

**APPENDIX A**  
**TEACHERS' SALARY SCHEDULE - BACHELORS DEGREE**

<b>2014-2015</b>		<b>2015--2016</b>		<b>2016-2017</b>	
<b><u>Exp.</u></b>	<b><u>Bachelors BA</u></b>	<b><u>Exp.</u></b>	<b><u>Bachelors BA</u></b>	<b><u>Exp.</u></b>	<b><u>Bachelors BA</u></b>
0,1	48,481	0	49,470	0	50,813
2	50,420	1,2	51,423	1	52,793
3,4	52,457	3	53,475	2,3	54,873
5	54,492	4,5	55,522	4	56,945
6	56,529	6	57,569	5,6	59,016
7	58,663	7	59,713	7	61,184
8	60,793	8	61,851	8	63,343
9	62,928	9	63,992	9	65,504
10	65,062	10	66,129	10	67,658
11	67,196	11	68,264	11	69,808
12	69,424	12	70,493	12	72,052
13	71,655	13	72,723	13	74,295
14	73,886	14	74,950	14	76,532
15-19+	77,173	15-19+	78,253	15-19+	79,349

For the 2014-15 contract year, teachers shall remain on the same step (not years of experience) they occupied in the 2013-14 contract year.

**Longevity**

- ❖ Teachers who have completed twenty but less than twenty-six years of teaching experience shall receive a longevity payment in the amount of \$1,729.
- ❖ Teachers who have completed twenty-six or more years of teaching experience shall receive a longevity payment in the amount of \$3,458.

\*The longevity benefit set forth herein is not available to teachers first employed for the 1996-1997 school year and thereafter.

\*The teacher who currently possesses the National Board for Professional Teaching Standards Teacher Certification shall continue to receive a \$1,000.00 yearly stipend, in addition to the salary listed for his/her appropriate step on the salary schedule. Any teacher who, during or subsequent to the 2005-2006 contract year, receives a National Board for Professional Teaching Standards Teacher Certification shall receive a one time only \$2,000.00 payment, in addition to the salary listed for their appropriate step on the salary schedule, for the year in which the teacher receives said certification. The above-referenced payments shall not apply to any certification other than the National Board for Professional Teaching Standards Teacher Certification.

**APPENDIX A**

**TEACHERS' SALARY SCHEDULE - MASTERS DEGREE**

<b>2014-2015</b>		<b>2015-2016</b>		<b>2016-2017</b>	
<b><u>Exp.</u></b>	<b><u>Masters BA +30</u></b>	<b><u>Exp.</u></b>	<b><u>Masters BA +30</u></b>	<b><u>Exp.</u></b>	<b><u>Masters BA +30</u></b>
0,1	54,106	0	55,209	0	56,708
2	56,436	1,2	57,558	1	59,092
3,4	58,758	3	59,898	2,3	61,464
5	61,183	4,5	62,340	4	63,938
6	63,609	6	64,779	5,6	66,407
7	66,031	7	67,213	7	68,868
8	68,455	8	69,646	8	71,327
9	70,881	9	72,078	9	73,781
10	73,305	10	74,507	10	76,230
11	75,828	11	77,034	11	78,776
12	78,344	12	79,550	12	81,310
13	80,866	13	82,071	13	83,845
14	83,385	14	84,586	14	86,371
15-19+	87,109	15-19+	88,328	15-19+	89,565

For the 2014-15 contract year, teachers shall remain on the same step (not years of experience) they occupied in the 2013-14 contract year.

**Longevity**

- ❖ Teachers who have completed twenty but less than twenty-six years of teaching experience shall receive a longevity payment in the amount of \$1,978.
- ❖ Teachers who have completed twenty-six or more years of teaching experience shall receive a longevity payment in the amount of \$3,957.

\*The longevity benefit set forth herein is not available to teachers first employed for the 1996-1997 school year and thereafter.

\*For any new hire after July 1, 2008, the Board of Education shall require attainment of the degree for placement into this salary schedule. All teachers existing in the bargaining unit prior to July 1, 2008, shall be "grandfathered" under the system that existed as of June 30, 2008 that did not require degree attainment for placement into a respective salary lane on the salary schedule.

\*The teacher who currently possesses the National Board for Professional Teaching Standards Teacher Certification shall continue to receive a \$1,000.00 yearly stipend, in addition to the salary listed for his/her appropriate step on the salary schedule. Any teacher who, during or subsequent to the 2005-2006 contract year, receives a National Board for Professional Teaching Standards Teacher Certification shall receive a one time only \$2,000.00 payment, in addition to the salary listed for their appropriate step on the salary schedule, for the year in which the teacher receives said certification. The above-referenced payments shall not apply to any certification other than the National Board for Professional Teaching Standards Teacher Certification.

