

**EXHIBIT II**

**SIMSBURY TEACHERS' SALARY SCHEDULE  
2015-16**

<b>Step</b>	<b>Bachelor</b>	<b>Masters</b>	<b>6th Year</b>	<b>7th Year</b>
1	45,077	46,881	49,531	53,349
2	46,243	49,002	51,759	55,576
3	47,729	51,441	54,092	57,911
4	49,850	54,410	57,273	60,986
5	52,501	57,592	61,198	64,910
6	55,683	61,729	65,441	70,638
7	61,941	67,031	73,184	78,487
8		75,198	81,669	86,123
9		84,002	90,578	95,032

Inasmuch as no future increment is awarded to teachers beyond the last step of the salary schedule, the Board shall grant a \$725 supermax payment to teachers in each of the 4 years following achievement of the last step and a \$925 supermax payment in the 5th and subsequent years. Scheduled increments shall be granted annually to members of the staff whose work is deemed satisfactory or better in accordance with the school district's evaluation procedure.

The Superintendent shall make recommendations to the Board for the granting or withholding of increments or the equivalent for teachers whose work is deemed unsatisfactory, and the granting or withholding of increments shall be accomplished by Board action.

In no case shall an increment be withheld except on the recommendation of the Superintendent, providing, however, that the Board may grant an increment notwithstanding recommendations by the Superintendent that the same be withheld.

In the event of termination of contract, total earnings shall be based on the actual number of contractual days worked.