

2020/21 Certificated Staff Salary Schedule

Step		A	B	C	D	E	F	G
		BA	BA+15	BA+30	BA+45	BA+90 MA	BA+135*/MA+ 45	MA+90/ Doctorate
1	Index	1.0000	1.0376	1.0766	1.1171	1.1591	1.2027	1.2480
	Base Pay	\$ 49,844	\$ 51,718	\$ 53,662	\$ 55,681	\$ 57,774	\$ 59,947	\$ 62,205
	Contractual Prof Dev (4 Days)	\$ 1,108	\$ 1,149	\$ 1,192	\$ 1,237	\$ 1,284	\$ 1,332	\$ 1,382
	Optional Prof Dev (3.5 Days)	\$ 969	\$ 1,006	\$ 1,043	\$ 1,083	\$ 1,123	\$ 1,166	\$ 1,210
	Responsibility/Incentive	\$ 1,199	\$ 1,321	\$ 1,446	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 55,121	\$ 57,195	\$ 59,344	\$ 61,577	\$ 63,892	\$ 66,296	\$ 68,789
2	Index	1.0376	1.0766	1.1171	1.1591	1.2027	1.2480	1.2949
	Base Pay	\$ 51,718	\$ 53,662	\$ 55,681	\$ 57,774	\$ 59,947	\$ 62,205	\$ 64,543
	Contractual Prof Dev (4 Days)	\$ 1,149	\$ 1,192	\$ 1,237	\$ 1,284	\$ 1,332	\$ 1,382	\$ 1,434
	Optional Prof Dev (3.5 Days)	\$ 1,006	\$ 1,043	\$ 1,083	\$ 1,123	\$ 1,166	\$ 1,210	\$ 1,255
	Responsibility/Incentive	\$ 1,321	\$ 1,446	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 57,194	\$ 59,343	\$ 61,576	\$ 63,891	\$ 66,295	\$ 68,788	\$ 71,375
3	Index	1.0766	1.1171	1.1591	1.2027	1.2480	1.2949	1.3436
	Base Pay	\$ 53,662	\$ 55,681	\$ 57,774	\$ 59,947	\$ 62,205	\$ 64,543	\$ 66,970
	Contractual Prof Dev (4 Days)	\$ 1,192	\$ 1,237	\$ 1,284	\$ 1,332	\$ 1,382	\$ 1,434	\$ 1,488
	Optional Prof Dev (3.5 Days)	\$ 1,043	\$ 1,083	\$ 1,123	\$ 1,166	\$ 1,210	\$ 1,255	\$ 1,302
	Responsibility/Incentive	\$ 1,446	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 59,343	\$ 61,576	\$ 63,891	\$ 66,295	\$ 68,788	\$ 71,375	\$ 74,058
4	Index	1.1171	1.1591	1.2027	1.2480	1.2949	1.3436	1.3941
	Base Pay	\$ 55,681	\$ 57,774	\$ 59,947	\$ 62,205	\$ 64,543	\$ 66,970	\$ 69,487
	Contractual Prof Dev (4 Days)	\$ 1,237	\$ 1,284	\$ 1,332	\$ 1,382	\$ 1,434	\$ 1,488	\$ 1,544
	Optional Prof Dev (3.5 Days)	\$ 1,083	\$ 1,123	\$ 1,166	\$ 1,210	\$ 1,255	\$ 1,302	\$ 1,351
	Responsibility/Incentive	\$ 1,575	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 61,576	\$ 63,891	\$ 66,295	\$ 68,788	\$ 71,375	\$ 74,058	\$ 76,844
5	Index	1.1591	1.2027	1.2480	1.2949	1.3436	1.3941	1.4466
	Base Pay	\$ 57,774	\$ 59,947	\$ 62,205	\$ 64,543	\$ 66,970	\$ 69,487	\$ 72,104
	Contractual Prof Dev (4 Days)	\$ 1,284	\$ 1,332	\$ 1,382	\$ 1,434	\$ 1,488	\$ 1,544	\$ 1,602
