



CERTIFICATED  
SALARY SCHEDULES  
FOR 2019-2022

**2019-20 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	\$50,502	\$50,582	\$50,660	\$58,531	\$52,570	\$60,623	\$53,842	\$61,895	\$63,169	\$63,858
	Contractual Days	5.00	\$1,403	\$1,405	\$1,407	\$1,626	\$1,460	\$1,684	\$1,496	\$1,719	\$1,755	\$1,774
	Tech Days	4.00	\$1,122	\$1,124	\$1,126	\$1,301	\$1,168	\$1,347	\$1,196	\$1,375	\$1,404	\$1,419
	Responsibility/Incentive		\$6,767	\$7,367	\$7,652	\$8,859	\$7,922	\$9,158	\$8,103	\$9,338	\$9,518	\$9,617
	<b>TOTAL</b>	<b>189.00</b>	<b>\$59,794</b>	<b>\$60,478</b>	<b>\$60,845</b>	<b>\$70,317</b>	<b>\$63,120</b>	<b>\$72,812</b>	<b>\$64,637</b>	<b>\$74,327</b>	<b>\$75,846</b>	<b>\$76,668</b>
2	Base Pay	180.00	\$50,607	\$50,799	\$51,484	\$59,156	\$54,598	\$61,112	\$56,208	\$62,440	\$64,110	\$66,503
	Contractual Days	5.00	\$1,406	\$1,411	\$1,430	\$1,643	\$1,517	\$1,698	\$1,561	\$1,734	\$1,781	\$1,847
	Tech Days	4.00	\$1,125	\$1,129	\$1,144	\$1,315	\$1,213	\$1,358	\$1,249	\$1,388	\$1,425	\$1,478
	Responsibility/Incentive		\$7,325	\$7,672	\$7,774	\$8,950	\$8,231	\$9,228	\$8,463	\$9,417	\$9,659	\$10,020
	<b>TOTAL</b>	<b>189.00</b>	<b>\$60,463</b>	<b>\$61,011</b>	<b>\$61,832</b>	<b>\$71,064</b>	<b>\$65,559</b>	<b>\$73,396</b>	<b>\$67,481</b>	<b>\$74,979</b>	<b>\$76,975</b>	<b>\$79,848</b>
3	Base Pay	180.00	\$50,711	\$51,180	\$53,094	\$59,536	\$56,654	\$61,494	\$58,447	\$62,851	\$66,293	\$68,665
	Contractual Days	5.00	\$1,409	\$1,422	\$1,475	\$1,654	\$1,574	\$1,708	\$1,624	\$1,746	\$1,841	\$1,907
	Tech Days	4.00	\$1,127	\$1,137	\$1,180	\$1,323	\$1,259	\$1,367	\$1,299	\$1,397	\$1,473	\$1,526
	Responsibility/Incentive		\$7,658	\$7,727	\$8,018	\$9,005	\$8,543	\$9,283	\$8,804	\$9,476	\$9,991	\$10,349
	<b>TOTAL</b>	<b>189.00</b>	<b>\$60,905</b>	<b>\$61,466</b>	<b>\$63,767</b>	<b>\$71,518</b>	<b>\$68,030</b>	<b>\$73,852</b>	<b>\$70,174</b>	<b>\$75,470</b>	<b>\$79,598</b>	<b>\$82,447</b>
4	Base Pay	180.00	\$51,091	\$51,562	\$54,285	\$59,919	\$58,257	\$61,877	\$60,225	\$63,234	\$67,957	\$70,295
	Contractual Days	5.00	\$1,419	\$1,432	\$1,508	\$1,664	\$1,618	\$1,719	\$1,673	\$1,757	\$1,888	\$1,953
	Tech Days	4.00	\$1,135	\$1,146	\$1,206	\$1,332	\$1,295	\$1,375	\$1,338	\$1,432	\$1,510	\$1,562
	Responsibility/Incentive		\$7,712	\$7,781	\$8,197	\$9,058	\$8,786	\$9,337	\$9,073	\$9,530	\$10,243	\$10,596
	<b>TOTAL</b>	<b>189.00</b>	<b>\$61,357</b>	<b>\$61,921</b>	<b>\$65,196</b>	<b>\$71,973</b>	<b>\$69,956</b>	<b>\$74,308</b>	<b>\$72,309</b>	<b>\$75,926</b>	<b>\$81,598</b>	<b>\$84,406</b>
5	Base Pay	180.00	\$51,474	\$52,582	\$55,826	\$60,300	\$60,221	\$62,780	\$62,364	\$64,922	\$70,037	\$72,357
	Contractual Days	5.00	\$1,430	\$1,461	\$1,551	\$1,675	\$1,673	\$1,744	\$1,732	\$1,803	\$1,945	\$2,010
	Tech Days	4.00	\$1,144	\$1,168	\$1,241	\$1,340	\$1,338	\$1,395	\$1,386	\$1,443	\$1,556	\$1,608
	Responsibility/Incentive		\$7,766	\$7,933	\$8,430	\$9,113	\$9,085	\$9,471	\$9,399	\$9,786	\$10,560	\$10,910
	<b>TOTAL</b>	<b>189.00</b>	<b>\$61,814</b>	<b>\$63,144</b>	<b>\$67,048</b>	<b>\$72,428</b>	<b>\$72,317</b>	<b>\$75,390</b>	<b>\$74,881</b>	<b>\$77,954</b>	<b>\$84,098</b>	<b>\$86,885</b>
