\$ 1,432	\$ 1,486	\$ 1,542
	Responsibility/Incentive	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983	\$ 3,170
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 70,316</b>	<b>\$ 72,961</b>	<b>\$ 75,705</b>	<b>\$ 78,553</b>	<b>\$ 81,505</b>	<b>\$ 84,571</b>	<b>\$ 87,753</b>
<b>9</b>	<b>Index</b>	<b>1.3436</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>	<b>1.5574</b>	<b>1.6160</b>	<b>1.6768</b>
	Base Pay	\$ 65,916	\$ 68,393	\$ 70,969	\$ 73,637	\$ 76,404	\$ 79,279	\$ 82,262
	Contractual Prof Dev (4 Days)	\$ 1,465	\$ 1,520	\$ 1,577	\$ 1,636	\$ 1,698	\$ 1,762	\$ 1,828
	Optional Prof Dev (3.5 Days)	\$ 1,282	\$ 1,330	\$ 1,380	\$ 1,432	\$ 1,486	\$ 1,542	\$ 1,600
	Responsibility/Incentive	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983	\$ 3,170	\$ 3,364
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 72,961</b>	<b>\$ 75,705</b>	<b>\$ 78,553</b>	<b>\$ 81,505</b>	<b>\$ 84,571</b>	<b>\$ 87,753</b>	<b>\$ 91,054</b>

