

**APPENDIX A-1**  
**SALARY SCHEDULE – 2015-2016**

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>6TH YR</b>	<b>PHD</b>
<b>1</b>	\$41,013	\$45,624	\$47,496	\$51,326
<b>2</b>	\$42,541	\$47,775	\$49,857	\$53,881
<b>3</b>	\$44,127	\$50,151	\$52,364	\$56,562
<b>4</b>	\$45,773	\$52,646	\$54,944	\$59,661
<b>5</b>	\$47,480	\$55,266	\$57,677	\$62,927
<b>6</b>	\$49,369	\$58,017	\$61,411	\$66,373
<b>7</b>	\$51,333	\$60,905	\$65,386	\$70,009
<b>8</b>	\$55,379	\$65,749	\$70,480	\$75,077
<b>9</b>	\$60,488	\$71,413	\$76,359	\$81,065
<b>10</b>	\$65,596	\$77,077	\$82,236	\$87,055
<b>11</b>	\$69,734	\$81,735	\$87,091	\$92,004

All teachers not at maximum in the 2014-2015 school year shall move to the next highest step number for the 2015-2016 school year at the precise mid-way point of the 2015-2016 work year. The Board and the Association have agreed that teachers will receive a pro-rated salary for the entire 2015-2016 work year that incorporates the increase associated with the mid-year step movement, beginning at the commencement of the 2015-2016 work year. Thus, the gross salary amount in each individual teacher's paycheck should be uniform across the work year.

Teachers hired at the commencement of the 2015-2016 work year or during the 2015-2016 work year, shall not move to the next highest step number mid-way through the year.

Library Media Specialist shall receive per diem salary payments for each day worked beyond the contractual work year. The Board shall make annual determination of the need for any additional days. At no time during this Agreement shall the additional days exceed five (5) work days.