6	Base Pay	180.00	\$51,855	\$53,616	\$57,485	\$60,810	\$62,168	\$64,707	\$64,484	\$67,022	\$72,099	\$74,406
	Contractual Days	5.00	\$1,440	\$1,489	\$1,597	\$1,689	\$1,727	\$1,797	\$1,791	\$1,862	\$2,003	\$2,067
	Tech Days	4.00	\$1,152	\$1,191	\$1,277	\$1,351	\$1,382	\$1,438	\$1,433	\$1,489	\$1,602	\$1,653
	Responsibility/Incentive		\$7,820	\$8,088	\$8,679	\$9,185	\$9,381	\$9,764	\$9,722	\$10,105	\$10,873	\$11,221
	<b>TOTAL</b>	<b>189.00</b>	<b>\$62,267</b>	<b>\$64,384</b>	<b>\$69,038</b>	<b>\$73,035</b>	<b>\$74,658</b>	<b>\$77,706</b>	<b>\$77,430</b>	<b>\$80,478</b>	<b>\$86,577</b>	<b>\$89,347</b>
7	Base Pay	180.00			\$59,528	\$62,066	\$64,651	\$67,193	\$67,144	\$69,681	\$74,765	\$77,070
	Contractual Days	5.00			\$1,654	\$1,724	\$1,796	\$1,866	\$1,865	\$1,936	\$2,077	\$2,141
	Tech Days	4.00			\$1,323	\$1,379	\$1,437	\$1,493	\$1,492	\$1,548	\$1,661	\$1,713
	Responsibility/Incentive				\$8,989	\$9,372	\$9,758	\$10,141	\$10,126	\$10,509	\$11,278	\$11,626
	<b>TOTAL</b>	<b>189.00</b>			<b>\$71,494</b>	<b>\$74,541</b>	<b>\$77,642</b>	<b>\$80,693</b>	<b>\$80,627</b>	<b>\$83,674</b>	<b>\$89,781</b>	<b>\$92,550</b>
8	Base Pay	180.00			\$61,501	\$64,043	\$67,061	\$69,597	\$69,735	\$72,266	\$77,341	\$79,647
	Contractual Days	5.00			\$1,708	\$1,779	\$1,863	\$1,933	\$1,937	\$2,007	\$2,148	\$2,212
	Tech Days	4.00			\$1,367	\$1,423	\$1,490	\$1,547	\$1,550	\$1,606	\$1,719	\$1,770
	Responsibility/Incentive				\$9,287	\$9,672	\$10,123	\$10,506	\$10,519	\$10,902	\$11,670	\$12,017
	<b>TOTAL</b>	<b>189.00</b>			<b>\$73,863</b>	<b>\$76,917</b>	<b>\$80,537</b>	<b>\$83,583</b>	<b>\$83,741</b>	<b>\$86,781</b>	<b>\$92,878</b>	<b>\$95,646</b>
9	Base Pay	180.00			\$63,546	\$66,084	\$69,543	\$72,075	\$72,391	\$74,925	\$80,001	\$82,304
	Contractual Days	5.00			\$1,765	\$1,836	\$1,932	\$2,002	\$2,011	\$2,081	\$2,222	\$2,286
	Tech Days	4.00			\$1,412	\$1,469	\$1,545	\$1,602	\$1,609	\$1,665	\$1,778	\$1,829
	Responsibility/Incentive				\$9,596	\$9,980	\$10,499	\$10,882	\$10,923	\$11,306	\$12,074	\$12,422
	<b>TOTAL</b>	<b>189.00</b>			<b>\$76,319</b>	<b>\$79,369</b>	<b>\$83,519</b>	<b>\$86,561</b>	<b>\$86,934</b>	<b>\$89,977</b>	<b>\$96,075</b>	<b>\$98,841</b>
10	Base Pay	180.00			\$65,586	\$68,125	\$72,022	\$74,555	\$75,052	\$77,587	\$82,660	\$84,966
	Contractual Days	5.00			\$1,822	\$1,892	\$2,001	\$2,071	\$2,085	\$2,155	\$2,296	\$2,360
	Tech Days	4.00			\$1,457	\$1,514	\$1,600	\$1,657	\$1,668	\$1,724	\$1,837	\$1,888
	Responsibility/Incentive				\$9,905	\$10,289	\$10,876	\$11,259	\$11,327	\$11,711	\$12,478	\$12,826
	<b>TOTAL</b>	<b>189.00</b>			<b>\$78,770</b>	<b>\$81,820</b>	<b>\$86,499</b>	<b>\$89,542</b>	<b>\$90,132</b>	<b>\$93,177</b>	<b>\$99,271</b>	<b>\$102,040</b>
11	Base Pay	180.00			\$67,626	\$70,166	\$74,501	\$77,037	\$77,709	\$80,247	\$85,318	\$87,624
	Contractual Days	5.00			\$1,879	\$1,949	\$2,069	\$2,140	\$2,159	\$2,229	\$2,370	\$2,434
	Tech Days	4.00			\$1,503	\$1,559	\$1,656	\$1,712	\$1,727	\$1,783	\$1,896	\$1,947
	Responsibility/Incentive				\$10,213	\$10,597	\$11,252	\$11,635	\$11,731	\$12,115	\$12,881	\$13,230
