

APPENDIX A - SALARY SCHEDULE 2023-24

Years of Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90 or Ph.D.
0	Base Salary	48,566.00	48,879.00	50,212.00	51,546.00	54,735.00	57,062.00	61,346.00	64,107.00
	1% Attract and Retain Stipend	486.00	489.00	502.00	515.00	547.00	571.00	613.00	641.00
	2 Days of Training	539.62	543.10	557.91	572.73	608.17	634.02	681.62	712.30
	*** Two Learning Improvement Days	539.62	543.10	557.91	572.73	608.17	634.02	681.62	712.30
	One Orientation Day	269.81	271.55	278.96	286.37	304.08	317.01	340.81	356.15
	One Classroom/Workspace Set-up	269.81	271.55	278.96	286.37	304.08	317.01	340.81	356.15
	Total Available Compensation	50,670.86	50,997.30	52,387.74	53,779.20	57,106.50	59,535.06	64,003.86	66,884.90
1	Base Salary	50,194.00	50,518.00	51,894.00	53,274.00	56,569.00	58,974.00	63,401.00	66,237.00
	1% Attract and Retain Stipend	502.00	505.00	519.00	533.00	566.00	590.00	634.00	662.00
	*2 Days of Training	557.71	561.31	576.60	591.93	628.54	655.27	704.46	735.97
	*** Two Learning Improvement Days	557.71	561.31	576.60	591.93	628.54	655.27	704.46	735.97
	Orientation Day	278.86	280.66	288.30	295.97	314.27	327.63	352.23	367.98
	One Classroom/Workspace Set-up	278.86	280.66	288.30	295.97	314.27	327.63	352.23	367.98
	Total Available Compensation	52,369.14	52,706.94	54,142.80	55,582.80	59,020.62	61,529.80	66,148.38	69,106.90
2	Base Salary	51,876.00	52,213.00	53,634.00	55,060.00	58,463.00	60,951.00	65,526.00	68,436.00
	1% Attract and Retain Stipend	519.00	522.00	536.00	551.00	585.00	610.00	655.00	684.00
	*2 Days of Training	576.40	580.14	595.93	611.78	649.59	677.23	728.07	760.40
	*** Two Learning Improvement Days	576.40	580.14	595.93	611.78	649.59	677.23	728.07	760.40
	Orientation Day	288.20	290.07	297.97	305.89	324.79	338.62	364.03	380.20
	One Classroom/Workspace Set-up	288.20	290.07	297.97	305.89	324.79	338.62	364.03	380.20
	Total Available Compensation	54,124.20	54,475.42	55,957.80	57,446.34	60,996.76	63,592.70	68,365.20	71,401.20
3	Base Salary	53,614.00	53,962.00	55,431.00	56,905.00	60,423.00	62,995.00	67,722.00	70,711.00
	1% Attract and Retain Stipend	536.00	540.00	554.00	569.00	604.00	630.00	677.00	707.00
	*2 Days of Training	595.71	599.58	615.90	632.28	671.37	699.94	752.47	785.68
	*** Two Learning Improvement Days	595.71	599.58	615.90	632.28	671.37	699.94	752.47	785.68
	Orientation Day	297.86	299.79	307.95	316.14	335.68	349.97	376.23	392.84
	One Classroom/Workspace Set-up	297.86	299.79	307.95	316.14	335.68	349.97	376.23	392.84
	Total Available Compensation	55,937.14	56,300.74	57,832.70	59,370.84	63,041.10	65,724.82	70,656.40	73,775.04
4	Base Salary	55,411.00	55,770.00	57,289.00	58,813.00	62,447.00	65,105.00	69,993.00	73,059.00
	1% Attract and Retain Stipend	554.00	558.00	573.00	588.00	624.00	651.00	700.00	731.00
	*** Two Learning Improvement Days	615.68	619.67	636.54	653.48	693.86	723.39	777.70	811.77
	Orientation Day	307.84	309.83	318.27	326.74	346.93	361.69	388.85	405.88
