

## APPENDIX A

### I. **TEACHER SALARIES**

*\*\*Effective with the 2022-2023 school year, the salary schedule was restructured by eliminating the bottom step, resulting in the renaming of old Step 2 as "Step 1." This renaming is not intended to impact the compensation of Employees with a start date prior to June 30, 2022. Thus, the number of the step placement of such employees will generally not be commensurate with their years of service in the District.*

The following across the board increases apply to the salary schedule:

- 2022-23 school year: 3%.
- 2023-24 school year: 3%.
- 2024-25 school year: 3%.

### **Other Compensation:**

\$1000 one-time payment issued with the close of the 2021-2022 school year.

### **FY23**

<b>**Step /Lane</b>	<b>B</b>	<b>B15</b>	<b>M</b>	<b>M15</b>	<b>M30</b>	<b>M45</b>	<b>M60</b>	<b>M75</b>
1	\$48,264	\$49,582	\$51,993	\$53,308	\$55,098	\$56,751	\$58,453	\$60,207
2	\$50,526	\$51,850	\$54,629	\$55,950	\$57,894	\$59,631	\$61,420	\$63,263
3	\$52,580	\$53,892	\$57,054	\$58,367	\$60,457	\$62,271	\$64,138	\$66,062
4	\$54,839	\$56,155	\$59,693	\$61,018	\$63,263	\$65,160	\$67,114	\$69,128
5	\$56,894	\$58,205	\$62,061	\$63,402	\$65,832	\$67,807	\$69,841	\$71,937
6	\$59,562	\$60,913	\$65,213	\$66,567	\$69,171	\$71,246	\$73,384	\$75,586
7	\$61,821	\$63,140	\$67,411	\$68,756	\$71,855	\$74,010	\$76,230	\$78,516
8	\$64,491	\$65,823	\$70,115	\$71,430	\$75,090	\$77,343	\$79,663	\$82,053
9	\$74,377	\$75,794	\$80,504	\$81,949	\$85,954	\$88,534	\$91,190	\$93,925
10	\$77,772	\$79,254	\$84,180	\$85,690	\$89,878	\$92,576	\$95,354	\$98,214

**FY24**

**Step /Lane	B	B15	M	M15	M30	M45	M60	M75
1	\$49,712	\$51,069	\$53,552	\$54,907	\$56,751	\$58,454	\$60,207	\$62,013
2	\$52,042	\$53,406	\$56,268	\$57,629	\$59,631	\$61,420	\$63,262	\$65,161
3	\$54,158	\$55,509	\$58,765	\$60,118	\$62,271	\$64,139	\$66,062	\$68,044
4	\$56,484	\$57,840	\$61,484	\$62,848	\$65,161	\$67,115	\$69,128	\$71,202
5	\$58,601	\$59,951	\$63,922	\$65,304	\$67,806	\$69,841	\$71,936	\$74,095
6	\$61,349	\$62,740	\$67,169	\$68,564	\$71,246	\$73,383	\$75,585	\$77,853
7	\$63,675	\$65,034	\$69,434	\$70,818	\$74,011	\$76,230	\$78,516	\$80,872
8	\$66,426	\$67,798	\$72,218	\$73,572	\$77,343	\$79,663	\$82,053	\$84,514
9	\$76,608	\$78,067	\$82,920	\$84,407	\$88,533	\$91,190	\$93,926	\$96,743
10	\$80,106	\$81,631	\$86,705	\$88,260	\$92,574	\$95,353	\$98,214	\$101,161

**FY25**

**Step /Lane	B	B15	M	M15	M30	M45	M60	M75
1	\$51,203	\$52,601	\$55,159	\$56,555	\$58,454	\$60,207	\$62,013	\$63,874
2	\$53,603	\$55,008	\$57,956	\$59,358	\$61,420	\$63,262	\$65,160	\$67,115
3	\$55,782	\$57,174	\$60,528	\$61,922	\$64,139	\$66,063	\$68,044	\$70,085
4	\$58,179	\$59,575	\$63,329	\$64,734	\$67,115	\$69,128	\$71,202	\$73,338
5	\$60,359	\$61,750	\$65,840	\$67,263	\$69,841	\$71,937	\$74,094	\$76,318
6	\$63,189	\$64,622	\$69,184	\$70,621	\$73,383	\$75,585	\$77,853	\$80,189
7	\$65,586	\$66,985	\$71,517	\$72,943	\$76,231	\$78,517	\$80,872	\$83,298
8	\$68,419	\$69,832	\$74,385	\$75,780	\$79,663	\$82,053	\$84,515	\$87,050
9	\$78,907	\$80,409	\$85,407	\$86,939	\$91,189	\$93,926	\$96,744	\$99,646
10	\$82,509	\$84,080	\$89,306	\$90,908	\$95,351	\$98,214	\$101,161	\$104,195

*\*\*Given the elimination of the bottom step and renaming of steps effective September 2022, the number of the step placement of Employees with a start date prior to June 30, 2022 will generally not be commensurate with their years of service in the District.*

\*Effective September 1, 2008, modify the Masters' column of the salary schedule by eliminating the words "masters equivalent" and provide that any member currently being paid pursuant to the "masters equivalent" shall be grandfathered and shall continue to receive Masters' column pay; and provide further that any member licensed prior to January 1998, who has not yet attained the "masters equivalent" column, shall be eligible for the Masters column with a master equivalency so long as the equivalency is attained by June 30, 2011.

The following provisions are understood to accompany this salary schedule:

- A. Increments and salary adjustments are not to be considered automatic; they shall be reviewed annually and approved by the Superintendent upon recommendation of the administrative staff. Non-performance of duties or unsatisfactory performance of duties shall be considered cause for withholding a teacher's increment provided:
  1. The teacher has been notified in writing by his/her supervisor of his/her specific shortcomings at least ten (10) months prior to the date of the next scheduled salary increment (December 1).
  2. The teacher has been advised in writing by his/her supervisor of suggestions and recommendations for professional improvement at the time of No. 1 above.
  3. The teacher is assisted in an effort to improve by his/her supervisor. The teacher will cooperate in this assistance program.
  4. The teacher received a written evaluation of his/her performance no later than March 1, prior to the date of the next scheduled salary increment.
  5. The recommendation of the supervisor and the Superintendent relative to salary increments be made known to the teacher in writing at least six (6) months prior to the date of the next scheduled salary increment (March 1).
  6. Notice of the Employer's actions be communicated in writing at least four (4) months prior to the date of the next scheduled salary increment (May 1).