**APPENDIX A**  
**TEACHERS' SALARY SCHEDULE - 6<sup>th</sup> YEAR**

<u>Exp.</u>	<u>2014-2015</u> <u>6<sup>th</sup> Year</u> <u>BA +60</u>	<u>Exp.</u>	<u>2015-2016</u> <u>6<sup>th</sup> Year</u> <u>BA +60</u>	<u>Exp.</u>	<u>2016-2017</u> <u>6<sup>th</sup> Year</u> <u>BA +60</u>
0,1	60,601	0	61,837	0	63,516
2	63,216	1,2	64,473	1	66,191
3,4	65,836	3	67,114	2,3	68,868
5	68,455	4,5	69,749	4	71,537
6	71,073	6	72,381	5,6	74,200
7	73,787	7	75,107	7	76,957
8	76,504	8	77,835	8	79,713
9	79,217	9	80,555	9	82,458
10	81,933	10	83,277	10	85,202
11	84,746	11	86,094	11	88,041
12	87,557	12	88,905	12	90,871
13	90,370	13	91,716	13	93,698
14	93,182	14	94,524	14	96,519
15-19+	97,329	15-19+	98,692	15-19+	100,073

For the 2014-15 contract year, teachers shall remain on the same step (not years of experience) they occupied in the 2013-14 contract year.

**Longevity**

- ❖ Teachers who have completed twenty but less than twenty-six years of teaching experience shall receive a longevity payment in the amount of \$2,193.
- ❖ Teachers who have completed twenty-six or more years of teaching experience shall receive a longevity payment in the amount of \$4,386.

\*The longevity benefit set forth herein is not available to teachers first employed for the 1996-1997 school year and thereafter.

\*For any new hire after July 1, 2008, the Board of Education shall require attainment of a Masters Degree + 30 credits for placement into this salary schedule. All teachers existing in the bargaining unit prior to July 1, 2008, shall be "grandfathered" under the system that existed as of June 30, 2008 to be placed in this lane on the salary schedule that required a BA+60 credits.

\*The teacher who currently possesses the National Board for Professional Teaching Standards Teacher Certification shall continue to receive a \$1,000.00 yearly stipend, in addition to the salary listed for his/her appropriate step on the salary schedule. Any teacher who, during or subsequent to the 2005-2006 contract year, receives a National Board for Professional Teaching Standards Teacher Certification shall receive a one time only \$2,000.00 payment, in addition to the salary listed for their appropriate step on the salary schedule, for the year in which the teacher receives said certification. The above-referenced payments shall not apply to any certification other than the National Board for Professional Teaching Standards Teacher Certification.

**APPENDIX A**  
**TEACHERS' SALARY SCHEDULE - DOCTORAL/MA +60**

<b>2014-2015</b>		<b>2015-2016</b>		<b>2016-2017</b>	
<b><u>Exp.</u></b>	<b><u>Doctoral</u> <u>MA +60</u></b>	<b><u>Exp.</u></b>	<b><u>Doctoral</u> <u>MA +60</u></b>	<b><u>Exp.</u></b>	<b><u>Doctoral</u> <u>MA +60</u></b>
0,1	65,434	0	66,769	0	68,582
2	68,052	1,2	69,406	1	71,255
3,4	70,672	3	72,043	2,3	73,926
5	73,291	4,5	74,676	4	76,590
6	75,904	6	77,301	5,6	79,244
7	78,623	7	80,030	7	82,001
8	81,338	8	82,753	8	84,750
9	84,048	9	85,468	9	87,487
10	86,766	10	88,189	10	90,228
11	89,579	11	91,003	11	93,061
12	92,389	12	93,811	12	95,886
13	95,202	13	96,620	13	98,709
14	98,014	14	99,426	14	101,524
15-19+	102,229	15-19+	103,660	15-19+	105,112

Note: For the 2014-15 contract year, teachers shall remain on the same step (not years of experience) they occupied in the 2013-14 contract year.

**Longevity**

- ❖ Teachers who have completed twenty but less than twenty-six years of teaching experience shall receive a longevity payment in the amount of \$2,193.
- ❖ Teachers who have completed twenty-six or more years of teaching experience shall receive a longevity payment in the amount of \$4,386.

\*The longevity benefit set forth herein is not available to teachers first employed for the 1996-1997 school year and thereafter.

\*For any new hire after July 1, 2008, the Board of Education shall require attainment of the degree for placement into this salary schedule. All teachers existing in the bargaining unit prior to July 1, 2008, shall be "grandfathered" under the system that existed as of June 30, 2008 that did not require degree attainment for placement into a respective salary lane on the salary schedule.

\*The teacher who currently possesses the National Board for Professional Teaching Standards Teacher Certification shall continue to receive a \$1,000.00 yearly stipend, in addition to the salary listed for his/her appropriate step on the salary schedule. Any teacher who, during or subsequent to the 2005-2006 contract year, receives a National Board for Professional Teaching Standards Teacher Certification shall receive a one time only \$2,000.00 payment, in addition to the salary listed for their appropriate step on the salary schedule, for the year in which the teacher receives said certification. The above-referenced payments shall not apply to any certification other than the National Board for Professional Teaching Standards Teacher Certification.