

2018-2020 Certificated Salary Schedule

184 day contract

Aug 28, Oct 12, Jan 25, May 17

Year 1 total 5% increase

Year 2 total 5% increase

Year 2 \$1,000 longevity stipend for 20 to 24 year employees (Not guaranteed to continue - will need to be rebargained in future contracts)

Year 2 \$3,650 longevity stipend for 25+ year employees (Not guaranteed to continue - will need to be rebargained in future contracts)

Utilizing LEAP Schedule A

Opener language: In the event the legislature increases or decreases District revenue formulas (including, but not limited to, levy capacity, levy equalization, the inflationary index, e.g., utilizing CPI instead of IPD, professional learning day funding, regionalization or salary compliance), the parties agree to reopen this agreement at the written request of the District or Association to negotiate the impact of such legislative actions.

**Year 1 (2018-2019)**

Year 1 made up as follows:

17/18 Base plus TRI plus 3.1%

1.9% Professional Learning Stipend

Per diem for 2018/19 based on the following table (Does not include professional learning stipend.)

**17/18 Combined Base & Tri plus 3.1%**

| Years of Service | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8           |
|------------------|----------|----------|----------|----------|----------|----------|----------|-------------|
|                  | BA       | BA+15    | BA+30    | BA+45    | BA+90    | MA       | MA+45    | MA+90/Ph.D. |
| 0                | \$47,820 | \$49,111 | \$50,449 | \$51,790 | \$56,094 | \$57,331 | \$61,635 | \$64,410    |
| 1                | \$48,463 | \$49,772 | \$51,128 | \$52,528 | \$56,876 | \$57,969 | \$62,317 | \$65,072    |
| 2                | \$49,076 | \$50,398 | \$51,768 | \$53,276 | \$57,612 | \$58,610 | \$62,946 | \$65,732    |
| 3                | \$49,708 | \$51,043 | \$52,427 | \$53,983 | \$58,311 | \$59,219 | \$63,543 | \$66,397    |
| 4                | \$50,328 | \$51,722 | \$53,114 | \$54,724 | \$59,077 | \$59,856 | \$64,209 | \$67,084    |
| 5                | \$50,968 | \$52,369 | \$53,775 | \$55,474 | \$59,811 | \$60,504 | \$64,843 | \$67,774    |
| 6                | \$51,626 | \$52,996 | \$54,450 | \$56,234 | \$60,550 | \$61,168 | \$65,485 | \$68,430    |
| 7                | \$52,783 | \$54,173 | \$55,646 | \$57,527 | \$61,908 | \$62,413 | \$66,791 | \$69,820    |
| 8                | \$54,475 | \$55,941 | \$57,449 | \$59,487 | \$63,926 | \$64,370 | \$68,810 | \$71,948    |
| 9                | \$54,475 | \$57,773 | \$59,356 | \$61,466 | \$66,009 | \$66,348 | \$70,894 | \$74,140    |
| 10               | \$54,475 | \$57,773 | \$61,285 | \$63,548 | \$68,151 | \$68,432 | \$73,036 | \$76,389    |
| 11               | \$54,475 | \$57,773 | \$61,285 | \$65,690 | \$70,394 | \$70,574 | \$75,279 | \$78,698    |
| 12               | \$54,475 | \$57,773 | \$61,285 | \$67,764 | \$72,697 | \$72,800 | \$77,580 | \$81,105    |
| 13               | \$54,475 | \$57,773 | \$61,285 | \$67,764 | \$75,056 | \$75,105 | \$79,939 | \$83,567    |
| 14               | \$54,475 | \$57,773 | \$61,285 | \$67,764 | \$77,426 | \$77,478 | \$82,465 | \$86,125    |
| 15               | \$54,475 | \$57,773 | \$61,285 | \$67,764 | \$79,441 | \$79,492 | \$84,609 | \$88,365    |
| 16               | \$54,475 | \$57,773 | \$61,285 | \$67,764 | \$81,029 | \$81,081 | \$86,301 | \$90,131    |