	One Classroom/Workspace Set-up	307.84	309.83	318.27	326.74	346.93	361.69	388.85	405.88
	Total Available Compensation	57,196.36	57,567.33	59,135.08	60,707.96	64,458.72	67,202.77	72,248.40	75,413.53
5	Base Salary	57,268.00	57,639.00	59,211.00	60,783.00	64,541.00	67,286.00	72,337.00	75,486.00
	1% Attract and Retain Stipend	573.00	576.00	592.00	608.00	645.00	673.00	723.00	755.00
	*** Two Learning Improvement Days	636.31	640.43	657.90	675.37	717.12	747.62	803.74	838.73
	Orientation Day	318.16	320.22	328.95	337.68	358.56	373.81	401.87	419.37
	One Classroom/Workspace Set-up	318.16	320.22	328.95	337.68	358.56	373.81	401.87	419.37
	Total Available Compensation	59,113.63	59,495.87	61,118.80	62,741.73	66,620.24	69,454.24	74,667.48	77,918.47
6	Base Salary	59,188.00	59,572.00	61,192.00	62,819.00	66,704.00	69,542.00	74,760.00	77,993.00
	1% Attract and Retain Stipend	592.00	596.00	612.00	628.00	667.00	695.00	748.00	780.00
	*** Two Learning Improvement Days	657.64	661.91	679.91	697.99	741.16	772.69	830.67	866.59
	Orientation Day	328.82	330.96	339.96	348.99	370.58	386.34	415.33	433.29
	One Classroom/Workspace Set-up	328.82	330.96	339.96	348.99	370.58	386.34	415.33	433.29
	Total Available Compensation	61,095.28	61,491.83	63,163.83	64,842.97	68,853.32	71,782.37	77,169.33	80,506.17
7	Base Salary	61,172.00	61,567.00	63,242.00	64,927.00	68,941.00	71,871.00	77,266.00	80,583.00
	1% Attract and Retain Stipend	612.00	616.00	632.00	649.00	689.00	719.00	773.00	806.00
	*** Two Learning Improvement Days	679.69	684.08	702.69	721.41	766.01	798.57	858.51	895.37
	Orientation Day	339.84	342.04	351.34	360.71	383.01	399.28	429.26	447.68
	One Classroom/Workspace Set-up	339.84	342.04	351.34	360.71	383.01	399.28	429.26	447.68
	Total Available Compensation	63,143.37	63,551.16	65,279.37	67,018.83	71,162.03	74,187.13	79,756.03	83,179.73
8	Base Salary	63,222.00	63,631.00	65,364.00	67,101.00	71,250.00	74,279.00	79,856.00	83,261.00
	1% Attract and Retain Stipend	632.00	636.00	654.00	671.00	713.00	743.00	799.00	833.00
	*** Two Learning Improvement Days	702.47	707.01	726.27	745.57	791.67	825.32	887.29	925.12
	Orientation Day	351.23	353.51	363.13	372.78	395.83	412.66	443.64	462.56
	One Classroom/Workspace Set-up	351.23	353.51	363.13	372.78	395.83	412.66	443.64	462.56
	Total Available Compensation	65,258.93	65,681.03	67,470.53	69,263.13	73,546.33	76,672.64	82,429.57	85,944.24
9	Base Salary		65,762.00	67,554.00	69,350.00	73,637.00	76,770.00	82,532.00	86,027.00
	1% Attract and Retain Stipend		658.00	676.00	694.00	736.00	768.00	825.00	860.00
	*** Two Learning Improvement Days		730.69	750.60	770.56	818.19	853.00	917.02	955.86
	Orientation Day		365.34	375.30	385.28	409.09	426.50	458.51	477.93
	One Classroom/Workspace Set-up		365.34	375.30	385.28	409.09	426.50	458.51	477.93
	Total Available Compensation		67,881.37	69,731.20	71,585.12	76,009.37	79,244.00	85,191.04	88,798.72

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Years of Service		BA	BA+15	BA+30	BA+45	BA+90	MA	MA+45	MA+90 or Ph.D.
