

## Appendix A: Salary Schedules September 1, 2023 – August 31, 2026

The District agrees to eliminate the first step from all the lanes, effective September 1, 2014, replacing it with a ten step system where the old step two, (subject to agreed wage changes) become the new step one, old step three becomes the new step two, etc. This change is in explicit recognition of the increased health insurance premium costs that new members will face effective September 1, 2014. Current employees not at the top step will be placed on the appropriate step to receive the regular dollar amount increase (plus COLA) provided in the current step system (including those who change lanes).

Salaries will be paid in twenty-four (24) equal installments, payable on the fifteenth (15th) and last day of each month, except that when the fifteenth or last day falls on Saturday or Sunday, the due installment will be paid on the Friday preceding.

### Appendix A: Salary Schedules September 1, 2023 - August 31, 2026

#### TEACHER SALARY SCHEDULE (in dollars)

NOTE: The following salary schedule is effective September 1, 2023 and reflects a 2.5% COLA increase, and a 0.25% increase for 3 additional hours.

Step	BAC	MAS	M15	M30	M45	M60	M75	DOC
1	62,722.45	67,140.84	70,438.22	73,735.58	75,126.49	76,221.25	77,721.25	79,657.44
2	64,644.47	69,054.21	72,360.73	75,671.43	77,062.36	78,157.75	79,657.75	81,576.00
3	68,021.41	72,438.85	75,754.47	79,060.49	80,451.41	81,545.81	83,045.81	84,977.17
4	71,244.38	75,671.43	78,974.77	82,297.31	83,686.50	84,782.16	86,282.16	88,208.79
5	74,462.17	78,882.31	82,196.98	85,509.91	86,901.77	87,995.03	89,495.03	91,422.35
6	77,858.16	82,291.39	85,611.98	88,931.84	90,319.80	91,415.95	92,915.95	94,860.62
7	82,062.52	86,740.04	90,243.04	93,744.68	95,209.74	96,365.08	97,865.08	99,916.73
8	86,497.47	91,432.64	95,127.51	98,822.39	100,368.32	101,588.07	103,088.07	105,252.09
9	91,176.36	96,382.90	100,281.98	104,179.68	105,810.58	107,096.12	108,596.12	110,880.74
10	101,752.53	107,423.67	110,911.59	115,420.56	116,876.03	117,977.91	119,477.91	121,577.52

NOTE: The following salary schedule is effective September 1, 2024 and reflects a 3.0% COLA increase, and an 8.0% increase for the longer school day.

<b>Step</b>	<b>BAC</b>	<b>MAS</b>	<b>M15</b>	<b>M30</b>	<b>M45</b>	<b>M60</b>	<b>M75</b>	<b>DOC</b>
<b>1</b>	69,772.45	74,687.47	78,355.47	82,023.46	83,570.71	84,788.52	86,457.12	88,610.94
<b>2</b>	71,910.50	76,815.91	80,494.07	84,176.90	85,724.16	86,942.68	88,611.28	90,745.15
<b>3</b>	75,667.02	80,580.98	84,269.28	87,946.89	89,494.14	90,711.56	92,380.16	94,528.60
<b>4</b>	79,252.25	84,176.90	87,851.54	91,547.52	93,092.86	94,311.67	95,980.27	98,123.46
<b>5</b>	82,831.72	87,748.68	91,435.92	95,121.22	96,669.52	97,885.67	99,554.27	101,698.22
<b>6</b>	86,609.41	91,540.94	95,234.77	98,927.78	100,471.74	101,691.11	103,359.71	105,522.96
<b>7</b>	91,286.35	96,489.62	100,386.36	104,281.58	105,911.32	107,196.52	108,865.12	111,147.36
<b>8</b>	96,219.78	101,709.67	105,819.85	109,930.03	111,649.72	113,006.57	114,675.17	117,082.43
<b>9</b>	101,424.58	107,216.34	111,553.68	115,889.48	117,703.69	119,133.73	120,802.33	123,343.74
<b>10</b>	113,189.51	119,498.09	123,378.06	128,393.83	130,012.89	131,238.63	132,907.23	135,242.84

NOTE: The following salary schedule is effective September 1, 2025 and reflects a 3.5% COLA increase.

<b>Step</b>	<b>BAC</b>	<b>MAS</b>	<b>M15</b>	<b>M30</b>	<b>M45</b>	<b>M60</b>	<b>M75</b>	<b>DOC</b>
<b>1</b>	72,214.49	77,301.53	81,097.91	84,894.28	86,495.68	87,756.12	89,483.12	91,712.32
<b>2</b>	74,427.37	79,504.46	83,311.36	87,123.09	88,724.51	89,985.67	91,712.67	93,921.23
<b>3</b>	78,315.37	83,401.31	87,218.70	91,025.03	92,626.44	93,886.47	95,613.47	97,837.10
<b>4</b>	82,026.08	87,123.09	90,926.34	94,751.69	96,351.11	97,612.58	99,339.58	101,557.78
<b>5</b>	85,730.83	90,819.89	94,636.17	98,450.46	100,052.96	101,311.67	103,038.67	105,257.66
<b>6</b>	89,640.74	94,744.88	98,567.99	102,390.25	103,988.26	105,250.29	106,977.29	109,216.26
<b>7</b>	94,481.37	99,866.75	103,899.88	107,931.44	109,618.22	110,948.40	112,675.40	115,037.52
<b>8</b>	99,587.47	105,269.51	109,523.54	113,777.58	115,557.46	116,961.80	118,688.80	121,180.31
<b>9</b>	104,974.44	110,968.91	115,458.05	119,945.61	121,823.32	123,303.41	125,030.41	127,660.77
<b>10</b>	117,151.15	123,680.52	127,696.29	132,887.61	134,563.34	135,831.98	137,558.98	139,976.34