

This is the starting salary at step 1 & lane 1. All other salaries are based off this number.

If you have a Master's Degree plus 15 additional hours or credits of educational on first the day you start work you will receive 1.2382 times the normal starting salary. You are in Step 1 (first year of service) but in Lane 6 (Masters + 15 hours)

2010-2011 Schedule of Indices

| | BA | BA+8 | BA+16 | BA+24 | MA | MA+15 | MA+30 | MA+45 | DMA |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | Lane 1 | Lane 1 | Lane 3 | Lane 4 | Lane 5 | Lane 6 | Lane 7 | Lane 8 | Lane 8 |
| Step 1 | 1.00000 | 1.02651 | 1.05372 | 1.08165 | 1.16997 | 1.23282 | 1.29905 | 1.36883 | 1.44236 |
| Step 2 | 1.02651 | 1.05372 | 1.08165 | 1.11032 | 1.20098 | 1.26550 | 1.33348 | 1.40512 | 1.48060 |
| Step 3 | 1.05372 | 1.08165 | 1.11032 | 1.13976 | 1.23282 | 1.29905 | 1.36883 | 1.44236 | 1.51985 |
| Step 4 | 1.08165 | 1.11032 | 1.13976 | 1.16997 | 1.26550 | 1.33348 | 1.40512 | 1.48060 | 1.56013 |
| Step 5 | 1.11032 | 1.13976 | 1.16997 | 1.20098 | 1.29905 | 1.36883 | 1.44236 | 1.51985 | 1.60149 |
| Step 6 | 1.13976 | 1.16997 | 1.20098 | 1.23282 | 1.33348 | 1.40512 | 1.48060 | 1.56013 | 1.64394 |
| Step 7 | 1.16997 | 1.20098 | 1.23282 | 1.26550 | 1.36883 | 1.44236 | 1.51985 | 1.60149 | 1.68752 |
| Step 8 | 1.20098 | 1.23282 | 1.26550 | 1.29905 | 1.40512 | 1.48060 | 1.56013 | 1.64394 | 1.73226 |
| Step 9 | 1.23282 | 1.26550 | 1.29905 | 1.33348 | 1.44236 | 1.51985 | 1.60149 | 1.68752 | 1.77818 |
| Step 10 | 1.26550 | 1.29905 | 1.33348 | 1.36883 | 1.48060 | 1.56013 | 1.64394 | 1.73226 | 1.82531 |
| Step 11 | 1.29905 | 1.33348 | 1.36883 | 1.40512 | 1.51985 | 1.60149 | 1.68752 | 1.77818 | 1.87370 |
| Step 12 | 1.33348 | 1.36883 | 1.40512 | 1.44236 | 1.56013 | 1.64394 | 1.73226 | 1.82531 | 1.92337 |
| Step 13 | 1.36883 | 1.40512 | 1.44236 | 1.48060 | 1.60149 | 1.68752 | 1.77818 | 1.87370 | 1.97435 |
| Step 14 | 1.40512 | 1.44236 | 1.48060 | 1.51985 | 1.64394 | 1.73226 | 1.82531 | 1.92337 | 2.02669 |
| Step 15 | 1.44236 | 1.48060 | 1.51985 | 1.56013 | 1.68752 | 1.77818 | 1.87370 | 1.97435 | 2.08041 |
| Step 16 | 1.48060 | 1.51985 | 1.56013 | 1.60149 | 1.73226 | 1.82531 | 1.92337 | 2.02669 | 2.13556 |
| Step 17 | 1.51985 | 1.56013 | 1.60149 | 1.64394 | 1.77818 | 1.87370 | 1.97435 | 2.08041 | 2.19217 |
| Step 18 | 1.60149 | 1.64394 | 1.68752 | 1.73226 | 1.82531 | 1.92337 | 2.02669 | 2.13556 | 2.25028 |
| Step 19 | 1.64394 | 1.68752 | 1.73226 | 1.77818 | 1.87370 | 1.97435 | 2.08041 | 2.19217 | 2.30993 |
| Step 20 | 1.68752 | 1.73226 | 1.77818 | 1.82531 | 1.92337 | 2.02669 | 2.13556 | 2.25028 | 2.37116 |
| Step 21 | | | | 1.82531 | 1.97435 | 2.08041 | 2.19217 | 2.30993 | 2.43402 |
| Step 22 | | | | | 2.02669 | 2.13556 | 2.25028 | 2.37116 | 2.49854 |

You are in your 12th year of service and you have a BA Degree plus 8 additional hours of education credit. You are in Step 11 and Lane 1 and make 1.3348 times the starting salary.