	<b>TOTAL</b>	<b>189.00</b>			<b>\$81,221</b>	<b>\$84,271</b>	<b>\$89,478</b>	<b>\$92,524</b>	<b>\$93,326</b>	<b>\$96,374</b>	<b>\$102,465</b>	<b>\$105,235</b>
12	Base Pay	180.00			\$69,666	\$72,207	\$76,980	\$79,517	\$80,368	\$82,907	\$87,977	\$90,283
	Contractual Days	5.00			\$1,935	\$2,006	\$2,138	\$2,209	\$2,232	\$2,303	\$2,444	\$2,508
	Tech Days	4.00			\$1,548	\$1,605	\$1,711	\$1,767	\$1,786	\$1,842	\$1,955	\$2,006
	Responsibility/Incentive				\$10,522	\$10,906	\$11,629	\$12,012	\$12,135	\$12,519	\$13,286	\$13,633
	<b>TOTAL</b>	<b>189.00</b>			<b>\$83,671</b>	<b>\$86,724</b>	<b>\$92,458</b>	<b>\$95,505</b>	<b>\$96,521</b>	<b>\$99,571</b>	<b>\$105,662</b>	<b>\$108,430</b>
13	Base Pay	180.00					\$79,458	\$81,995	\$83,029	\$85,566	\$90,637	\$92,943
	Contractual Days	5.00					\$2,207	\$2,278	\$2,306	\$2,377	\$2,518	\$2,582
	Tech Days	4.00					\$1,766	\$1,822	\$1,845	\$1,901	\$2,014	\$2,065
	Responsibility/Incentive						\$12,005	\$12,388	\$12,539	\$12,923	\$13,690	\$14,037
	<b>TOTAL</b>	<b>189.00</b>					<b>\$95,436</b>	<b>\$98,483</b>	<b>\$99,719</b>	<b>\$102,767</b>	<b>\$108,859</b>	<b>\$111,627</b>
14	Base Pay	180.00					\$81,937	\$84,475	\$85,684	\$88,223	\$93,295	\$95,601
	Contractual Days	5.00					\$2,276	\$2,347	\$2,380	\$2,451	\$2,592	\$2,656
	Tech Days	4.00					\$1,821	\$1,877	\$1,904	\$1,961	\$2,073	\$2,124
	Responsibility/Incentive						\$12,381	\$12,764	\$12,943	\$13,327	\$14,094	\$14,442
	<b>TOTAL</b>	<b>189.00</b>					<b>\$98,415</b>	<b>\$101,463</b>	<b>\$102,911</b>	<b>\$105,962</b>	<b>\$112,054</b>	<b>\$114,823</b>
15	Base Pay	180.00					\$83,488	\$86,060	\$87,278	\$89,850	\$94,986	\$97,320
	Contractual Days	5.00					\$2,319	\$2,391	\$2,424	\$2,496	\$2,639	\$2,703
	Tech Days	4.00					\$1,855	\$1,912	\$1,940	\$1,997	\$2,111	\$2,163
	Responsibility/Incentive						\$12,614	\$13,003	\$13,183	\$13,571	\$14,348	\$14,701
	<b>TOTAL</b>	<b>189.00</b>					<b>\$100,276</b>	<b>\$103,366</b>	<b>\$104,825</b>	<b>\$107,914</b>	<b>\$114,084</b>	<b>\$116,887</b>

**2020-21 Certificated Instructional Staff Salary Schedule**

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	\$51,310	\$51,391	\$51,471	\$59,467	\$53,411	\$61,593	\$54,703	\$62,885	\$64,180	\$64,880
	Contractual Days	5.00	\$1,425	\$1,428	\$1,430	\$1,652	\$1,484	\$1,711	\$1,520	\$1,747	\$1,783	\$1,802
	Tech Days	4.00	\$1,140	\$1,142	\$1,144	\$1,321	\$1,187	\$1,369	\$1,216	\$1,397	\$1,426	\$1,442
	Responsibility/Incentive		\$6,875	\$7,485	\$7,774	\$9,001	\$8,049	\$9,305	\$8,233	\$9,487	\$9,670	\$9,771
	<b>TOTAL</b>	<b>189.00</b>	<b>\$60,750</b>	<b>\$61,446</b>	<b>\$61,819</b>	<b>\$71,441</b>	<b>\$64,131</b>	<b>\$73,978</b>	<b>\$65,672</b>	<b>\$75,516</b>	<b>\$77,059</b>	<b>\$77,895</b>
2	Base Pay	180.00	\$51,417	\$51,612	\$52,308	\$60,102	\$55,472	\$62,090	\$57,107	\$63,439	\$65,136	\$67,567
	Contractual Days	5.00	\$1,428	\$1,434	\$1,453	\$1,670	\$1,541	\$1,725	\$1,586	\$1,762	\$1,809	\$1,877
	Tech Days	4.00	\$1,143	\$1,147	\$1,162	\$1,336	\$1,233	\$1,380	\$1,269	\$1,410	\$1,447	\$1,501
	Responsibility/Incentive		\$7,442	\$7,795	\$7,898	\$9,093	\$8,363	\$9,376	\$8,598	\$9,568	\$9,814	\$10,180