<b>10</b>	<b>Index</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>	<b>1.5574</b>	<b>1.6160</b>	<b>1.6768</b>	<b>1.7399</b>
	Base Pay	\$ 68,393	\$ 70,969	\$ 73,637	\$ 76,404	\$ 79,279	\$ 82,262	\$ 85,358
	Contractual Prof Dev (4 Days)	\$ 1,520	\$ 1,577	\$ 1,636	\$ 1,698	\$ 1,762	\$ 1,828	\$ 1,897
	Optional Prof Dev (3.5 Days)	\$ 1,330	\$ 1,380	\$ 1,432	\$ 1,486	\$ 1,542	\$ 1,600	\$ 1,660
	Responsibility/Incentive	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983	\$ 3,170	\$ 3,364	\$ 3,563
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 75,705</b>	<b>\$ 78,553</b>	<b>\$ 81,505</b>	<b>\$ 84,571</b>	<b>\$ 87,753</b>	<b>\$ 91,054</b>	<b>\$ 94,478</b>
<b>11</b>	<b>Index</b>				<b>1.6160</b>	<b>1.6768</b>	<b>1.7399</b>	<b>1.8053</b>
	Base Pay				\$ 79,279	\$ 82,262	\$ 85,358	\$ 88,566
	Contractual Prof Dev (4 Days)				\$ 1,762	\$ 1,828	\$ 1,897	\$ 1,968
	Optional Prof Dev (3.5 Days)				\$ 1,542	\$ 1,600	\$ 1,660	\$ 1,722
	Responsibility/Incentive				\$ 3,170	\$ 3,364	\$ 3,563	\$ 3,774
	Technology				\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>				<b>\$ 87,753</b>	<b>\$ 91,054</b>	<b>\$ 94,478</b>	<b>\$ 98,030</b>
<b>12</b>	<b>Index</b>					<b>1.7399</b>	<b>1.8053</b>	<b>1.8732</b>
	Base Pay					\$ 85,358	\$ 88,566	\$ 91,897
	Contractual Prof Dev (4 Days)					\$ 1,897	\$ 1,968	\$ 2,042
	Optional Prof Dev (3.5 Days)					\$ 1,660	\$ 1,722	\$ 1,787
	Responsibility/Incentive					\$ 3,563	\$ 3,774	\$ 3,992
	Technology					\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>					<b>\$ 94,478</b>	<b>\$ 98,030</b>	<b>\$ 101,718</b>
<b>13</b>	<b>Index</b>					<b>1.8053</b>	<b>1.8732</b>	<b>1.9436</b>
	Base Pay					\$ 88,566	\$ 91,897	\$ 95,351
	Contractual Prof Dev (4 Days)					\$ 1,968	\$ 2,042	\$ 2,119
	Optional Prof Dev (3.5 Days)					\$ 1,722	\$ 1,787	\$ 1,854
	Responsibility/Incentive					\$ 3,774	\$ 3,992	\$ 4,220
	Technology					\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>					<b>\$ 98,030</b>	<b>\$ 101,718</b>	<b>\$ 105,544</b>
<b>14</b>	<b>Index</b>						<b>1.9436</b>	<b>2.0167</b>
	Base Pay						\$ 95,351	\$ 98,937
	Contractual Prof Dev (4 Days)						\$ 2,119	\$ 2,199
	Optional Prof Dev (3.5 Days)						\$ 1,854	\$ 1,924
	Responsibility/Incentive						\$ 4,220	\$ 4,454
	Technology						\$ 2,000	\$ 2,000
	<b>Total</b>						<b>\$ 105,544</b>	<b>\$ 109,514</b>
<b>15</b>	<b>Index</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>	<b>1.6160</b>	<b>1.8053</b>	<b>1.9436</b>	<b>2.0167</b>
	Base Pay	\$ 68,393	\$ 70,969	\$ 73,637	\$ 79,279	\$ 88,566	\$ 95,351	\$ 98,937
	Contractual Prof Dev (4 Days)	\$ 1,520	\$ 1,577	\$ 1,636	\$ 1,762	\$ 1,968	\$ 2,119	\$ 2,199
	Optional Prof Dev (3.5 Days)	\$ 1,330	\$ 1,380	\$ 1,432	\$ 1,542	\$ 1,722	\$ 1,854	\$ 1,924
	Responsibility/Incentive	\$ 3,662	\$ 3,827	\$ 4,000	\$ 4,370	\$ 4,974	\$ 5,420	\$ 5,654
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 76,905</b>	<b>\$ 79,753</b>	<b>\$ 82,705</b>	<b>\$ 88,953</b>	<b>\$ 99,230</b>	<b>\$ 106,744</b>	<b>\$ 110,714</b>
<b>20</b>	<b>Index</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>	<b>1.6160</b>	<b>1.8053</b>	<b>1.9436</b>	<b>2.0167</b>
	Base Pay	\$ 68,393	\$ 70,969	\$ 73,637	\$ 79,279	\$ 88,566	\$ 95,351	\$ 98,937
	Contractual Prof Dev (4 Days)	\$ 1,520	\$ 1,577	\$ 1,636	\$ 1,762	\$ 1,968	\$ 2,119	\$ 2,199
	Optional Prof Dev (3.5 Days)	\$ 1,330	\$ 1,380	\$ 1,432	\$ 1,542	\$ 1,722	\$ 1,854	\$ 1,924
	Responsibility/Incentive	\$ 4,862	\$ 5,027	\$ 5,200	\$ 5,570	\$ 6,174	\$ 6,620	\$ 6,854
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 78,105</b>	<b>\$ 80,953</b>	<b>\$ 83,905</b>	<b>\$ 90,153</b>	<b>\$ 100,430</b>	<b>\$ 107,944</b>	<b>\$ 111,914</b>
<b>25</b>	<b>Index</b>	<b>1.3941</b>	<b>1.4466</b>	<b>1.5010</b>	<b>1.6160</b>	<b>1.8053</b>	<b>1.9436</b>	<b>2.0167</b>
	Base Pay	\$ 68,393	\$ 70,969	\$ 73,637	\$ 79,279	\$ 88,566	\$ 95,351	\$ 98,937
	Contractual Prof Dev (4 Days)	\$ 1,520	\$ 1,577	\$ 1,636	\$ 1,762	\$ 1,968	\$ 2,119	\$ 2,199
	Optional Prof Dev (3.5 Days)	\$ 1,330	\$ 1,380	\$ 1,432	\$ 1,542	\$ 1,722	\$ 1,854	\$ 1,924
	Responsibility/Incentive	\$ 6,062	\$ 6,227	\$ 6,400	\$ 6,770	\$ 7,374	\$ 7,820	\$ 8,054
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	<b>Total</b>	<b>\$ 79,305</b>	<b>\$ 82,153</b>	<b>\$ 85,105</b>	<b>\$ 91,353</b>	<b>\$ 101,630</b>	<b>\$ 109,144</b>	<b>\$ 113,114</b>

**Notes: Part-time Teachers:**

Contract PD - will work full day and receive pay for full day

Optional PD - Eligible for all days at per diem rate

Base Pay and Responsibility/Incentive - pro rated based on FTE

Technology Stipend: If 0.5 FTE or less, receive \$1,000 of technology stipend, if greater than 0.5 FTE, receive full \$2,000 of technology stipend.

\*BA+135 is closed effective 9/1/1997

Negotiated Project Rate	\$30.38
Summer School Rate	\$37.97

Substitute Teacher Rates	1-15 Days	\$187
	16 Days On	\$217