

2018-2019 SALARY SCHEDULE

The first line of each step reflects base salary (“take home pay”). The second line reflects salary including Board-paid TRS (total creditable earnings). The third line is the dollar amount of Board-paid TRS.

Step	Range 01	Range 02	Range 03	Range 04	Range 05	Range 06	Range 07	Range 08
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	PhD
1	\$41,414	\$42,546	\$43,819	\$45,222	\$46,790	\$48,489	\$50,328	\$52,310
	\$45,510	\$46,754	\$48,152	\$49,694	\$51,418	\$53,284	\$55,305	\$57,483
	\$4,096	\$4,208	\$4,334	\$4,472	\$4,628	\$4,796	\$4,977	\$5,173
2	\$42,999	\$44,155	\$45,457	\$47,036	\$48,628	\$50,364	\$52,243	\$54,268
	\$47,251	\$48,522	\$49,952	\$51,688	\$53,437	\$55,345	\$57,410	\$59,635
	\$4,253	\$4,367	\$4,496	\$4,652	\$4,809	\$4,981	\$5,167	\$5,367
3	\$43,664	\$44,820	\$46,123	\$47,834	\$49,427	\$51,164	\$53,042	\$55,067
	\$47,982	\$49,253	\$50,685	\$52,564	\$54,315	\$56,224	\$58,288	\$60,513
	\$4,318	\$4,433	\$4,562	\$4,731	\$4,888	\$5,060	\$5,246	\$5,446
4	\$44,328	\$45,484	\$46,788	\$48,632	\$50,225	\$51,960	\$53,840	\$55,865
	\$48,712	\$49,983	\$51,416	\$53,442	\$55,192	\$57,099	\$59,165	\$61,390
	\$4,384	\$4,498	\$4,627	\$4,810	\$4,967	\$5,139	\$5,325	\$5,525
5	\$45,660	\$46,816	\$48,118	\$50,229	\$51,822	\$53,556	\$55,438	\$57,463
	\$50,175	\$51,446	\$52,876	\$55,197	\$56,947	\$58,853	\$60,921	\$63,146
	\$4,516	\$4,630	\$4,759	\$4,968	\$5,125	\$5,297	\$5,483	\$5,683
6	\$46,325	\$47,482	\$48,784	\$51,028	\$52,619	\$54,356	\$56,236	\$58,260
	\$50,906	\$52,178	\$53,609	\$56,074	\$57,824	\$59,732	\$61,797	\$64,022
	\$4,582	\$4,696	\$4,825	\$5,047	\$5,204	\$5,376	\$5,562	\$5,762
7	\$46,990	\$48,147	\$49,449	\$51,826	\$53,417	\$55,152	\$57,034	\$59,058
	\$51,637	\$52,909	\$54,340	\$56,952	\$58,700	\$60,607	\$62,675	\$64,899
	\$4,647	\$4,762	\$4,891	\$5,126	\$5,283	\$5,455	\$5,641	\$5,841
8	\$47,655	\$48,812	\$50,113	\$52,625	\$54,215	\$55,952	\$57,834	\$59,858
	\$52,368	\$53,639	\$55,070	\$57,829	\$59,577	\$61,485	\$63,553	\$65,778
	\$4,713	\$4,828	\$4,956	\$5,205	\$5,362	\$5,534	\$5,720	\$5,920
9	\$48,986	\$49,478	\$50,913	\$53,423	\$55,013	\$56,750	\$58,631	\$60,656
	\$53,831	\$54,371	\$55,948	\$58,707	\$60,454	\$62,363	\$64,430	\$66,655
	\$4,845	\$4,893	\$5,035	\$5,284	\$5,441	\$5,613	\$5,799	\$5,999
10	\$50,184	\$50,369	\$51,711	\$54,220	\$55,812	\$57,548	\$59,430	\$61,455
	\$55,147	\$55,350	\$56,826	\$59,583	\$61,332	\$63,239	\$65,307	\$67,533
	\$4,963	\$4,981	\$5,114	\$5,362	\$5,520	\$5,692	\$5,878	\$6,078
11	\$50,184	\$50,807	\$52,509	\$55,020	\$56,611	\$58,347	\$60,227	\$62,251
	\$55,147	\$55,832	\$57,702	\$60,461	\$62,210	\$64,118	\$66,183	\$68,408
	\$4,963	\$5,025	\$5,193	\$5,442	\$5,599	\$5,771	\$5,957	\$6,157

2018-2019 SALARY SCHEDULE

The first line of each step reflects base salary (“take home pay”). The second line reflects salary including Board-paid TRS (total creditable earnings). The third line is the dollar amount of Board-paid TRS.

