

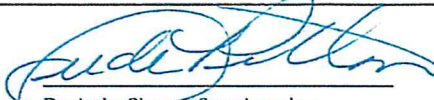
2018-2019

Steps	A	B		C		D		E	
	BA	BA + Teaching Credential	Longevity	BA + Teaching Credential + 45	Longevity	BA + Teaching Credential + 60	Longevity	BA + Teaching Credential + 75	Longevity
1	\$51,949.86	\$54,755.15		\$54,757.60		\$56,749.54		\$59,819.43	
2	\$51,952.18	\$54,757.60		\$56,517.06		\$59,586.95		\$62,654.40	
3	\$53,024.60	\$55,887.93		\$58,933.82		\$61,982.15		\$64,983.74	
4	\$55,691.97	\$58,699.34		\$61,748.87		\$64,798.41		\$67,845.52	
5		\$61,516.82		\$64,565.14		\$67,613.46		\$70,660.57	
6		\$64,330.65		\$67,378.98		\$70,428.51		\$73,475.62	
7		\$67,148.14		\$70,196.46		\$73,244.78		\$76,291.89	
8		\$69,961.97		\$73,010.29		\$76,059.83		\$79,106.94	
9		\$72,778.24		\$75,826.56		\$78,876.10		\$81,921.99	
10		\$75,593.29		\$78,641.61		\$81,689.93		\$84,738.25	
11		\$78,407.12		\$81,456.66		\$84,504.98		\$87,553.31	
12		\$81,224.60		\$84,272.93		\$87,321.25		\$90,368.36	
13		\$84,135.64		\$87,183.96		\$90,232.28		\$93,279.39	
14		\$84,135.64	\$2,524.07	\$87,183.96	\$2,615.52	\$90,232.28	\$2,706.97	\$93,279.39	\$2,798.38
15		\$84,135.64	\$2,524.07	\$87,183.96	\$2,615.52	\$90,232.28	\$2,706.97	\$93,279.39	\$2,798.38
16		\$84,135.64	\$2,524.07	\$87,183.96	\$2,615.52	\$90,232.28	\$2,706.97	\$93,279.39	\$2,798.38
17		\$87,046.67	\$3,481.87	\$90,094.99	\$3,603.80	\$93,143.31	\$3,725.73	\$96,190.42	\$3,847.62
18		\$87,046.67	\$3,481.87	\$90,094.99	\$3,603.80	\$93,143.31	\$3,725.73	\$96,190.42	\$3,847.62
19		\$87,046.67	\$3,481.87	\$90,094.99	\$3,603.80	\$93,143.31	\$3,725.73	\$96,190.42	\$3,847.62
20		\$87,046.67	\$4,352.33	\$90,094.99	\$4,504.75	\$93,143.31	\$4,657.17	\$96,190.42	\$4,809.52
21		\$89,957.70	\$4,497.89	\$93,006.02	\$4,650.30	\$96,054.35	\$4,802.72	\$99,101.45	\$4,955.07
22		\$89,957.70	\$4,497.89	\$93,006.02	\$4,650.30	\$96,054.35	\$4,802.72	\$99,101.45	\$4,955.07
23		\$89,957.70	\$5,397.46	\$93,006.02	\$5,580.36	\$96,054.35	\$5,763.26	\$99,101.45	\$5,946.09
24		\$89,957.70	\$5,397.46	\$93,006.02	\$5,580.36	\$96,054.35	\$5,763.26	\$99,101.45	\$5,946.09
25		\$92,868.73	\$5,572.12	\$95,917.06	\$5,755.02	\$98,965.38	\$5,937.92	\$102,012.48	\$6,120.75
26		\$92,868.73	\$6,500.81	\$95,917.06	\$6,714.19	\$98,965.38	\$6,927.58	\$102,012.48	\$7,140.87
27		\$92,868.73	\$6,500.81	\$95,917.06	\$6,714.19	\$98,965.38	\$6,927.58	\$102,012.48	\$7,140.87
28		\$92,868.73	\$6,500.81	\$95,917.06	\$6,714.19	\$98,965.38	\$6,927.58	\$102,012.48	\$7,140.87
29		\$92,868.73	\$9,286.87	\$95,917.06	\$9,591.71	\$98,965.38	\$9,896.54	\$102,012.48	\$10,201.25

Notes:	
1. Minimum Salary:	\$51,828.19
2. Workdays 185 (2nd year and beyond) or 187 (first year teachers)	
3. Longevity Stipends: After 8 consecutive years of service; 3% at 14 years, 4% at 17 years, 5% at 20 years, 6% at 23 years, 7% at 26 years, and 10% at 29 years. Longevity Stipend is added each year after Annual Step Increase for the 14th year and beyond. Longevity Stipends are not added to the base salary for salary raise calculations.	
4. CTA endorsed disability provided by district	
5. Provide parental leave per Article 11 (Child Bonding Time)	
6. HW of resigned/terminated employees at June 30 will be carried by the district to Sept. 30.	
7. Substitutes are paid \$175 for full-day service and \$200 per full-day service after 20 continuous days for the same teacher	
8. District employees at 0.5 FTE & over are entitled to a district contribution towards medical, dental, & vision insurance premiums for themselves and dependents based on Article 10.1.2.	
9. Masters Degree	\$1,750
10. National Board Certification	\$1,400
11. Doctorate	\$1,400
12. Lead Teacher	\$1,250
13. Ancillary Work requests per article 9.10	\$50
14. Yearbook Production	\$1,000

Adopted: July 10, 2018


 Thomas Gerdes, BTA Negotiations Chair


 Dr. Audra Pittman, Superintendent

6.75% Increase Over Previous Year (Steps 1 and 2)
 6% Increase Over Previous Year (All Other Steps)