	<b>TOTAL</b>	<b>189.00</b>	<b>\$61,430</b>	<b>\$61,988</b>	<b>\$62,821</b>	<b>\$72,201</b>	<b>\$66,609</b>	<b>\$74,571</b>	<b>\$68,560</b>	<b>\$76,179</b>	<b>\$78,206</b>	<b>\$81,125</b>
3	Base Pay	180.00	\$51,522	\$51,999	\$53,944	\$60,489	\$57,560	\$62,478	\$59,382	\$63,857	\$67,354	\$69,764
	Contractual Days	5.00	\$1,431	\$1,444	\$1,498	\$1,680	\$1,599	\$1,736	\$1,650	\$1,774	\$1,871	\$1,938
	Tech Days	4.00	\$1,145	\$1,156	\$1,199	\$1,344	\$1,279	\$1,388	\$1,320	\$1,419	\$1,497	\$1,550
	Responsibility/Incentive		\$7,781	\$7,851	\$8,146	\$9,149	\$8,680	\$9,432	\$8,945	\$9,628	\$10,151	\$10,515
	<b>TOTAL</b>	<b>189.00</b>	<b>\$61,879</b>	<b>\$62,450</b>	<b>\$64,787</b>	<b>\$72,662</b>	<b>\$69,118</b>	<b>\$75,034</b>	<b>\$71,297</b>	<b>\$76,678</b>	<b>\$80,873</b>	<b>\$83,767</b>
4	Base Pay	180.00	\$51,908	\$52,387	\$55,154	\$60,878	\$59,189	\$62,867	\$61,189	\$64,246	\$69,044	\$71,420
	Contractual Days	5.00	\$1,442	\$1,455	\$1,532	\$1,691	\$1,644	\$1,746	\$1,700	\$1,785	\$1,918	\$1,984
	Tech Days	4.00	\$1,154	\$1,164	\$1,226	\$1,353	\$1,315	\$1,397	\$1,360	\$1,428	\$1,534	\$1,587
	Responsibility/Incentive		\$7,835	\$7,905	\$8,328	\$9,203	\$8,927	\$9,486	\$9,218	\$9,682	\$10,407	\$10,766
	<b>TOTAL</b>	<b>189.00</b>	<b>\$62,339</b>	<b>\$62,911</b>	<b>\$66,240</b>	<b>\$73,125</b>	<b>\$71,075</b>	<b>\$75,496</b>	<b>\$73,467</b>	<b>\$77,141</b>	<b>\$82,903</b>	<b>\$85,757</b>
5	Base Pay	180.00	\$52,298	\$53,423	\$56,719	\$61,265	\$61,185	\$63,784	\$63,362	\$65,961	\$71,158	\$73,515
	Contractual Days	5.00	\$1,453	\$1,484	\$1,576	\$1,702	\$1,700	\$1,772	\$1,760	\$1,832	\$1,977	\$2,042
	Tech Days	4.00	\$1,162	\$1,187	\$1,260	\$1,361	\$1,360	\$1,417	\$1,408	\$1,466	\$1,581	\$1,634
	Responsibility/Incentive		\$7,890	\$8,060	\$8,565	\$9,259	\$9,230	\$9,623	\$9,549	\$9,943	\$10,729	\$11,085
	<b>TOTAL</b>	<b>189.00</b>	<b>\$62,803</b>	<b>\$64,154</b>	<b>\$68,120</b>	<b>\$73,587</b>	<b>\$73,475</b>	<b>\$76,596</b>	<b>\$76,079</b>	<b>\$79,202</b>	<b>\$85,445</b>	<b>\$88,276</b>
6	Base Pay	180.00	\$52,685	\$54,474	\$58,405	\$61,783	\$63,163	\$65,742	\$65,516	\$68,094	\$73,253	\$75,596
	Contractual Days	5.00	\$1,463	\$1,513	\$1,622	\$1,716	\$1,755	\$1,826	\$1,820	\$1,892	\$2,035	\$2,100
	Tech Days	4.00	\$1,171	\$1,211	\$1,298	\$1,373	\$1,404	\$1,461	\$1,456	\$1,513	\$1,628	\$1,680
	Responsibility/Incentive		\$7,945	\$8,217	\$8,818	\$9,332	\$9,531	\$9,920	\$9,878	\$10,267	\$11,047	\$11,401
	<b>TOTAL</b>	<b>189.00</b>	<b>\$63,264</b>	<b>\$65,415</b>	<b>\$70,143</b>	<b>\$74,204</b>	<b>\$75,853</b>	<b>\$78,949</b>	<b>\$78,670</b>	<b>\$81,766</b>	<b>\$87,963</b>	<b>\$90,777</b>
7	Base Pay	180.00			\$60,480	\$63,059	\$65,685	\$68,268	\$68,218	\$70,796	\$75,961	\$78,303
	Contractual Days	5.00			\$1,680	\$1,752	\$1,825	\$1,896	\$1,895	\$1,967	\$2,110	\$2,175
	Tech Days	4.00			\$1,344	\$1,401	\$1,460	\$1,517	\$1,516	\$1,573	\$1,688	\$1,740
	Responsibility/Incentive				\$9,133	\$9,522	\$9,914	\$10,303	\$10,288	\$10,677	\$11,458	\$11,812
	<b>TOTAL</b>	<b>189.00</b>			<b>\$72,637</b>	<b>\$75,734</b>	<b>\$78,884</b>	<b>\$81,984</b>	<b>\$81,917</b>	<b>\$85,013</b>	<b>\$91,217</b>	<b>\$94,030</b>