Step 18 & Lane 8. You have a PHD and 18 years of service. You make 2.25028 times the starting salary

Starting salary for the 2010-11 School Year. Step 1 & Lane 1

Master's Degree & 5 years of service. Step 5 & Lane 5. Salary is \$50,672

2010-2011 Salary Schedule

| | BA | BA+8 | BA+16 | BA+24 | MA | MA+15 | MA+30 | MA+45 | DMA |
|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Lane 1 | Lane 2 | Lane 3 | Lane 4 | Lane 5 | Lane 6 | Lane 7 | Lane 8 | Lane 9 |
| Step 1 | \$39,007 | \$40,041 | \$41,102 | \$42,192 | \$45,637 | \$48,089 | \$50,672 | \$53,394 | \$56,262 |
| Step 2 | \$40,041 | \$41,102 | \$42,192 | \$43,310 | \$46,847 | \$49,363 | \$52,015 | \$54,809 | \$57,754 |
| Step 3 | \$41,102 | \$42,192 | \$43,310 | \$44,458 | \$48,089 | \$50,672 | \$53,394 | \$56,262 | \$59,285 |
| Step 4 | \$42,192 | \$43,310 | \$44,458 | \$45,637 | \$49,363 | \$52,015 | \$54,809 | \$57,754 | \$60,856 |
| Step 5 | \$43,310 | \$44,458 | \$45,637 | \$46,847 | \$50,672 | \$53,394 | \$56,262 | \$59,285 | \$62,469 |
| Step 6 | \$44,458 | \$45,637 | \$46,847 | \$48,089 | \$52,015 | \$54,809 | \$57,754 | \$60,856 | \$64,125 |
| Step 7 | \$45,637 | \$46,847 | \$48,089 | \$49,363 | \$53,394 | \$56,262 | \$59,285 | \$62,469 | \$65,825 |
| Step 8 | \$46,847 | \$48,089 | \$49,363 | \$50,672 | \$54,809 | \$57,754 | \$60,856 | \$64,125 | \$67,570 |
| Step 9 | \$48,089 | \$49,363 | \$50,672 | \$52,015 | \$56,262 | \$59,285 | \$62,469 | \$65,825 | \$69,361 |
| Step 10 | \$49,363 | \$50,672 | \$52,015 | \$53,394 | \$57,754 | \$60,856 | \$64,125 | \$67,570 | \$71,200 |
| Step 11 | \$50,672 | \$52,015 | \$53,394 | \$54,809 | \$59,285 | \$62,469 | \$65,825 | \$69,361 | \$73,087 |
| Step 12 | \$52,015 | \$53,394 | \$54,809 | \$56,262 | \$60,856 | \$64,125 | \$67,570 | \$71,200 | \$75,025 |
| Step 13 | \$53,394 | \$54,809 | \$56,262 | \$57,754 | \$62,469 | \$65,825 | \$69,361 | \$73,087 | \$77,013 |
| Step 14 | \$54,809 | \$56,262 | \$57,754 | \$59,285 | \$64,125 | \$67,570 | \$71,200 | \$75,025 | \$79,055 |
| Step 15 | \$56,262 | \$57,754 | \$59,285 | \$60,856 | \$65,825 | \$69,361 | \$73,087 | \$77,013 | \$81,151 |
| Step 16 | \$57,754 | \$59,285 | \$60,856 | \$62,469 | \$67,570 | \$71,200 | \$75,025 | \$79,055 | \$83,302 |
| Step 17 | \$59,285 | \$60,856 | \$62,469 | \$64,125 | \$69,361 | \$73,087 | \$77,013 | \$81,151 | \$85,510 |
| Step 18 | | \$62,469 | \$64,125 | \$65,825 | \$71,200 | \$75,025 | \$79,055 | \$83,302 | \$87,777 |
| Step 19 | | \$64,125 | \$65,825 | \$67,570 | \$73,087 | \$77,013 | \$81,151 | \$85,510 | \$90,103 |
| Step 20 | | \$65,825 | \$67,570 | \$69,361 | \$75,025 | \$79,055 | \$83,302 | \$87,777 | \$92,492 |
| Step 21 | | | | \$71,200 | \$77,013 | \$81,151 | \$85,510 | \$90,103 | \$94,944 |
| Step 22 | | | | | \$79,055 | \$83,302 | \$87,777 | \$92,492 | \$97,461 |

Due to the compression of the salary schedule in the 2010/2011 school year, the usual step advancement will be suspended for one (1) year only. Refer to the 2010-2011 Step Placement Schedule (p. 43 of this Agreement) for the 2010-2011 step placement process.

