

2019-20 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	\$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
	TOTAL	189.00	\$59,794	\$60,478	\$60,845	\$70,317	\$63,120	\$72,812	\$64,637	\$74,327	\$75,846	\$76,668
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
	TOTAL	189.00	\$60,463	\$61,011	\$61,832	\$71,064	\$65,559	\$73,396	\$67,481	\$74,979	\$76,975	\$79,848
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
	TOTAL	189.00	\$60,905	\$61,466	\$63,767	\$71,518	\$68,030	\$73,852	\$70,174	\$75,470	\$79,598	\$82,447
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	\$1,405	\$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
	TOTAL	189.00	\$61,357	\$61,921	\$65,196	\$71,973	\$69,956	\$74,308	\$72,309	\$75,926	\$81,598	\$84,406
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
	TOTAL	189.00	\$61,814	\$63,144	\$67,048	\$72,428	\$72,317	\$75,390	\$74,881	\$77,954	\$84,098	\$86,885
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
	TOTAL	189.00	\$62,267	\$64,384	\$69,038	\$73,035	\$74,658	\$77,706	\$77,430	\$80,478	\$86,577	\$89,347
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
	TOTAL	189.00			\$71,494	\$74,541	\$77,642	\$80,693	\$80,627	\$83,674	\$89,781	\$92,550
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
	TOTAL	189.00			\$73,863	\$76,917	\$80,537	\$83,583	\$83,741	\$86,781	\$92,878	\$95,646
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
	TOTAL	189.00			\$76,319	\$79,369	\$83,519	\$86,561	\$86,934	\$89,977	\$96,075	\$98,841
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
	TOTAL	189.00			\$78,770	\$81,820	\$86,499	\$89,542	\$90,132	\$93,177	\$99,271	\$102,040

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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			\$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
	TOTAL	189.00			\$81,221	\$84,271	\$89,478	\$92,524	\$93,326	\$96,374	\$102,465	\$105,235
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
	TOTAL	189.00			\$83,671	\$86,724	\$92,458	\$95,505	\$96,521	\$99,571	\$105,662	\$108,430
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
	TOTAL	189.00					\$95,436	\$98,483	\$99,719	\$102,767	\$108,859	\$111,627
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
	TOTAL	189.00					\$98,415	\$101,463	\$102,911	\$105,962	\$112,054	\$114,823
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
	TOTAL	189.00					\$100,276	\$103,366	\$104,825	\$107,914	\$114,084	\$116,887

Drivers

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

3.00% above IPD