8	Base Pay	180.00			\$62,485	\$65,068	\$68,134	\$70,711	\$70,851	\$73,422	\$78,578	\$80,921
	Contractual Days	5.00			\$1,736	\$1,807	\$1,893	\$1,964	\$1,968	\$2,040	\$2,183	\$2,248
	Tech Days	4.00			\$1,389	\$1,446	\$1,514	\$1,571	\$1,574	\$1,632	\$1,746	\$1,798
	Responsibility/Incentive				\$9,436	\$9,827	\$10,285	\$10,674	\$10,687	\$11,076	\$11,857	\$12,209
	<b>TOTAL</b>	<b>189.00</b>			<b>\$75,046</b>	<b>\$78,148</b>	<b>\$81,826</b>	<b>\$84,920</b>	<b>\$85,080</b>	<b>\$88,170</b>	<b>\$94,364</b>	<b>\$97,176</b>
9	Base Pay	180.00			\$64,563	\$67,141	\$70,656	\$73,228	\$73,549	\$76,124	\$81,281	\$83,621
	Contractual Days	5.00			\$1,793	\$1,865	\$1,963	\$2,034	\$2,043	\$2,115	\$2,258	\$2,323
	Tech Days	4.00			\$1,435	\$1,492	\$1,570	\$1,627	\$1,634	\$1,692	\$1,806	\$1,858
	Responsibility/Incentive				\$9,750	\$10,140	\$10,667	\$11,056	\$11,098	\$11,487	\$12,267	\$12,621
	<b>TOTAL</b>	<b>189.00</b>			<b>\$77,541</b>	<b>\$80,638</b>	<b>\$84,856</b>	<b>\$87,945</b>	<b>\$88,324</b>	<b>\$91,418</b>	<b>\$97,612</b>	<b>\$100,423</b>
10	Base Pay	180.00			\$66,635	\$69,215	\$73,174	\$75,748	\$76,253	\$78,828	\$83,983	\$86,325
	Contractual Days	5.00			\$1,851	\$1,923	\$2,033	\$2,104	\$2,118	\$2,190	\$2,333	\$2,398
	Tech Days	4.00			\$1,481	\$1,538	\$1,626	\$1,683	\$1,695	\$1,752	\$1,866	\$1,918
	Responsibility/Incentive				\$10,063	\$10,454	\$11,050	\$11,439	\$11,508	\$11,898	\$12,678	\$13,031
	<b>TOTAL</b>	<b>189.00</b>			<b>\$80,030</b>	<b>\$83,130</b>	<b>\$87,883</b>	<b>\$90,974</b>	<b>\$91,574</b>	<b>\$94,668</b>	<b>\$100,860</b>	<b>\$103,672</b>

## 2020-21 Certificated Instructional Staff Salary Schedule

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)
11	Base Pay	180.00			\$68,708	\$71,289	\$75,693	\$78,270	\$78,952	\$81,531	\$86,683	\$89,026
	Contractual Days	5.00			\$1,909	\$1,980	\$2,103	\$2,174	\$2,193	\$2,265	\$2,408	\$2,473
	Tech Days	4.00			\$1,527	\$1,584	\$1,682	\$1,739	\$1,754	\$1,812	\$1,926	\$1,978
	Responsibility/Incentive				\$10,376	\$10,767	\$11,432	\$11,821	\$11,919	\$12,309	\$13,087	\$13,442
	<b>TOTAL</b>	<b>189.00</b>			<b>\$82,520</b>	<b>\$85,620</b>	<b>\$90,910</b>	<b>\$94,004</b>	<b>\$94,818</b>	<b>\$97,917</b>	<b>\$104,104</b>	<b>\$106,919</b>
12	Base Pay	180.00			\$70,781	\$73,362	\$78,212	\$80,789	\$81,654	\$84,234	\$89,385	\$91,728
	Contractual Days	5.00			\$1,966	\$2,038	\$2,173	\$2,244	\$2,268	\$2,340	\$2,483	\$2,548
	Tech Days	4.00			\$1,573	\$1,630	\$1,738	\$1,795	\$1,815	\$1,872	\$1,986	\$2,038
	Responsibility/Incentive				\$10,690	\$11,080	\$11,815	\$12,204	\$12,329	\$12,719	\$13,499	\$13,851
	<b>TOTAL</b>	<b>189.00</b>			<b>\$85,010</b>	<b>\$88,110</b>	<b>\$93,938</b>	<b>\$97,032</b>	<b>\$98,066</b>	<b>\$101,165</b>	<b>\$107,353</b>	<b>\$110,165</b>
13	Base Pay	180.00					\$80,729	\$83,307	\$84,357	\$86,935	\$92,087	\$94,430
	Contractual Days	5.00					\$2,242	\$2,314	\$2,343	\$2,415	\$2,558	\$2,623
	Tech Days	4.00					\$1,794	\$1,851	\$1,875	\$1,932	\$2,046	\$2,098
	Responsibility/Incentive						\$12,197	\$12,586	\$12,740	\$13,130	\$13,909	\$14,262