	Optional Prof Dev (3.5 Days)	\$ 1,123	\$ 1,166	\$ 1,210	\$ 1,255	\$ 1,302	\$ 1,351	\$ 1,402
	Responsibility/Incentive	\$ 1,710	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 63,891	\$ 66,295	\$ 68,788	\$ 71,375	\$ 74,058	\$ 76,844	\$ 79,735
6	Index	1.2027	1.2480	1.2949	1.3436	1.3941	1.4466	1.5010
	Base Pay	\$ 59,947	\$ 62,205	\$ 64,543	\$ 66,970	\$ 69,487	\$ 72,104	\$ 74,816
	Contractual Prof Dev (4 Days)	\$ 1,332	\$ 1,382	\$ 1,434	\$ 1,488	\$ 1,544	\$ 1,602	\$ 1,663
	Optional Prof Dev (3.5 Days)	\$ 1,166	\$ 1,210	\$ 1,255	\$ 1,302	\$ 1,351	\$ 1,402	\$ 1,455
	Responsibility/Incentive	\$ 1,850	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 66,295	\$ 68,788	\$ 71,375	\$ 74,058	\$ 76,844	\$ 79,735	\$ 82,734
7	Index	1.2480	1.2949	1.3436	1.3941	1.4466	1.5010	1.5574
	Base Pay	\$ 62,205	\$ 64,543	\$ 66,970	\$ 69,487	\$ 72,104	\$ 74,816	\$ 77,627
	Contractual Prof Dev (4 Days)	\$ 1,382	\$ 1,434	\$ 1,488	\$ 1,544	\$ 1,602	\$ 1,663	\$ 1,725
	Optional Prof Dev (3.5 Days)	\$ 1,210	\$ 1,255	\$ 1,302	\$ 1,351	\$ 1,402	\$ 1,455	\$ 1,509
	Responsibility/Incentive	\$ 1,991	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 68,788	\$ 71,375	\$ 74,058	\$ 76,844	\$ 79,735	\$ 82,734	\$ 85,844
8	Index	1.2949	1.3436	1.3941	1.4466	1.5010	1.5574	1.6160
	Base Pay	\$ 64,543	\$ 66,970	\$ 69,487	\$ 72,104	\$ 74,816	\$ 77,627	\$ 80,548
	Contractual Prof Dev (4 Days)	\$ 1,434	\$ 1,488	\$ 1,544	\$ 1,602	\$ 1,663	\$ 1,725	\$ 1,790
	Optional Prof Dev (3.5 Days)	\$ 1,255	\$ 1,302	\$ 1,351	\$ 1,402	\$ 1,455	\$ 1,509	\$ 1,566
	Responsibility/Incentive	\$ 2,143	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983	\$ 3,170
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 71,375	\$ 74,058	\$ 76,844	\$ 79,735	\$ 82,734	\$ 85,844	\$ 89,074
9	Index	1.3436	1.3941	1.4466	1.5010	1.5574	1.6160	1.6768
	Base Pay	\$ 66,970	\$ 69,487	\$ 72,104	\$ 74,816	\$ 77,627	\$ 80,548	\$ 83,578
	Contractual Prof Dev (4 Days)	\$ 1,488	\$ 1,544	\$ 1,602	\$ 1,663	\$ 1,725	\$ 1,790	\$ 1,857
	Optional Prof Dev (3.5 Days)	\$ 1,302	\$ 1,351	\$ 1,402	\$ 1,455	\$ 1,509	\$ 1,566	\$ 1,625
	Responsibility/Incentive	\$ 2,298	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983	\$ 3,170	\$ 3,364
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 74,058	\$ 76,844	\$ 79,735	\$ 82,734	\$ 85,844	\$ 89,074	\$ 92,424