2011-2012 Salary Schedule

| | BA | BA+8 | BA+16 | BA+24 | MA | MA+15 | MA+30 | MA+45 | DMA |
|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Lane 1 | Lane 2 | Lane 3 | Lane 4 | Lane 5 | Lane 6 | Lane 7 | Lane 8 | Lane 9 |
| Step 1 | \$39,651 | \$40,702 | \$41,781 | \$42,888 | \$46,390 | \$48,882 | \$51,508 | \$54,275 | \$57,191 |
| Step 2 | \$40,702 | \$41,781 | \$42,888 | \$44,025 | \$47,620 | \$50,178 | \$52,873 | \$55,714 | \$58,707 |
| Step 3 | \$41,781 | \$42,888 | \$44,025 | \$45,192 | \$48,882 | \$51,508 | \$54,275 | \$57,191 | \$60,263 |
| Step 4 | \$42,888 | \$44,025 | \$45,192 | \$46,390 | \$50,178 | \$52,873 | \$55,714 | \$58,707 | \$61,860 |
| Step 5 | \$44,025 | \$45,192 | \$46,390 | \$47,620 | \$51,508 | \$54,275 | \$57,191 | \$60,263 | \$63,500 |
| Step 6 | \$45,192 | \$46,390 | \$47,620 | \$48,882 | \$52,873 | \$55,714 | \$58,707 | \$61,860 | \$65,183 |
| Step 7 | \$46,390 | \$47,620 | \$48,882 | \$50,178 | \$54,275 | \$57,191 | \$60,263 | \$63,500 | \$66,911 |
| Step 8 | \$47,620 | \$48,882 | \$50,178 | \$51,508 | \$55,714 | \$58,707 | \$61,860 | \$65,183 | \$68,685 |
| Step 9 | \$48,882 | \$50,178 | \$51,508 | \$52,873 | \$57,191 | \$60,263 | \$63,500 | \$66,911 | \$70,506 |
| Step 10 | \$50,178 | \$51,508 | \$52,873 | \$54,275 | \$58,707 | \$61,860 | \$65,183 | \$68,685 | \$72,375 |
| Step 11 | \$51,508 | \$52,873 | \$54,275 | \$55,714 | \$60,263 | \$63,500 | \$66,911 | \$70,506 | \$74,293 |
| Step 12 | \$52,873 | \$54,275 | \$55,714 | \$57,191 | \$61,860 | \$65,183 | \$68,685 | \$72,375 | \$76,263 |
| Step 13 | \$54,275 | \$55,714 | \$57,191 | \$58,707 | \$63,500 | \$66,911 | \$70,506 | \$74,293 | \$78,284 |
| Step 14 | \$55,714 | \$57,191 | \$58,707 | \$60,263 | \$65,183 | \$68,685 | \$72,375 | \$76,263 | \$80,359 |
| Step 15 | \$57,191 | \$58,707 | \$60,263 | \$61,860 | \$66,911 | \$70,506 | \$74,293 | \$78,284 | \$82,490 |
| Step 16 | \$58,707 | \$60,263 | \$61,860 | \$63,500 | \$68,685 | \$72,375 | \$76,263 | \$80,359 | \$84,676 |
| Step 17 | \$60,263 | \$61,860 | \$63,500 | \$65,183 | \$70,506 | \$74,293 | \$78,284 | \$82,490 | \$86,921 |
| Step 18 | | \$63,500 | \$65,183 | \$66,911 | \$72,375 | \$76,263 | \$80,359 | \$84,676 | \$89,225 |
| Step 19 | | \$65,183 | \$66,911 | \$68,685 | \$74,293 | \$78,284 | \$82,490 | \$86,921 | \$91,590 |
| Step 20 | | \$66,911 | \$68,685 | \$70,506 | \$76,263 | \$80,359 | \$84,676 | \$89,225 | \$94,018 |
| Step 21 | | | | \$72,375 | \$78,284 | \$82,490 | \$86,921 | \$91,590 | \$96,510 |
| Step 22 | | | | | \$80,359 | \$84,676 | \$89,225 | \$94,018 | \$99,069 |

Salaries are based on years of service (STEP) and education (LANE). All salaries are figured as a percentage increase of the base starting salary based on your Step & Lane.

In order words, each block in the above chart is the result of an agreed upon percentage increase of the starting salary of a teacher on Day 1 with a BA Degree