



**Proposed 2015/2016
CORE CERTIFICATED SALARY SCHEDULE 1
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 1 - Core Certificated	YEAR	Frozen BA A	Credential B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
(Teachers,	1	45,390	48,213	49,178	50,162	51,165	52,188
Elementary	2	45,390	49,178	50,162	51,165	52,188	54,014
Counselors, Nurses,	3	45,390	50,162	51,165	52,188	54,014	55,905
School Social	4	45,390	51,165	52,188	54,014	55,905	57,862
Workers)	5	45,390	52,188	54,014	55,905	57,862	59,887
(187 days)	6	45,390	54,014	55,905	57,862	59,887	61,983
	7	45,390	55,905	57,862	59,887	61,983	64,153
	8	45,390	57,862	59,887	61,983	64,153	66,399
	9	45,390	59,887	61,983	64,153	66,399	68,723
	10	45,390	61,983	64,153	66,399	68,723	71,129
	11				68,723	71,129	73,617
	12					73,617	76,195
	13					76,195	78,863
	14					78,863	81,622
	15					81,622	84,479
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree			1,800	1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 2 with Masters Degree					4,800	6,300	8,300

2% increase on the 2-10-15 Board Approved 15/16 salary schedule



**Proposed 2015/2016
CERTIFICATED SALARY SCHEDULE 2
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 2 - Psychologists, Program Specialists, Transition Specialist, Alternative Ed. Lead Teacher (193 days)	YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1	62,659	64,538	66,473	68,469	70,523	72,637
	2	64,538	66,473	68,469	70,523	72,637	74,816
	3	66,473	68,469	70,523	72,637	74,816	77,062
	4	68,469	70,523	72,637	74,816	77,062	79,372
	5	70,523	72,637	74,816	77,062	79,372	81,754
	6	72,637	74,816	77,062	79,372	81,754	84,207
	7	74,816	77,062	79,372	81,754	84,207	86,733
	8			81,754	84,207	86,733	89,335
	9				86,733	89,335	92,014
	10				89,335	92,014	94,775
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree				1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 25 with Masters Degree					4,800	6,300	8,300

2% increase on the 2-10-15 Board Approved 15/16 salary schedule



**Proposed 2015/2016
PART DAY PRESCHOOL SALARY SCHEDULE 3A
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 3A - Part Day Preschool (186 days)	YEAR	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/16 GE units +6 specialization units + 2 adult supervision units	AA*	AA*	AA*	Bachelor's	
				AA*	+ 15 units	+ 30 units	+ 45 units	Degree**
	1	22,841	23,531	24,236	24,969	25,714	26,488	27,290
	2	23,297	24,001	24,719	25,465	26,225	27,014	27,842
	3	23,766	24,485	25,217	25,976	26,751	27,552	28,396
	4	24,236	24,969	25,728	26,502	27,290	28,104	28,961
	5	24,719	25,465	26,238	27,028	27,842	28,671	29,541
	6	24,719	25,465	26,765	27,566	28,396	29,252	30,135
	7	24,719	25,465	27,303	28,118	28,961	29,832	30,744
	8	24,719	25,465	27,303	28,118	29,541	30,427	31,366
	9	24,719	25,465	27,303	28,118	29,541	31,034	31,987
	10	24,719	25,465	27,303	28,118	29,541	31,656	32,623
Longevity								
	10	1,500	1,500	1,500	1,500	1,500	1,500	1,500
	15	1,500	1,500	1,500	1,500	1,500	1,500	1,500

Site Supervisor with a
Site Supervisor permit or
a Master's Teacher
permit 1,800

*AA in ECE or Liberal Studies (which includes 24 ECE Units)

**BA in either ECE Child Development or Human Development OR a BA in any other major which includes 24 ECE units and a teacher's permit OR a BA in any other major with a Multiple Subjects credential with Preschool authorization

2% increase on the 2-10-15 Board Approved 14/15 salary schedule



**Proposed 2015/2016
CHILDREN CENTERS SALARY SCHEDULE 3B
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 3B - Children Centers (CCTR and Full Day) (230 days)	YEAR	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/16 GE units +6 specialization units + 2 adult supervision units	AA*	AA*	AA*	Bachelor's	
				AA*	+ 15 units	+ 30 units	+ 45 units	Degree**
	1	32,279	33,254	34,250	35,284	36,340	37,433	38,564
	2	32,923	33,918	34,934	35,989	37,062	38,175	39,345
	3	33,586	34,601	35,636	36,710	37,804	38,935	40,127
	4	34,250	35,284	36,359	37,452	38,564	39,718	40,929
	5	34,934	35,989	37,081	38,194	39,345	40,517	41,749
	6	34,934	35,989	37,823	38,956	40,127	41,339	42,588
	7	34,934	35,989	38,586	39,736	40,929	42,158	43,446
	8	34,934	35,989	38,586	39,736	41,749	42,998	44,325
	9	34,934	35,989	38,586	39,736	41,749	43,857	45,203
	10	34,934	35,989	38,586	39,736	41,749	44,736	46,102
Longevity								
	10	1,500	1,500	1,500	1,500	1,500	1,500	1,500
	15	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Site Supervisor with a Site Supervisor permit or a Master's Teacher permit		1,800						