	<b>TOTAL</b>	<b>189.00</b>					<b>\$96,962</b>	<b>\$100,058</b>	<b>\$101,315</b>	<b>\$104,412</b>	<b>\$110,600</b>	<b>\$113,413</b>
14	Base Pay	180.00					\$83,248	\$85,827	\$87,055	\$89,635	\$94,788	\$97,131
	Contractual Days	5.00					\$2,312	\$2,384	\$2,418	\$2,490	\$2,633	\$2,698
	Tech Days	4.00					\$1,850	\$1,907	\$1,935	\$1,992	\$2,106	\$2,158
	Responsibility/Incentive						\$12,579	\$12,968	\$13,150	\$13,540	\$14,320	\$14,673
	<b>TOTAL</b>	<b>189.00</b>					<b>\$99,989</b>	<b>\$103,086</b>	<b>\$104,558</b>	<b>\$107,657</b>	<b>\$113,847</b>	<b>\$116,660</b>
15	Base Pay	180.00					\$84,824	\$87,437	\$88,674	\$91,288	\$96,506	\$98,877
	Contractual Days	5.00					\$2,356	\$2,429	\$2,463	\$2,536	\$2,681	\$2,747
	Tech Days	4.00					\$1,885	\$1,943	\$1,971	\$2,029	\$2,145	\$2,197
	Responsibility/Incentive						\$12,816	\$13,211	\$13,394	\$13,788	\$14,578	\$14,936
	<b>TOTAL</b>	<b>189.00</b>					<b>\$101,881</b>	<b>\$105,020</b>	<b>\$106,502</b>	<b>\$109,641</b>	<b>\$115,910</b>	<b>\$118,757</b>

### Drivers

Base Pay increase	1.60%
Contractual Days	5.00
Tech Days	4.00
Responsibility/Incentive	1.60%

## 2021-22 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	\$53,626	\$53,710	\$53,793	\$62,150	\$55,821	\$64,372	\$57,172	\$65,723	\$67,076	\$67,807
	Contractual Days	5.00	\$1,490	\$1,492	\$1,494	\$1,726	\$1,551	\$1,788	\$1,588	\$1,826	\$1,863	\$1,884
	Tech Days	4.00	\$1,192	\$1,194	\$1,195	\$1,381	\$1,240	\$1,430	\$1,270	\$1,461	\$1,491	\$1,507
	Responsibility/Incentive		\$7,185	\$7,823	\$8,126	\$9,407	\$8,412	\$9,724	\$8,604	\$9,915	\$10,107	\$10,212
	<b>TOTAL</b>	<b>189.00</b>	<b>\$63,493</b>	<b>\$64,219</b>	<b>\$64,608</b>	<b>\$74,664</b>	<b>\$67,024</b>	<b>\$77,314</b>	<b>\$68,634</b>	<b>\$78,925</b>	<b>\$80,537</b>	<b>\$81,410</b>
2	Base Pay	180.00	\$53,737	\$53,941	\$54,668	\$62,814	\$57,975	\$64,891	\$59,684	\$66,301	\$68,074	\$70,616
	Contractual Days	5.00	\$1,493	\$1,498	\$1,519	\$1,745	\$1,610	\$1,803	\$1,658	\$1,842	\$1,891	\$1,962
	Tech Days	4.00	\$1,194	\$1,199	\$1,215	\$1,396	\$1,288	\$1,442	\$1,326	\$1,473	\$1,513	\$1,569
	Responsibility/Incentive		\$7,778	\$8,146	\$8,254	\$9,504	\$8,740	\$9,799	\$8,987	\$10,000	\$10,256	\$10,639
	<b>TOTAL</b>	<b>189.00</b>	<b>\$64,202</b>	<b>\$64,784</b>	<b>\$65,656</b>	<b>\$75,459</b>	<b>\$69,613</b>	<b>\$77,935</b>	<b>\$71,655</b>	<b>\$79,616</b>	<b>\$81,734</b>	<b>\$84,786</b>
3	Base Pay	180.00	\$53,847	\$54,345	\$56,377	\$63,217	\$60,158	\$65,296	\$62,061	\$66,738	\$70,392	\$72,911
	Contractual Days	5.00	\$1,496	\$1,510	\$1,566	\$1,756	\$1,671	\$1,814	\$1,724	\$1,854	\$1,955	\$2,025
	Tech Days	4.00	\$1,197	\$1,208	\$1,253	\$1,405	\$1,337	\$1,451	\$1,379	\$1,483	\$1,564	\$1,620
	Responsibility/Incentive		\$8,132	\$8,205	\$8,513	\$9,562	\$9,071	\$9,857	\$9,349	\$10,062	\$10,609	\$10,989
	<b>TOTAL</b>	<b>189.00</b>	<b>\$64,672</b>	<b>\$65,268</b>	<b>\$67,709</b>	<b>\$75,940</b>	<b>\$72,237</b>	<b>\$78,418</b>	<b>\$74,513</b>	<b>\$80,137</b>	<b>\$84,520</b>	<b>\$87,545</b>
4	Base Pay	180.00	\$54,251	\$54,751	\$57,642	\$63,624	\$61,859	\$65,703	\$63,950	\$67,144	\$72,159	\$74,642