Step	Range 01	Range 02	Range 03	Range 04	Range 05	Range 06	Range 07	Range 08
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	PhD
12	\$50,609	\$51,473	\$53,308	\$55,817	\$57,408	\$59,146	\$61,025	\$63,051
	\$55,615	\$56,564	\$58,580	\$61,338	\$63,086	\$64,995	\$67,061	\$69,287
	\$5,005	\$5,091	\$5,272	\$5,520	\$5,678	\$5,850	\$6,035	\$6,236
13	\$51,195	\$52,138	\$54,107	\$56,616	\$58,209	\$59,943	\$61,824	\$63,848
	\$56,258	\$57,294	\$59,458	\$62,215	\$63,966	\$65,871	\$67,938	\$70,163
	\$5,063	\$5,156	\$5,351	\$5,599	\$5,757	\$5,928	\$6,114	\$6,315
14	\$51,195	\$53,467	\$54,904	\$57,414	\$59,006	\$60,742	\$62,622	\$64,647
	\$56,258	\$58,755	\$60,334	\$63,093	\$64,842	\$66,749	\$68,816	\$71,040
	\$5,063	\$5,288	\$5,430	\$5,678	\$5,836	\$6,007	\$6,193	\$6,394
15	\$51,195	\$54,665	\$55,702	\$58,213	\$59,805	\$61,808	\$63,954	\$65,979
	\$56,258	\$60,072	\$61,211	\$63,970	\$65,719	\$67,920	\$70,279	\$72,505
	\$5,063	\$5,406	\$5,509	\$5,757	\$5,915	\$6,113	\$6,325	\$6,525
16	\$51,195	\$54,665	\$56,501	\$59,011	\$60,603	\$62,871	\$65,283	\$67,308
	\$56,258	\$60,072	\$62,089	\$64,848	\$66,597	\$69,089	\$71,740	\$73,964
	\$5,063	\$5,406	\$5,588	\$5,836	\$5,994	\$6,218	\$6,457	\$6,657
17	\$51,195	\$55,269	\$57,833	\$59,810	\$61,401	\$63,935	\$66,615	\$68,640
	\$56,258	\$60,735	\$63,552	\$65,725	\$67,473	\$70,259	\$73,203	\$75,429
	\$5,063	\$5,466	\$5,720	\$5,915	\$6,073	\$6,323	\$6,588	\$6,789
18	\$51,195	\$56,038	\$59,030	\$60,932	\$62,552	\$65,135	\$67,865	\$69,928
	\$56,258	\$61,580	\$64,868	\$66,958	\$68,738	\$71,577	\$74,577	\$76,843
	\$5,063	\$5,542	\$5,838	\$6,026	\$6,186	\$6,442	\$6,712	\$6,916
19	\$51,195	\$56,038	\$59,030	\$62,077	\$63,727	\$66,357	\$69,139	\$71,280
	\$56,258	\$61,580	\$64,868	\$68,217	\$70,030	\$72,920	\$75,977	\$78,329
	\$5,063	\$5,542	\$5,838	\$6,139	\$6,303	\$6,563	\$6,838	\$7,050
20	\$51,195	\$56,038	\$59,801	\$63,436	\$64,729	\$67,724	\$70,524	\$72,639
	\$56,258	\$61,580	\$65,715	\$69,710	\$71,130	\$74,422	\$77,499	\$79,823
	\$5,063	\$5,542	\$5,914	\$6,274	\$6,402	\$6,698	\$6,975	\$7,184
21	\$51,195	\$56,038	\$60,749	\$64,847	\$66,489	\$69,115	\$71,898	\$74,000
	\$56,258	\$61,580	\$66,757	\$71,260	\$73,064	\$75,950	\$79,008	\$81,319
	\$5,063	\$5,542	\$6,008	\$6,413	\$6,576	\$6,836	\$7,111	\$7,319

Note: Teachers who are “off schedule” will receive a 3% increase, but if the pension law changes the 3% to a greater amount, then the off-schedule raises will increase to the new amount, not to exceed 4.25%.