*AA in ECE or Liberal Studies (which includes 24 ECE Units)

**BA in either ECE Child Development or Human Development OR a BA in any other major which includes 24 ECE units and a teacher's permit OR a BA in any other major with a Multiple Subjects credential with Preschool authorization

2% increase on the 2-10-15 Board Approved 14/15 salary schedule



**Proposed 2015/2016
PARENT PAY SALARY SCHEDULE 3C
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 3C - Parent Pay (186 days)	YEAR	ECE Tchr Permit with 24 ECE units	ECE Master Tchr Permit w/16 GE units +6 specialization units + 2 adult supervision units	AA*	AA*	AA*	Bachelor's Degree**	
				AA*	+ 15 units	+ 30 units		+ 45 units
	1	26,103	26,892	27,697	28,536	29,387	30,272	31,188
	2	26,624	27,429	28,251	29,103	29,972	30,871	31,820
	3	27,161	27,983	28,819	29,688	30,572	31,487	32,451
	4	27,697	28,536	29,404	30,287	31,188	32,119	33,098
	5	28,251	29,103	29,988	30,889	31,820	32,766	33,762
	6	28,251	29,103	30,588	31,504	32,451	33,431	34,441
	7	28,251	29,103	31,204	32,135	33,098	34,092	35,135
	8	28,251	29,103	31,204	32,135	33,762	34,772	35,846
	9	28,251	29,103	31,204	32,135	33,762	35,467	36,557
	10	28,251	29,103	31,204	32,135	33,762	36,177	37,283
Longevity								
	10	1,500	1,500	1,500	1,500	1,500	1,500	1,500
	15	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Site Supervisor with a Site Supervisor permit or a Master's Teacher permit		1,800						

*AA in ECE or Liberal Studies (which includes 24 ECE Units)

**BA in either ECE Child Development or Human Development OR a BA in any other major which includes 24 ECE units and a teacher's permit OR a BA in any other major with a Multiple Subjects credential with Preschool authorization

2% increase on the 2-10-15 Board Approved 14/15 salary schedule



**Proposed 2015/2016
HEAD START SALARY SCHEDULE 3D
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 3D - Head Start (186 days)	YEAR	Teacher	Master Teacher	AA in ECE	Any BA with min 24 ECE units
	1	23,558	25,250	27,057	28,988
	2	24,859	26,637	28,540	30,583
	3	26,216	28,093	30,108	32,264
	4	27,658	29,633	31,760	34,027
	5	29,183	31,269	33,508	35,902
	6	29,183	31,269	35,356	37,889
	7	29,183	31,269	37,301	39,962
	8				
	9				
	10				

Longevity					
	10	1,500	1,500	1,500	1,500
	15	1,500	1,500	1,500	1,500

Site Supervisor with a Site Supervisor permit or a Master's Teacher permit	1,800
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2% increase on the 2-10-15 Board Approved 14/15 salary schedule



Adult

Education Schedule 4A
2% increase effective July 1, 2015 (15/16 negotiations)

Adult Education
Salary Schedule 4A

Step	Class I	Class II	Class III	Class IV	Class V
1	38,565	41,204	42,550	43,880	45,168
2	39,893	42,550	43,880	45,168	46,518
3	41,204	43,880	45,168	46,518	47,828
4	42,550	45,168	46,518	47,828	49,137
5	43,880	46,518	47,828	49,137	50,549
6	45,169	47,828	49,137	50,549	51,838
7	46,519	49,137	50,549	51,838	53,164
8	47,828	50,549	51,838	53,164	54,494
9	49,137	51,838	53,164	54,494	55,764
10	50,549	53,164	54,494	55,764	57,097
11			55,764	57,097	58,404
12			55,764	58,404	59,749
13			55,764	58,404	61,081

Longevity

5	750	750	750
10	750	750	750
15	2,500	2,500	2,500
20	3,500	3,500	3,500
Total Longevity at 20	7,500	7,500	7,500
Longevity at 20 with Masters	9,300	9,300	9,300

- Classification I: Credential plus 5 years experience Voc. Ed
- Classification II: BA Degree
- Classification III: BA Degree plus 30 semester hours
- Classification IV: BA Degree plus 45 semester hours or MA Degree
- Classification V: BA Degree plus 60 semester hours or MA plus 15 semester hours
- Master's Stipend: \$1,800

2% increase on the 2-10-15 Board Approved 14/15 salary schedule



Adult

Education Schedule 4C
2% increase effective July 1, 2015 (15/16 negotiations)