**1.9% Professional Learning Stipend**

Applied to 17/18 base plus TRI

| Years of Service | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8           |
|------------------|---------|---------|---------|---------|---------|---------|---------|-------------|
|                  | BA      | BA+15   | BA+30   | BA+45   | BA+90   | MA      | MA+45   | MA+90/Ph.D. |
| 0                | \$881   | \$905   | \$930   | \$954   | \$1,034 | \$1,057 | \$1,136 | \$1,187     |
| 1                | \$893   | \$917   | \$942   | \$968   | \$1,048 | \$1,068 | \$1,148 | \$1,199     |
| 2                | \$904   | \$929   | \$954   | \$982   | \$1,062 | \$1,080 | \$1,160 | \$1,211     |
| 3                | \$916   | \$941   | \$966   | \$995   | \$1,075 | \$1,091 | \$1,171 | \$1,224     |
| 4                | \$927   | \$953   | \$979   | \$1,008 | \$1,089 | \$1,103 | \$1,183 | \$1,236     |
| 5                | \$939   | \$965   | \$991   | \$1,022 | \$1,102 | \$1,115 | \$1,195 | \$1,249     |
| 6                | \$951   | \$977   | \$1,003 | \$1,036 | \$1,116 | \$1,127 | \$1,207 | \$1,261     |
| 7                | \$973   | \$998   | \$1,025 | \$1,060 | \$1,141 | \$1,150 | \$1,231 | \$1,287     |
| 8                | \$1,004 | \$1,031 | \$1,059 | \$1,096 | \$1,178 | \$1,186 | \$1,268 | \$1,326     |
| 9                | \$1,004 | \$1,065 | \$1,094 | \$1,133 | \$1,216 | \$1,223 | \$1,306 | \$1,366     |
| 10               | \$1,004 | \$1,065 | \$1,129 | \$1,171 | \$1,256 | \$1,261 | \$1,346 | \$1,408     |
| 11               | \$1,004 | \$1,065 | \$1,129 | \$1,211 | \$1,297 | \$1,301 | \$1,387 | \$1,450     |
| 12               | \$1,004 | \$1,065 | \$1,129 | \$1,249 | \$1,340 | \$1,342 | \$1,430 | \$1,495     |
| 13               | \$1,004 | \$1,065 | \$1,129 | \$1,249 | \$1,383 | \$1,384 | \$1,473 | \$1,540     |
| 14               | \$1,004 | \$1,065 | \$1,129 | \$1,249 | \$1,427 | \$1,428 | \$1,520 | \$1,587     |
| 15               | \$1,004 | \$1,065 | \$1,129 | \$1,249 | \$1,464 | \$1,465 | \$1,559 | \$1,628     |
| 16               | \$1,004 | \$1,065 | \$1,129 | \$1,249 | \$1,493 | \$1,494 | \$1,590 | \$1,661     |

**Total Pay - Year 1**

|                  | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8           |
|------------------|----------|----------|----------|----------|----------|----------|----------|-------------|
| Years of Service | BA       | BA+15    | BA+30    | BA+45    | BA+90    | MA       | MA+45    | MA+90/Ph.D. |
| 0                | \$48,701 | \$50,016 | \$51,379 | \$52,745 | \$57,127 | \$58,388 | \$62,771 | \$65,597    |
| 1                | \$49,356 | \$50,690 | \$52,070 | \$53,496 | \$57,924 | \$59,037 | \$63,465 | \$66,271    |
| 2                | \$49,981 | \$51,327 | \$52,722 | \$54,258 | \$58,674 | \$59,691 | \$64,106 | \$66,943    |
| 3                | \$50,624 | \$51,984 | \$53,394 | \$54,978 | \$59,386 | \$60,310 | \$64,714 | \$67,621    |
| 4                | \$51,256 | \$52,675 | \$54,093 | \$55,733 | \$60,166 | \$60,959 | \$65,392 | \$68,320    |
| 5                | \$51,908 | \$53,334 | \$54,766 | \$56,497 | \$60,913 | \$61,619 | \$66,038 | \$69,023    |
| 6                | \$52,578 | \$53,973 | \$55,454 | \$57,271 | \$61,666 | \$62,296 | \$66,692 | \$69,691    |
| 7                | \$53,755 | \$55,171 | \$56,672 | \$58,587 | \$63,048 | \$63,563 | \$68,022 | \$71,107    |
| 8                | \$55,479 | \$56,972 | \$58,508 | \$60,583 | \$65,104 | \$65,556 | \$70,078 | \$73,274    |
| 9                | \$55,479 | \$58,837 | \$60,450 | \$62,599 | \$67,226 | \$67,571 | \$72,200 | \$75,506    |
| 10               | \$55,479 | \$58,837 | \$62,414 | \$64,719 | \$69,407 | \$69,693 | \$74,382 | \$77,797    |
| 11               | \$55,479 | \$58,837 | \$62,414 | \$66,901 | \$71,691 | \$71,875 | \$76,666 | \$80,149    |
| 12               | \$55,479 | \$58,837 | \$62,414 | \$69,013 | \$74,036 | \$74,142 | \$79,010 | \$82,600    |
| 13               | \$55,479 | \$58,837 | \$62,414 | \$69,013 | \$76,439 | \$76,489 | \$81,413 | \$85,107    |
| 14               | \$55,479 | \$58,837 | \$62,414 | \$69,013 | \$78,853 | \$78,906 | \$83,985 | \$87,712    |
| 15               | \$55,479 | \$58,837 | \$62,414 | \$69,013 | \$80,905 | \$80,957 | \$86,168 | \$89,993    |
| 16               | \$55,479 | \$58,837 | \$62,414 | \$69,013 | \$82,522 | \$82,576 | \$87,891 | \$91,792    |