2019-2020 SALARY SCHEDULE

The first line of each step reflects base salary (“take home pay”). The second line reflects salary including Board-paid TRS (total creditable earnings). The third line is the dollar amount of Board-paid TRS.

<u>Step</u>	Range 01	Range 02	Range 03	Range 04	Range 05	Range 06	Range 07	Range 08
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	PhD
1	\$42,449	\$43,609	\$44,914	\$46,353	\$47,960	\$49,701	\$51,586	\$53,618
	\$46,648	\$47,922	\$49,356	\$50,937	\$52,703	\$54,616	\$56,688	\$58,920
	\$4,198	\$4,313	\$4,442	\$4,584	\$4,743	\$4,915	\$5,102	\$5,303
2	\$44,074	\$45,259	\$46,593	\$48,212	\$49,844	\$51,624	\$53,549	\$55,624
	\$48,433	\$49,735	\$51,201	\$52,980	\$54,773	\$56,729	\$58,845	\$61,126
	\$4,359	\$4,476	\$4,608	\$4,768	\$4,930	\$5,106	\$5,296	\$5,501
3	\$44,756	\$45,941	\$47,276	\$49,030	\$50,662	\$52,443	\$54,368	\$56,444
	\$49,182	\$50,484	\$51,952	\$53,879	\$55,673	\$57,630	\$59,745	\$62,026
	\$4,426	\$4,544	\$4,676	\$4,849	\$5,011	\$5,187	\$5,377	\$5,582
4	\$45,436	\$46,621	\$47,958	\$49,848	\$51,481	\$53,259	\$55,186	\$57,261
	\$49,930	\$51,232	\$52,701	\$54,778	\$56,572	\$58,527	\$60,644	\$62,924
	\$4,494	\$4,611	\$4,743	\$4,930	\$5,091	\$5,267	\$5,458	\$5,663
5	\$46,801	\$47,986	\$49,321	\$51,485	\$53,117	\$54,895	\$56,824	\$58,899
	\$51,430	\$52,732	\$54,198	\$56,577	\$58,371	\$60,324	\$62,444	\$64,724
	\$4,629	\$4,746	\$4,878	\$5,092	\$5,253	\$5,429	\$5,620	\$5,825
6	\$47,483	\$48,669	\$50,003	\$52,303	\$53,935	\$55,715	\$57,641	\$59,716
	\$52,179	\$53,483	\$54,949	\$57,476	\$59,269	\$61,225	\$63,342	\$65,622
	\$4,696	\$4,813	\$4,945	\$5,173	\$5,334	\$5,510	\$5,701	\$5,906
7	\$48,165	\$49,351	\$50,685	\$53,122	\$54,752	\$56,531	\$58,460	\$60,535
	\$52,928	\$54,232	\$55,698	\$58,375	\$60,167	\$62,122	\$64,242	\$66,522
	\$4,764	\$4,881	\$5,013	\$5,254	\$5,415	\$5,591	\$5,782	\$5,987
8	\$48,847	\$50,032	\$51,366	\$53,940	\$55,571	\$57,350	\$59,279	\$61,354
	\$53,678	\$54,980	\$56,446	\$59,275	\$61,067	\$63,022	\$65,142	\$67,422
	\$4,831	\$4,948	\$5,080	\$5,335	\$5,496	\$5,672	\$5,863	\$6,068
9	\$50,210	\$50,715	\$52,186	\$54,759	\$56,388	\$58,169	\$60,097	\$62,173
	\$55,176	\$55,730	\$57,347	\$60,174	\$61,965	\$63,922	\$66,040	\$68,322
	\$4,966	\$5,016	\$5,161	\$5,416	\$5,577	\$5,753	\$5,944	\$6,149
10	\$51,439	\$51,628	\$53,004	\$55,576	\$57,208	\$58,986	\$60,915	\$62,991
	\$56,526	\$56,734	\$58,246	\$61,072	\$62,865	\$64,820	\$66,940	\$69,221
	\$5,087	\$5,106	\$5,242	\$5,497	\$5,658	\$5,834	\$6,025	\$6,230
11	\$51,439	\$52,077	\$53,821	\$56,395	\$58,026	\$59,806	\$61,733	\$63,808
	\$56,526	\$57,228	\$59,144	\$61,973	\$63,765	\$65,721	\$67,838	\$70,118
	\$5,087	\$5,151	\$5,323	\$5,578	\$5,739	\$5,915	\$6,105	\$6,311