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Step		A	B	C	D	E	F	G
		BA	BA+15	BA+30	BA+45	BA+90 MA	BA+135*/MA+ 45	MA+90/ Doctorate
10	Index	1.3941	1.4466	1.5010	1.5574	1.6160	1.6768	1.7399
	Base Pay	\$ 69,487	\$ 72,104	\$ 74,816	\$ 77,627	\$ 80,548	\$ 83,578	\$ 86,723
	Contractual Prof Dev (4 Days)	\$ 1,544	\$ 1,602	\$ 1,663	\$ 1,725	\$ 1,790	\$ 1,857	\$ 1,927
	Optional Prof Dev (3.5 Days)	\$ 1,351	\$ 1,402	\$ 1,455	\$ 1,509	\$ 1,566	\$ 1,625	\$ 1,686
	Responsibility/Incentive	\$ 2,462	\$ 2,627	\$ 2,800	\$ 2,983	\$ 3,170	\$ 3,364	\$ 3,563
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 76,844	\$ 79,735	\$ 82,734	\$ 85,844	\$ 89,074	\$ 92,424	\$ 95,899
11	Index				1.6160	1.6768	1.7399	1.8053
	Base Pay				\$ 80,548	\$ 83,578	\$ 86,723	\$ 89,983
	Contractual Prof Dev (4 Days)				\$ 1,790	\$ 1,857	\$ 1,927	\$ 2,000
	Optional Prof Dev (3.5 Days)				\$ 1,566	\$ 1,625	\$ 1,686	\$ 1,750
	Responsibility/Incentive				\$ 3,170	\$ 3,364	\$ 3,563	\$ 3,774
	Technology				\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total				\$ 89,074	\$ 92,424	\$ 95,899	\$ 99,507
12	Index					1.7399	1.8053	1.8732
	Base Pay					\$ 86,723	\$ 89,983	\$ 93,368
	Contractual Prof Dev (4 Days)					\$ 1,927	\$ 2,000	\$ 2,075
	Optional Prof Dev (3.5 Days)					\$ 1,686	\$ 1,750	\$ 1,815
	Responsibility/Incentive					\$ 3,563	\$ 3,774	\$ 3,992
	Technology					\$ 2,000	\$ 2,000	\$ 2,000
	Total					\$ 95,899	\$ 99,507	\$ 103,250
13	Index					1.8053	1.8732	1.9436
	Base Pay					\$ 89,983	\$ 93,368	\$ 96,877
	Contractual Prof Dev (4 Days)					\$ 2,000	\$ 2,075	\$ 2,153
	Optional Prof Dev (3.5 Days)					\$ 1,750	\$ 1,815	\$ 1,884
	Responsibility/Incentive					\$ 3,774	\$ 3,992	\$ 4,220
	Technology					\$ 2,000	\$ 2,000	\$ 2,000
	Total					\$ 99,507	\$ 103,250	\$ 107,134
14	Index						1.9436	2.0167
	Base Pay						\$ 96,877	\$ 100,520
	Contractual Prof Dev (4 Days)						\$ 2,153	\$ 2,234
	Optional Prof Dev (3.5 Days)						\$ 1,884	\$ 1,955
	Responsibility/Incentive						\$ 4,220	\$ 4,454
	Technology						\$ 2,000	\$ 2,000
	Total						\$ 107,134	\$ 111,163
15	Index	1.3941	1.4466	1.5010	1.6160	1.8053	1.9436	2.0167
	Base Pay	\$ 69,487	\$ 72,104	\$ 74,816	\$ 80,548	\$ 89,983	\$ 96,877	\$ 100,520
	Contractual Prof Dev (4 Days)	\$ 1,544	\$ 1,602	\$ 1,663	\$ 1,790	\$ 2,000	\$ 2,153	\$ 2,234
	Optional Prof Dev (3.5 Days)	\$ 1,351	\$ 1,402	\$ 1,455	\$ 1,566	\$ 1,750	\$ 1,884	\$ 1,955
	Responsibility/Incentive	\$ 3,662	\$ 3,827	\$ 4,000	\$ 4,370	\$ 4,974	\$ 5,420	\$ 5,654
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 78,044	\$ 80,935	\$ 83,934	\$ 90,274	\$ 100,707	\$ 108,334	\$ 112,363
20	Index	1.3941	1.4466	1.5010	1.6160	1.8053	1.9436	2.0167
	Base Pay	\$ 69,487	\$ 72,104	\$ 74,816	\$ 80,548	\$ 89,983	\$ 96,877	\$ 100,520
	Contractual Prof Dev (4 Days)	\$ 1,544	\$ 1,602	\$ 1,663	\$ 1,790	\$ 2,000	\$ 2,153	\$ 2,234
	Optional Prof Dev (3.5 Days)	\$ 1,351	\$ 1,402	\$ 1,455	\$ 1,566	\$ 1,750	\$ 1,884	\$ 1,955
	Responsibility/Incentive	\$ 4,862	\$ 5,027	\$ 5,200	\$ 5,570	\$ 6,174	\$ 6,620	\$ 6,854
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 79,244	\$ 82,135	\$ 85,134	\$ 91,474	\$ 101,907	\$ 109,534	\$ 113,563
25	Index	1.3941	1.4466	1.5010	1.6160	1.8053	1.9436	2.0167
	Base Pay	\$ 69,487	\$ 72,104	\$ 74,816	\$ 80,548	\$ 89,983	\$ 96,877	\$ 100,520
	Contractual Prof Dev (4 Days)	\$ 1,544	\$ 1,602	\$ 1,663	\$ 1,790	\$ 2,000	\$ 2,153	\$ 2,234
	Optional Prof Dev (3.5 Days)	\$ 1,351	\$ 1,402	\$ 1,455	\$ 1,566	\$ 1,750	\$ 1,884	\$ 1,955
	Responsibility/Incentive	\$ 6,062	\$ 6,227	\$ 6,400	\$ 6,770	\$ 7,374	\$ 7,820	\$ 8,054
	Technology	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
	Total	\$ 80,444	\$ 83,335	\$ 86,334	\$ 92,674	\$ 103,107	\$ 110,734	\$ 114,763

Notes: Part-time Teachers:

Contract PD - will work full day and receive pay for full day; Optional PD - Eligible for all days at per diem rate

Base Pay and Responsibility/Incentive - pro rated based on FTE

Technology Stipend: If 0.5 FTE or less, receive \$1,000 of technology stipend, if greater than 0.5 FTE, receive full \$2,000 of technology stipend.

*BA+135 is closed effective 9/1/1997

Negotiated Project Rate	\$30.87
Summer School Rate	\$38.58

Substitute Teacher Rates	1-15 Days	\$190
	16 Days On	\$220