	Contractual Days	5.00	\$1,507	\$1,521	\$1,601	\$1,767	\$1,718	\$1,825	\$1,776	\$1,865	\$2,004	\$2,073
	Tech Days	4.00	\$1,206	\$1,217	\$1,281	\$1,414	\$1,375	\$1,460	\$1,421	\$1,492	\$1,604	\$1,659
	Responsibility/Incentive		\$8,189	\$8,262	\$8,704	\$9,618	\$9,330	\$9,914	\$9,635	\$10,119	\$10,876	\$11,252
	<b>TOTAL</b>	<b>189.00</b>	<b>\$65,153</b>	<b>\$65,751</b>	<b>\$69,228</b>	<b>\$76,423</b>	<b>\$74,282</b>	<b>\$78,902</b>	<b>\$76,782</b>	<b>\$80,620</b>	<b>\$86,643</b>	<b>\$89,626</b>
5	Base Pay	180.00	\$54,657	\$55,833	\$59,278	\$64,029	\$63,945	\$66,662	\$66,221	\$68,936	\$74,368	\$76,831
	Contractual Days	5.00	\$1,518	\$1,551	\$1,647	\$1,779	\$1,776	\$1,852	\$1,839	\$1,915	\$2,066	\$2,134
	Tech Days	4.00	\$1,215	\$1,241	\$1,317	\$1,423	\$1,421	\$1,481	\$1,472	\$1,532	\$1,653	\$1,707
	Responsibility/Incentive		\$8,246	\$8,424	\$8,951	\$9,676	\$9,647	\$10,057	\$9,980	\$10,392	\$11,213	\$11,585
	<b>TOTAL</b>	<b>189.00</b>	<b>\$65,636</b>	<b>\$67,049</b>	<b>\$71,193</b>	<b>\$76,907</b>	<b>\$76,789</b>	<b>\$80,052</b>	<b>\$79,512</b>	<b>\$82,775</b>	<b>\$89,300</b>	<b>\$92,257</b>
6	Base Pay	180.00	\$55,062	\$56,932	\$61,040	\$64,570	\$66,013	\$68,709	\$68,472	\$71,166	\$76,558	\$79,008
	Contractual Days	5.00	\$1,530	\$1,581	\$1,696	\$1,794	\$1,834	\$1,909	\$1,902	\$1,977	\$2,127	\$2,195
	Tech Days	4.00	\$1,224	\$1,265	\$1,356	\$1,435	\$1,467	\$1,527	\$1,522	\$1,581	\$1,701	\$1,756
	Responsibility/Incentive		\$8,303	\$8,588	\$9,215	\$9,753	\$9,961	\$10,368	\$10,323	\$10,730	\$11,545	\$11,915
	<b>TOTAL</b>	<b>189.00</b>	<b>\$66,119</b>	<b>\$68,366</b>	<b>\$73,307</b>	<b>\$77,552</b>	<b>\$79,275</b>	<b>\$82,513</b>	<b>\$82,219</b>	<b>\$85,454</b>	<b>\$91,931</b>	<b>\$94,874</b>
7	Base Pay	180.00			\$63,209	\$65,904	\$68,649	\$71,348	\$71,296	\$73,990	\$79,388	\$81,836
	Contractual Days	5.00			\$1,756	\$1,831	\$1,907	\$1,982	\$1,980	\$2,055	\$2,205	\$2,273
	Tech Days	4.00			\$1,405	\$1,465	\$1,526	\$1,586	\$1,584	\$1,644	\$1,764	\$1,819
	Responsibility/Incentive				\$9,545	\$9,952	\$10,362	\$10,768	\$10,753	\$11,159	\$11,976	\$12,345
	<b>TOTAL</b>	<b>189.00</b>			<b>\$75,915</b>	<b>\$79,152</b>	<b>\$82,444</b>	<b>\$85,684</b>	<b>\$85,613</b>	<b>\$88,848</b>	<b>\$95,333</b>	<b>\$98,273</b>
8	Base Pay	180.00			\$65,305	\$68,004	\$71,208	\$73,901	\$74,047	\$76,735	\$82,124	\$84,573
	Contractual Days	5.00			\$1,814	\$1,889	\$1,978	\$2,053	\$2,057	\$2,132	\$2,281	\$2,349
	Tech Days	4.00			\$1,451	\$1,511	\$1,582	\$1,642	\$1,645	\$1,705	\$1,825	\$1,879
	Responsibility/Incentive				\$9,861	\$10,270	\$10,749	\$11,156	\$11,170	\$11,576	\$12,392	\$12,760
	<b>TOTAL</b>	<b>189.00</b>			<b>\$78,431</b>	<b>\$81,674</b>	<b>\$85,517</b>	<b>\$88,752</b>	<b>\$88,919</b>	<b>\$92,148</b>	<b>\$98,622</b>	<b>\$101,561</b>
9	Base Pay	180.00			\$67,475	\$70,171	\$73,843	\$76,533	\$76,867	\$79,558	\$84,948	\$87,393
	Contractual Days	5.00			\$1,874	\$1,949	\$2,051	\$2,126	\$2,135	\$2,210	\$2,360	\$2,428
	Tech Days	4.00			\$1,499	\$1,559	\$1,641	\$1,701	\$1,708	\$1,768	\$1,888	\$1,942
	Responsibility/Incentive				\$10,190	\$10,598	\$11,148	\$11,555	\$11,598	\$12,005	\$12,821	\$13,190