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Step	Range 01	Range 02	Range 03	Range 04	Range 05	Range 06	Range 07	Range 08
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	PhD
12	\$51,875	\$52,760	\$54,641	\$57,213	\$58,843	\$60,624	\$62,551	\$64,627
	\$57,005	\$57,978	\$60,045	\$62,871	\$64,663	\$66,620	\$68,737	\$71,019
	\$5,130	\$5,218	\$5,404	\$5,658	\$5,820	\$5,996	\$6,186	\$6,392
13	\$52,475	\$53,441	\$55,459	\$58,031	\$59,664	\$61,442	\$63,369	\$65,444
	\$57,664	\$58,726	\$60,944	\$63,771	\$65,565	\$67,518	\$69,637	\$71,917
	\$5,190	\$5,285	\$5,485	\$5,739	\$5,901	\$6,077	\$6,267	\$6,473
14	\$52,475	\$54,804	\$56,277	\$58,850	\$60,481	\$62,260	\$64,188	\$66,263
	\$57,664	\$60,224	\$61,843	\$64,670	\$66,463	\$68,418	\$70,536	\$72,816
	\$5,190	\$5,420	\$5,566	\$5,820	\$5,982	\$6,158	\$6,348	\$6,553
15	\$52,475	\$56,032	\$57,094	\$59,668	\$61,300	\$63,353	\$65,553	\$67,629
	\$57,664	\$61,574	\$62,741	\$65,569	\$67,362	\$69,618	\$72,036	\$74,317
	\$5,190	\$5,542	\$5,647	\$5,901	\$6,063	\$6,266	\$6,483	\$6,689
16	\$52,475	\$56,032	\$57,914	\$60,487	\$62,118	\$64,443	\$66,915	\$68,990
	\$57,664	\$61,574	\$63,641	\$66,469	\$68,262	\$70,817	\$73,533	\$75,814
	\$5,190	\$5,542	\$5,728	\$5,982	\$6,144	\$6,374	\$6,618	\$6,823
17	\$52,475	\$56,651	\$59,278	\$61,305	\$62,936	\$65,534	\$68,280	\$70,356
	\$57,664	\$62,254	\$65,141	\$67,368	\$69,160	\$72,015	\$75,033	\$77,314
	\$5,190	\$5,603	\$5,863	\$6,063	\$6,224	\$6,481	\$6,753	\$6,958
18	\$52,475	\$57,439	\$60,505	\$62,455	\$64,115	\$66,763	\$69,562	\$71,676
	\$57,664	\$63,119	\$66,490	\$68,632	\$70,457	\$73,366	\$76,442	\$78,765
	\$5,190	\$5,681	\$5,984	\$6,177	\$6,341	\$6,603	\$6,880	\$7,089
19	\$52,475	\$57,439	\$60,505	\$63,629	\$65,321	\$68,016	\$70,868	\$73,062
	\$57,664	\$63,119	\$66,490	\$69,922	\$71,781	\$74,743	\$77,877	\$80,287
	\$5,190	\$5,681	\$5,984	\$6,293	\$6,460	\$6,727	\$7,009	\$7,226
20	\$52,475	\$57,439	\$61,296	\$65,022	\$66,347	\$69,417	\$72,287	\$74,455
	\$57,664	\$63,119	\$67,358	\$71,453	\$72,909	\$76,282	\$79,436	\$81,818
	\$5,190	\$5,681	\$6,062	\$6,431	\$6,562	\$6,865	\$7,149	\$7,364
21	\$52,475	\$57,439	\$62,267	\$66,468	\$68,151	\$70,843	\$73,695	\$75,850
	\$57,664	\$63,119	\$68,426	\$73,042	\$74,891	\$77,849	\$80,984	\$83,352
	\$5,190	\$5,681	\$6,158	\$6,574	\$6,740	\$7,006	\$7,289	\$7,502

