

WINDHAM PUBLIC SCHOOLS

APPENDIX SCHEDULE A-1

SALARY SCHEDULE 2015-16

Step	MASTERS/			6th YR/		DOC/PHD
	BA	BA + 15	BA + 30	MA + 15	MA + 30	
1						
2						
3	41,950	42,857	44,412	45,737	47,122	50,864
4	43,197	44,166	45,875	47,264	48,774	52,608
5	44,443	45,475	47,340	48,790	50,426	54,354
6	45,690	46,784	48,804	50,317	52,077	56,099
7	46,936	48,093	50,268	51,842	53,729	57,844
8	48,183	49,402	51,731	53,369	55,381	59,589
9	49,429	50,711	53,195	54,896	57,032	61,334
10	51,921	53,324	56,127	57,949	60,334	64,821
11	54,850	56,396	59,967	61,786	64,267	68,583
12	57,946	59,639	63,995	65,816	68,401	72,553
13	61,042	62,882	68,023	69,846	72,535	76,523
14	64,138	66,125	72,051	73,876	76,669	80,493
15	68,107	70,269	77,066	78,920	81,853	85,561

In 2015-16, all teachers not at maximum shall advance one step on the salary schedule.

Degree track movement shall be permitted only for graduate courses in programs that are accredited by NCATE, or another nationally-recognized accreditation organization.

Teachers with twenty (20) or more years of service in Windham shall receive an additional stipend of \$1,000.00, which shall be prorated as appropriate.

Any teacher who obtains National Teacher Certification or National Certification from the National Association of School Psychologists, the National Association of Certified Social Workers, the American Speech-Language Hearing Association, or Interpreter certification by the National Registry of Interpreters of the Deaf shall receive an annual stipend of \$1,000.

A teacher shall advance one step on the salary schedule the year following a leave of absence as long as he/she has been paid at least fifty percent (50%) of the school year.

** Initial placement of a newly hired teacher on the salary schedule shall be determined by the Superintendent after consultation with a teacher and subject to the approval of the Board with the following limitations. No teacher will be hired at a step higher than any current bargaining unit member with the same years of experience. A teacher with teaching experience in a position in a school system requiring a teacher certificate shall be placed in the appropriate degree track of the salary schedule in accordance with the following scale:

Experience:	5 - 7 years	No lower than the third step
	8 - 9 years	No lower than the fourth step
	10 or more years	No lower than the fifth step