26-27 Teacher
SALARY SCHEDULE

	Yrs of Exp (Note 1)	~~Step 1~~	~~Step 2~~	Step 3	Step 4 (Note 2)	Step 5	Step 6	Step 7 (Note 3)	Step 8	Step 9 (Note 4)	Step 10	
Row	A: 0-1 years	~~$52,917~~	~~$53,447~~	$53,981	$54,521	$56,702	$58,970	$61,329	$63,782	$66,333	$69,628	Row A
Row	B: 2-3 years	~~53,976~~	~~54,516~~	55,061	55,612	*To A6*		62,862	65,377	67,991	71,369	Row B
Row	C: 4-5 years	~~55,056~~	~~55,607~~	56,163	56,725	*To A7*		68,125	70,850	73,683	77,343	Row H
Row	D: 6-7 years	~~56,157~~	~~56,719~~	57,286	57,859	*To A8 (Note 3)*		69,828	72,621	75,525	79,277	Row I
Row	E: 8-9 years	~~57,280~~	~~57,853~~	58,432	59,016	*To A9 (Note 3)*						
Row	F: 10+ years	~~58,426~~	~~59,010~~	59,600	60,196	*To A10 (Notes 3&4)*		*For movement to Row B, H, & I see Note 8 below*				
Row	G:10+ years + MA	~~59,595~~	~~60,191~~	60,793	61,401	*To A10 (Note 4)*						

General Schedule Notes

1. Step 1 and Step 2 are not used anymore. Rows on steps 3-4 only pertain to experience outside the District.
   A new Teacher with an MA will be placed one row beyond the row that experience yields.
2. A Teacher must have at least a BA+24 to advance beyond Step 4.
3. A Teacher must have at least an MA to advance beyond Step 7.
4. A Teacher must have at least an MA+24 to advance beyond Step 9.
5. Note 4 does not pertain to counselors or social workers.
6. Classroom teachers at Bridges, Axtell Park Middle School, or High School Behavior Programs at Axtell Park will receive an additional annual stipend of $2,000 (for a 1.0 FTE).
7. Beyond Step 4, Rows B, H, & I are obtained based on the following criteria (in the fiscal year for which salary is being determined):
   - All: Cannot currently be receiving or have already received the District Retirement Incentive; and
   - Row B: Will be in at least their 17th year of teaching and at least 13th in the District.
   - Row H: Will be in at least their 25th year of teaching and at least 16th in the District.
   - Row I: Will be in at least their 25th year of teaching and at least 20th in the District.

Other Note: *The District eliminated Step 1 for FY25 and Step 2 for FY27. The District may eliminate step 3 anytime through FY28.*
This Note replaces Article IV, Sections 8 and 9 of the Collective Bargaining Agreement.

26-27 Teacher
ADVANCEMENT GUIDELINES

Appendix A

Advancement Grid for FY18 and Beyond

STEP		STEP		STEP		STEP	
Prior	Current	Prior	Current	Prior	Current	Prior	Current
A1	A2	A2	A3	A3	A4	A4	BA+24? If Yes A5; if No B4*
B1	B2	B2	B3	B3	B4	B4	BA+24? If Yes A6; if No C4*
C1	C2	C2	C3	C3	C4	C4	BA+24? If Yes A7; if No then D4*
D1	D2	D2	D3	D3	D4	D4	BA+24? If Yes A7 or A8 (w/ MA); if No E4*
E1	E2	E2	E3	E3	E4	E4	BA+24? If Yes A7 or A9 (w/ MA); if No F4*
F1	F2	F2	F3	F3	F4	F4	BA+24? If Yes A7, A9 (w/ MA), or A10 (w/ MA+24), if no F4
G1	G2	G2	G3	G3	G4	G4	MA+24, If Yes A10; if No A9

Note: From FY19 through FY25, Teachers stuck on Step 4 had to wait two years before advancing to the next row. Beginning with FY26, they no longer have to wait two years to move between rows.

STEP	
Prior	Current
A5	A6
A6	A7
A7	MA? If Yes A8, if no A7
A8	A9
A9	MA+24? If Yes A10; if No A9
A10	A10

Note: Individuals on Steps A7-A10 may be eligible to advance to Row B, H, or I of the appropriate Step (see below).

Advancement <u>to</u> Rows B, H, & I beyond Step 4

STEP		STEP		STEP		STEP		
Prior	Current	Prior	Current	Prior	Current	Prior	Current	
A7	B7	A8	B8	A9	B9	A10	B10	(1)
B7	H7	B8	H8	B9	H9	B10	H10	(2)
H7	I7	H8	I8	H9	I9	H10	I10	(3)

(1): A Teacher who is eligible for Step 7 or higher and will be in at least his/her 13th year in the District and at least his/her 17th year of teaching will move to Row B of the appropriate step.

(2): A Teacher who is eligible for Step 7 or higher and will be in at least his/her 16th year in the District and at least his/her 25th year of teaching will move to Row H of the appropriate step.

(3): A Teacher who is eligible for Step 7 or higher and will be in at least his/her 20th year in the District and at least his/her 25th year of teaching will move to Row I of the appropriate step.

Advancement <u>on</u> Row B, H, & I

STEP	
Prior	Current
*7	MA? If Yes, *8; if No *7
*8	*9
*9	MA+24? If Yes; *10, if No *9
*10	*10

** stands for either Row B, H, or I (e.g. B7 to B8 if MA)*

Note: Teachers may also move diagonally (e.g. from B8 to H9) if they attain the necessary experience to move to the next row in the same year he/she is moving the step (e.g. A Teacher moving from B8 to B9 could move to H9 if he/she achieved the necessary experience according to Note (3) above in the same year).