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Step	Range 01	Range 02	Range 03	Range 04	Range 05	Range 06	Range 07	Range 08
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	PhD
1	\$43,511	\$44,700	\$46,037	\$47,511	\$49,159	\$50,943	\$52,875	\$54,958
	\$47,814	\$49,120	\$50,590	\$52,210	\$54,021	\$55,982	\$58,105	\$60,393
	\$4,303	\$4,421	\$4,553	\$4,699	\$4,862	\$5,038	\$5,229	\$5,435
2	\$45,176	\$46,390	\$47,758	\$49,417	\$51,090	\$52,914	\$54,888	\$57,015
	\$49,643	\$50,978	\$52,481	\$54,305	\$56,143	\$58,147	\$60,317	\$62,654
	\$4,468	\$4,588	\$4,723	\$4,887	\$5,053	\$5,233	\$5,428	\$5,639
3	\$45,874	\$47,089	\$48,458	\$50,255	\$51,929	\$53,754	\$55,727	\$57,855
	\$50,411	\$51,746	\$53,250	\$55,226	\$57,065	\$59,070	\$61,238	\$63,577
	\$4,537	\$4,657	\$4,793	\$4,970	\$5,136	\$5,316	\$5,511	\$5,722
4	\$46,572	\$47,787	\$49,157	\$51,094	\$52,768	\$54,591	\$56,566	\$58,693
	\$51,178	\$52,513	\$54,018	\$56,147	\$57,986	\$59,990	\$62,160	\$64,497
	\$4,606	\$4,726	\$4,862	\$5,053	\$5,219	\$5,399	\$5,594	\$5,805
5	\$47,971	\$49,186	\$50,554	\$52,772	\$54,445	\$56,268	\$58,245	\$60,372
	\$52,716	\$54,050	\$55,553	\$57,991	\$59,830	\$61,832	\$64,005	\$66,342
	\$4,744	\$4,865	\$5,000	\$5,219	\$5,385	\$5,565	\$5,760	\$5,971
6	\$48,670	\$49,886	\$51,254	\$53,611	\$55,283	\$57,108	\$59,083	\$61,209
	\$53,484	\$54,820	\$56,323	\$58,913	\$60,751	\$62,755	\$64,926	\$67,263
	\$4,814	\$4,934	\$5,069	\$5,302	\$5,468	\$5,648	\$5,843	\$6,054
7	\$49,369	\$50,585	\$51,952	\$54,450	\$56,121	\$57,944	\$59,921	\$62,048
	\$54,252	\$55,588	\$57,091	\$59,835	\$61,672	\$63,675	\$65,848	\$68,185
	\$4,883	\$5,003	\$5,138	\$5,385	\$5,550	\$5,731	\$5,926	\$6,137
8	\$50,068	\$51,283	\$52,650	\$55,289	\$56,960	\$58,784	\$60,761	\$62,888
	\$55,020	\$56,355	\$57,857	\$60,757	\$62,593	\$64,598	\$66,771	\$69,108
	\$4,952	\$5,072	\$5,207	\$5,468	\$5,633	\$5,814	\$6,009	\$6,220
9	\$51,466	\$51,983	\$53,490	\$56,128	\$57,798	\$59,623	\$61,599	\$63,727
	\$56,556	\$57,124	\$58,780	\$61,679	\$63,514	\$65,520	\$67,691	\$70,030
	\$5,090	\$5,141	\$5,290	\$5,551	\$5,716	\$5,897	\$6,092	\$6,303
10	\$52,725	\$52,918	\$54,329	\$56,965	\$58,638	\$60,461	\$62,438	\$64,566
	\$57,939	\$58,152	\$59,702	\$62,599	\$64,437	\$66,441	\$68,613	\$70,952
	\$5,215	\$5,234	\$5,373	\$5,634	\$5,799	\$5,980	\$6,175	\$6,386
11	\$52,725	\$53,379	\$55,167	\$57,805	\$59,477	\$61,301	\$63,276	\$65,403
	\$57,939	\$58,659	\$60,623	\$63,522	\$65,359	\$67,364	\$69,534	\$71,871
	\$5,215	\$5,279	\$5,456	\$5,717	\$5,882	\$6,063	\$6,258	\$6,468