	<b>TOTAL</b>	<b>189.00</b>			<b>\$81,038</b>	<b>\$84,277</b>	<b>\$88,683</b>	<b>\$91,915</b>	<b>\$92,308</b>	<b>\$95,541</b>	<b>\$102,017</b>	<b>\$104,953</b>
10	Base Pay	180.00			\$69,642	\$72,338	\$76,475	\$79,166	\$79,693	\$82,385	\$87,772	\$90,220
	Contractual Days	5.00			\$1,935	\$2,009	\$2,124	\$2,199	\$2,214	\$2,288	\$2,438	\$2,506
	Tech Days	4.00			\$1,548	\$1,608	\$1,699	\$1,759	\$1,771	\$1,831	\$1,950	\$2,005
	Responsibility/Incentive				\$10,518	\$10,925	\$11,548	\$11,955	\$12,028	\$12,435	\$13,250	\$13,619
	<b>TOTAL</b>	<b>189.00</b>			<b>\$83,643</b>	<b>\$86,880</b>	<b>\$91,846</b>	<b>\$95,079</b>	<b>\$95,706</b>	<b>\$98,939</b>	<b>\$105,410</b>	<b>\$108,350</b>
11	Base Pay	180.00			\$71,808	\$74,505	\$79,109	\$81,801	\$82,515	\$85,209	\$90,594	\$93,043
	Contractual Days	5.00			\$1,995	\$2,070	\$2,197	\$2,272	\$2,292	\$2,367	\$2,517	\$2,585
	Tech Days	4.00			\$1,596	\$1,656	\$1,758	\$1,818	\$1,834	\$1,894	\$2,013	\$2,068
	Responsibility/Incentive				\$10,844	\$11,253	\$11,948	\$12,354	\$12,456	\$12,864	\$13,678	\$14,048
	<b>TOTAL</b>	<b>189.00</b>			<b>\$86,243</b>	<b>\$89,484</b>	<b>\$95,012</b>	<b>\$98,245</b>	<b>\$99,097</b>	<b>\$102,334</b>	<b>\$108,802</b>	<b>\$111,744</b>
12	Base Pay	180.00			\$73,974	\$76,672	\$81,741	\$84,434	\$85,338	\$88,034	\$93,418	\$95,866
	Contractual Days	5.00			\$2,055	\$2,130	\$2,271	\$2,345	\$2,371	\$2,445	\$2,595	\$2,663
	Tech Days	4.00			\$1,644	\$1,704	\$1,816	\$1,876	\$1,896	\$1,956	\$2,076	\$2,130
	Responsibility/Incentive				\$11,173	\$11,580	\$12,348	\$12,755	\$12,886	\$13,293	\$14,108	\$14,476
	<b>TOTAL</b>	<b>189.00</b>			<b>\$88,846</b>	<b>\$92,086</b>	<b>\$98,176</b>	<b>\$101,410</b>	<b>\$102,491</b>	<b>\$105,728</b>	<b>\$112,197</b>	<b>\$115,135</b>
13	Base Pay	180.00					\$84,372	\$87,066	\$88,164	\$90,858	\$96,242	\$98,691
	Contractual Days	5.00					\$2,344	\$2,419	\$2,449	\$2,524	\$2,673	\$2,741
	Tech Days	4.00					\$1,875	\$1,935	\$1,959	\$2,019	\$2,139	\$2,193
	Responsibility/Incentive						\$12,747	\$13,154	\$13,314	\$13,722	\$14,536	\$14,905
	<b>TOTAL</b>	<b>189.00</b>					<b>\$101,338</b>	<b>\$104,574</b>	<b>\$105,886</b>	<b>\$109,123</b>	<b>\$115,590</b>	<b>\$118,530</b>
14	Base Pay	180.00					\$87,004	\$89,699	\$90,982	\$93,679	\$99,064	\$101,513
	Contractual Days	5.00					\$2,417	\$2,492	\$2,527	\$2,602	\$2,752	\$2,820
	Tech Days	4.00					\$1,933	\$1,993	\$2,022	\$2,082	\$2,201	\$2,256
	Responsibility/Incentive						\$13,147	\$13,553	\$13,744	\$14,151	\$14,966	\$15,335
	<b>TOTAL</b>	<b>189.00</b>					<b>\$104,501</b>	<b>\$107,737</b>	<b>\$109,275</b>	<b>\$112,514</b>	<b>\$118,983</b>	<b>\$121,924</b>
15	Base Pay	180.00					\$88,651	\$91,382	\$92,675	\$95,406	\$100,860	\$103,339
	Contractual Days	5.00					\$2,463	\$2,538	\$2,574	\$2,650	\$2,802	\$2,871
	Tech Days	4.00					\$1,970	\$2,031	\$2,059	\$2,120	\$2,241	\$2,296
	Responsibility/Incentive						\$13,394	\$13,807	\$13,998	\$14,410	\$15,235	\$15,610
	<b>TOTAL</b>	<b>189.00</b>					<b>\$106,478</b>	<b>\$109,758</b>	<b>\$111,306</b>	<b>\$114,586</b>	<b>\$121,138</b>	<b>\$124,116</b>