**Total Pay - Year 2**

|                  | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8           |
|------------------|----------|----------|----------|----------|----------|----------|----------|-------------|
| Years of Service | BA       | BA+15    | BA+30    | BA+45    | BA+90    | MA       | MA+45    | MA+90/Ph.D. |
| 0                | \$51,119 | \$52,500 | \$53,930 | \$55,364 | \$59,964 | \$61,287 | \$65,888 | \$68,854    |
| 1                | \$51,807 | \$53,207 | \$54,655 | \$56,152 | \$60,800 | \$61,969 | \$66,617 | \$69,562    |
| 2                | \$52,462 | \$53,876 | \$55,340 | \$56,952 | \$61,587 | \$62,655 | \$67,289 | \$70,267    |
| 3                | \$53,138 | \$54,565 | \$56,045 | \$57,708 | \$62,335 | \$63,305 | \$67,928 | \$70,979    |
| 4                | \$53,801 | \$55,290 | \$56,779 | \$58,500 | \$63,153 | \$63,986 | \$68,640 | \$71,713    |
| 5                | \$54,485 | \$55,982 | \$57,485 | \$59,302 | \$63,938 | \$64,679 | \$69,317 | \$72,450    |
| 6                | \$55,189 | \$56,653 | \$58,207 | \$60,114 | \$64,728 | \$65,389 | \$70,003 | \$73,151    |
| 7                | \$56,425 | \$57,911 | \$59,486 | \$61,497 | \$66,179 | \$66,719 | \$71,400 | \$74,638    |
| 8                | \$58,234 | \$59,801 | \$61,413 | \$63,591 | \$68,336 | \$68,811 | \$73,558 | \$76,913    |
| 9                | \$58,234 | \$61,759 | \$63,452 | \$65,707 | \$70,564 | \$70,926 | \$75,786 | \$79,255    |
| 10               | \$58,234 | \$61,759 | \$65,513 | \$67,933 | \$72,853 | \$73,153 | \$78,076 | \$81,660    |
| 11               | \$58,234 | \$61,759 | \$65,513 | \$70,223 | \$75,251 | \$75,444 | \$80,473 | \$84,129    |
| 12               | \$58,234 | \$61,759 | \$65,513 | \$72,440 | \$77,713 | \$77,824 | \$82,933 | \$86,701    |
| 13               | \$58,234 | \$61,759 | \$65,513 | \$72,440 | \$80,234 | \$80,288 | \$85,455 | \$89,334    |
| 14               | \$58,234 | \$61,759 | \$65,513 | \$72,440 | \$82,768 | \$82,824 | \$88,155 | \$92,068    |
| 15               | \$58,234 | \$61,759 | \$65,513 | \$72,440 | \$84,922 | \$84,977 | \$90,447 | \$94,462    |
| 16               | \$58,234 | \$61,759 | \$65,513 | \$72,440 | \$86,620 | \$86,676 | \$92,256 | \$96,350    |
| 20               | \$59,234 | \$62,759 | \$66,513 | \$73,440 | \$87,620 | \$87,676 | \$93,256 | \$97,350    |
| 25               | \$61,884 | \$65,409 | \$69,163 | \$76,090 | \$90,270 | \$90,326 | \$95,906 | \$100,000   |