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Step	Range 01	Range 02	Range 03	Range 04	Range 05	Range 06	Range 07	Range 08
	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	PhD
12	\$53,171	\$54,079	\$56,007	\$58,643	\$60,314	\$62,140	\$64,115	\$66,243
	\$58,430	\$59,428	\$61,546	\$64,443	\$66,280	\$68,286	\$70,456	\$72,794
	\$5,259	\$5,348	\$5,539	\$5,800	\$5,965	\$6,146	\$6,341	\$6,551
13	\$53,786	\$54,777	\$56,846	\$59,482	\$61,156	\$62,978	\$64,954	\$67,081
	\$59,106	\$60,195	\$62,468	\$65,365	\$67,204	\$69,206	\$71,378	\$73,715
	\$5,320	\$5,418	\$5,622	\$5,883	\$6,048	\$6,229	\$6,424	\$6,634
14	\$53,786	\$56,174	\$57,684	\$60,321	\$61,993	\$63,817	\$65,793	\$67,919
	\$59,106	\$61,729	\$63,389	\$66,287	\$68,125	\$70,128	\$72,300	\$74,637
	\$5,320	\$5,556	\$5,705	\$5,966	\$6,131	\$6,312	\$6,507	\$6,717
15	\$53,786	\$57,433	\$58,521	\$61,160	\$62,832	\$64,937	\$67,192	\$69,319
	\$59,106	\$63,113	\$64,309	\$67,209	\$69,046	\$71,359	\$73,837	\$76,175
	\$5,320	\$5,680	\$5,788	\$6,049	\$6,214	\$6,422	\$6,645	\$6,856
16	\$53,786	\$57,433	\$59,361	\$61,999	\$63,671	\$66,054	\$68,588	\$70,715
	\$59,106	\$63,113	\$65,232	\$68,130	\$69,968	\$72,587	\$75,372	\$77,709
	\$5,320	\$5,680	\$5,871	\$6,132	\$6,297	\$6,533	\$6,783	\$6,994
17	\$53,786	\$58,067	\$60,760	\$62,838	\$64,509	\$67,172	\$69,987	\$72,115
	\$59,106	\$63,810	\$66,770	\$69,052	\$70,889	\$73,816	\$76,909	\$79,247
	\$5,320	\$5,743	\$6,009	\$6,215	\$6,380	\$6,643	\$6,922	\$7,132
18	\$53,786	\$58,875	\$62,018	\$64,017	\$65,718	\$68,432	\$71,301	\$73,468
	\$59,106	\$64,697	\$68,152	\$70,348	\$72,218	\$75,200	\$78,353	\$80,734
	\$5,320	\$5,823	\$6,134	\$6,331	\$6,500	\$6,768	\$7,052	\$7,266
19	\$53,786	\$58,875	\$62,018	\$65,220	\$66,954	\$69,717	\$72,640	\$74,888
	\$59,106	\$64,697	\$68,152	\$71,670	\$73,575	\$76,612	\$79,824	\$82,295
	\$5,320	\$5,823	\$6,134	\$6,450	\$6,622	\$6,895	\$7,184	\$7,407
20	\$53,786	\$58,875	\$62,828	\$66,648	\$68,006	\$71,152	\$74,094	\$76,316
	\$59,106	\$64,697	\$69,042	\$73,239	\$74,731	\$78,189	\$81,422	\$83,864
	\$5,320	\$5,823	\$6,214	\$6,592	\$6,726	\$7,037	\$7,328	\$7,548
21	\$53,786	\$58,875	\$63,824	\$68,129	\$69,855	\$72,614	\$75,537	\$77,746
	\$59,106	\$64,697	\$70,136	\$74,868	\$76,763	\$79,795	\$83,008	\$85,435
	\$5,320	\$5,823	\$6,312	\$6,738	\$6,909	\$7,182	\$7,471	\$7,689

Note: Teachers who are “off schedule” will receive a 3% increase, but if the pension law changes the 3% to a greater amount, then the off-schedule raises will increase to the new amount, not to exceed 4.25%.