Adult Education Salary Schedule 4C	Step	Credential +5 Expr. Voc. Ed. B	BA C	BA+30 or MA D	BA+45 or MA E	BA+60 or MA/PhD +15 F
	1	33,643	36,140	38,637	40,297	41,369
	2	34,962	37,364	39,886	40,698	42,359
	3	36,140	38,637	40,297	41,369	43,054
	4	37,364	39,886	40,689	42,359	44,031
	5	38,637	40,297	41,369	43,054	44,869
	6	39,886	40,698	42,359	44,031	45,845
	7	40,297	41,369	43,054	44,869	46,470
	8	40,689	42,359	44,031	45,845	47,294
	9	41,369	43,596	44,869	46,470	48,237
	10	42,359	44,822	45,845	47,294	48,766
	11			46,470	48,237	49,651
	12				48,766	50,416
	13					51,241
Masters Degree				1,800	1,800	1,800
Doctorate Degree						1,800
Longevity						
	10			1,500	1,500	1,500
	15			1,500	1,500	1,500
	20				1,500	1,500
	25					2,000
Total Longevity at 25				3,000	4,500	6,500
Longevity at 25 with Masters				4,800	6,300	8,300

2% increase on the 2-10-15 Board Approved 14/15 salary schedule



**Proposed 2015/2016
CERTIFICATED SALARY SCHEDULE 5
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 5 - Language Speech Hearing Specialist (187 days)	YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1	49,593	51,081	52,894	54,771	56,716	58,730
	2	51,081	52,894	54,771	56,716	58,730	60,814
	3	52,894	54,771	56,716	58,730	60,814	62,973
	4	54,771	56,716	58,730	60,814	62,973	65,209
	5	56,716	58,730	60,814	62,973	65,209	67,524
	6	58,730	60,814	62,973	65,209	67,524	69,921
	7	60,814	62,973	65,209	67,524	69,921	72,403
	8			67,524	69,921	72,403	74,973
	9				72,403	74,973	77,635
	10				74,973	77,635	80,391
	11						83,245
	12						86,199
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree				1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 25 with Masters Degree					4,800	6,300	8,300

2% increase on the 2-10-15 Board Approved 15/16 salary schedule



**Proposed 2015/2016
CERTIFICATED SALARY SCHEDULE 6
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 6 - Counselor (JHS & HS), Adult Ed. Counselor, K-8 Counselors (199 days)	YEAR	BA A	BA + 30 B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1	58,391	60,143	62,008	63,930	65,911	67,954
	2	60,143	62,008	63,930	65,911	67,954	70,063
	3	62,008	63,930	65,911	67,954	70,063	72,232
	4	63,930	65,911	67,954	70,063	72,232	74,473
	5	65,911	67,954	70,063	72,232	74,473	76,783
	6	67,954	70,063	72,232	74,473	76,783	79,161
	7	70,063	72,232	74,473	76,783	79,161	81,616
	8			76,783	79,161	81,616	84,146
	9				81,616	84,146	86,755
	10				84,146	86,755	89,443
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree				1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 25 with Masters Degree					4,800	6,300	8,300

2% increase on the 2-10-15 Board Approved 15/16 salary schedule



**Proposed 2015/2016
TEACHER ON SPECIAL ASSIGNMENT (TOSA)
CERTIFICATED SALARY SCHEDULE 7
2% increase effective July 1, 2015 (15/16 negotiations)**

Schedule 7 - TOSA Certificated (199 days)	YEAR	Frozen BA A	Credential B	BA + 45 C	BA + 60 D	BA + 75 E	BA + 90 F
	1		51,323	52,350	53,397	54,466	55,554
	2		52,350	53,397	54,466	55,554	57,499
	3		53,397	54,466	55,554	57,499	59,512
	4		54,466	55,554	57,499	59,512	61,594
	5		55,554	57,499	59,512	61,594	63,751
	6		57,499	59,512	61,594	63,751	65,983
	7		59,512	61,594	63,751	65,983	68,291
	8		61,594	63,751	65,983	68,291	70,683
	9		63,751	65,983	68,291	70,683	73,157
	10		65,983	68,291	70,683	73,157	75,717
	11				73,157	75,717	78,367
	12					78,367	81,110
	13					81,110	83,949
	14					83,949	86,890
	15					86,890	89,930
National Board Certification			1,800	1,800	1,800	1,800	1,800
Masters Degree			1,800	1,800	1,800	1,800	1,800
Doctorate Degree							1,800
Longevity							
	10				1,500	1,500	1,500
	15				1,500	1,500	1,500
	20					1,500	1,500
	25						2,000
Total Longevity at 25 years					3,000	4,500	6,500
Total Longevity at 25 years with Masters Degree					4,800	6,300	8,300

2% increase on the 2-10-15 Board Approved 15/16 salary schedule