10	Base Salary			69,819.00	71,674.00	76,105.00	79,342.00	85,299.00	88,883.00
	1% Attract and Retain Stipend			698.00	717.00	761.00	793.00	853.00	889.00
	*** Two Learning Improvement Days			775.77	796.38	845.61	881.58	947.77	987.59
	Orientation Day			387.88	398.19	422.81	440.79	473.88	493.79
	One Classroom/Workspace Set-up			387.88	398.19	422.81	440.79	473.88	493.79
	Total Available Compensation			72,068.53	73,983.76	78,557.23	81,898.16	88,047.53	91,747.17
11	Base Salary				74,076.00	78,656.00	82,002.00	88,157.00	91,837.00
	1% Attract and Retain Stipend				741.00	787.00	820.00	882.00	918.00
	*** Two Learning Improvement Days				823.07	873.96	911.13	979.52	1,020.41
	Orientation Day				411.53	436.98	455.57	489.76	510.21
	One Classroom/Workspace Set-up				411.53	436.98	455.57	489.76	510.21
	Total Available Compensation				76,463.13	81,190.92	84,644.27	90,998.04	94,795.83
12	Base Salary				76,561.00	81,293.00	84,750.00	91,112.00	94,888.00
	1% Attract and Retain Stipend				766.00	813.00	848.00	911.00	949.00
	*** Two Learning Improvement Days				850.68	903.26	941.67	1,012.36	1,054.31
	Orientation Day				425.34	451.63	470.83	506.18	527.16
	One Classroom/Workspace Set-up				425.34	451.63	470.83	506.18	527.16
	Total Available Compensation				79,028.36	83,912.52	87,481.33	94,047.72	97,945.63
13	Base Salary					84,018.00	87,589.00	94,166.00	98,040.00
	1% Attract and Retain Stipend					840.00	876.00	942.00	980.00
	*** Two Learning Improvement Days					933.53	973.21	1,046.29	1,089.33
	Orientation Day					466.77	486.61	523.14	544.67
	One Classroom/Workspace Set-up					466.77	486.61	523.14	544.67
	Total Available Compensation					86,725.07	90,411.43	97,200.57	101,198.67
14	Base Salary					86,833.00	90,527.00	97,321.00	101,296.00
	1% Attract and Retain Stipend					868.00	905.00	973.00	1,013.00
	*** Two Learning Improvement Days					964.81	1,005.86	1,081.34	1,125.51
	Orientation Day					482.41	502.93	540.67	562.76
	One Classroom/Workspace Set-up					482.41	502.93	540.67	562.76
	Total Available Compensation					89,630.63	93,443.72	100,456.68	104,560.03
15	Base Salary					89,744.00	93,559.00	100,584.00	104,661.00
	1% Attract and Retain Stipend					897.00	936.00	1,006.00	1,047.00
	*** Two Learning Improvement Days					997.16	1,039.54	1,117.60	1,162.90
	Orientation Day					498.58	519.77	558.80	581.45
	One Classroom/Workspace Set-up					498.58	519.77	558.80	581.45
	Total Available Compensation					92,635.32	96,574.08	103,825.20	108,033.80
16	Base Salary					92,751.00	96,695.00	103,955.00	108,138.00
	1.4% Attract and Retain Stipend					1,299.00	1,354.00	1,455.00	1,514.00
	*** Two Learning Improvement Days					1,030.57	1,074.39	1,155.06	1,201.53
	Orientation Day					515.28	537.19	577.53	600.77
	One Classroom/Workspace Set-up					515.28	537.19	577.53	600.77
	Total Available Compensation					96,111.13	100,197.77	107,720.12	112,055.07
17 -<20	Base Salary					92,751.00	96,695.00	103,955.00	108,138.00
	2.4% Attract and Retain Stipend					2,226.51	2,320.95	2,494.55	2,595.38
	*** Two Learning Improvement Days					1,030.57	1,074.39	1,155.06	1,201.53
	Orientation Day					515.28	537.19	577.53	600.77
	One Classroom/Workspace Set-up					515.28	537.19	577.53	600.77
	Total Available Compensation					97,038.64	101,164.72	108,759.67	113,136.45
20 -<25	Base Salary					92,751.00	96,695.00	103,955.00	108,138.00
	2.65% Attract and Retain Stipend					2,458.39	2,562.69	2,754.44	2,865.73
	*** Two Learning Improvement Days					1,030.57	1,074.39	1,155.06	1,201.53
	Orientation Day					515.28	537.19	577.53	600.77
	One Classroom/Workspace Set-up					515.28	537.19	577.53	600.77
	Total Available Compensation					97,270.52	101,406.46	109,019.56	113,406.80
25 +	Base Salary					92,751.00	96,695.00	103,955.00	108,138.00
	2.9% Attract and Retain Stipend					2,690.27	2,804.43	3,014.33	3,136.07
	*** Two Learning Improvement Days					1,030.57	1,074.39	1,155.06	1,201.53
	Orientation Day					515.28	537.19	577.53	600.77
	One Classroom/Workspace Set-up					515.28	537.19	577.53	600.77
	Total Available Compensation					97,502.40	101,648.20	109,279.45	113,677.14