

RATIFICATION PACKET

INSTRUCTIONAL EMPLOYEES CONTRACT

TENTATIVE AGREEMENTS

BETWEEN

THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA (OCSB)

AND

THE OSCEOLA COUNTY EDUCATION ASSOCIATION (OCEA)



July 01, 2022 through June 30, 2023

Tentative Agreement, May 19, 2022
Pending Ratification by Both Parties
Effective July 01, 2022

**Dr. Debra Pace,
Superintendent**

**Lare Allen,
OCEA President**

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Salary and Benefits Package Proposal

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**The School District of Osceola County
Salaries and Benefits Package
for the 2022-23 School Year**

**between the
School Board of Osceola County, Florida, (OCSB)
and the
Osceola County Education Association (OCEA),
for
*Instructional Employees***



Date of Original Proposal:	April 21, 2022
Date of Revised Proposal:	May 19, 2022
Date of Tentative Agreement:	May 19, 2022
Contract Expiration Date:	June 30, 2023

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**Osceola County School Board Salary and Benefits Negotiations Proposal for the
2022-23 School Year for the Instructional Employees Bargaining Unit**

Recognizing the need to reward employees for their hard work despite limited resources during unprecedented circumstances, the School Board commits to provide Osceola County instructional employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

1. 2022-23 Salary Negotiations

- In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2022-23 General Appropriations Act (GAA), 2022-23 Education Appropriations Implementing Bill, House Bill 5003, Senate Education Conforming Bill 2524 (2022), etc.] and the performance pay salary schedule as bargained, **each instructional bargaining unit employee shall receive as:**

- **a first-year employee for the 2022-23 school year = a minimum base salary of \$48,500** (which reflects a salary increase of \$1,000 for instructional employees who currently receive the minimum base salary of \$47,500 in accordance with state law); **or**
- **an existing employee returning for the 2022-23 school year = a recurring salary increase as follows:**
 - **\$1,700, or thirty-four (34) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Highly Effective”;
 - **\$1300, or twenty-six (26) salary schedule levels**, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” [NOTE: No change in contract status is required.]; or
 - **\$1,250, or twenty-five (25) salary schedule levels**, for instructional employees whose final summative evaluation rating is “Effective”

Evaluation Rating	Total Amount	Salary Schedule Levels
• Highly Effective	\$1,700	34
• Grandfathered	\$1,300	26
• Effective	\$1,250	25

- The recurrence of these 2022-23 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/ fiscal year per state law; and

- In addition, both parties recognize the following facts:
 - *Senate Education Conforming Bill 2524 (2022)*:
 - amends *Section 1012.22(1)(c)(5) – Public school personnel; powers and duties of the district school board, Florida Statutes*, to state that “Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by sub-subparagraph b.”;
 - requires that any compensation for longevity of service awarded to instructional employees who are on a grandfather salary schedule must be used in the calculation of salary adjustments for instructional employees who receive final summative evaluation ratings of Highly Effective or Effective.
- Management agrees to pay the one-time, non-recurring Retention Incentive Supplement for the 2022-23 school year since the terms and conditions of this compensation were previously ratified on November 02, 2021, prior to the passage and effective dates of Senate Education Conforming Bill 2524 (2022). These terms and conditions are quoted verbatim from our prior ratification packet document below:
 - **“a one-time, non-recurring Retention Incentive Supplement** in the amount of \$50 for each year of verified eligible experience for each instructional employee who has ten (10) or more years of verified eligible experience”
- Both parties understand that these terms and conditions shall only apply for this single occurrence since state law has changed.
- Both parties understand that the original purpose for this supplement is retention, and therefore, this supplement shall be paid to eligible instructional employees during the 2022-23 school year no later than September 30, 2022.
- Both parties understand that addressing the compression of salaries for veteran teachers shall be a priority of the current School Board.

2. English Learners of Other Languages (ESOL) Compliance Specialist/ Program Specialist Supplement

- Management agrees to provide an ESOL Compliance Specialist/ Program Specialist Supplement of \$1,500 for all full-time ESOL Compliance Specialist/ Program Specialist employees;

3. One-time, one-paycheck benefits premium deduction holiday;

4. No design changes to our School District’s major medical Health Insurance Plan that:

- continues to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
- implements innovations and enhancements to provide cost-savings and new choices for our employees and their families; and

- ensures our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;
- 5. Flexible Spending Account Match** where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;
- 6. Continued commitment to our School District's Center for Employee Health;** and
- 7. Memoranda of Understanding and contract language upon which both parties have reached tentative agreement since the ratification of our current Instructional Employees' Contract on November 02, 2021.**
- 2021-22 MOU re: oTECH CAPE Reward
 - 2022-23 MOU re: Flex Day
 - Article 6.06-1 – Extended Workday Compensation

The Board and the Association agree that an instructional employee shall be permitted to work a flexible schedule to ensure the time of a regular contractual workday or shall be compensated for times where the administrator requires and assigns the instructional employee to work specific times beyond the contractual workday for the purpose of student safety and supervision needs. The administrator shall decide the method of compensation: flex schedule, Board leave, or the instructional employee's regular rate of pay.

All calculations and payments of the items within this tentative agreement for eligible instructional employees shall be paid no later than September 30, 2022, and shall be retroactive to July 01, 2022.

Pursuant to *Article XX: Term of Contract* of our collective bargaining agreement, both parties continue to agree that Contract Articles, specific paragraphs, or new issues may be opened, bargained, ratified, and implemented throughout the fiscal year.

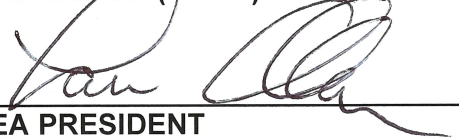
TENTATIVE APPROVAL

OSCEOLA COUNTY SCHOOL BOARD
(OCSB)



CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY EDUCATION
ASSOCIATION (OCEA)



OCEA PRESIDENT
Lare Allen



CHIEF NEGOTIATOR FOR OCEA
April Isaacs

Date: May 19, 2022

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Memoranda of Understanding, 2022-23

- 1. oTECH CAPE Reward***
- 2. Flex Day***

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**MEMORANDUM OF UNDERSTANDING –
2021-22 Osceola Technical College Career and Professional Education (oTECH CAPE) Reward,
Instructional Employees**

Whereas, the Osceola County School Board and the Osceola County Education Association believe that rewarding instructional employees for exceptional performance is beneficial to both parties;

Whereas, Osceola County Career and Technical Education (CTE) teachers in the School District's high schools currently are eligible to receive Career and Professional Education (CAPE) rewards for each industry certification that their rostered students successfully earn;

Whereas, Osceola County CTE teachers at Osceola Technical College (oTECH) Kissimmee, St. Cloud, and Poinciana campuses are not eligible to receive the same reward from the same state funding source as similarly-situated teachers at the School District's high schools; and

Whereas, both parties agree that Osceola County CTE teachers at oTECH Kissimmee, St. Cloud, and Poinciana campuses should receive the same opportunity for a similar reward from a separate funding source that the School District shall designate;

Therefore, be it resolved that both parties agree to the following new terms and conditions:

1. Osceola County CTE teachers at oTECH shall have the same opportunity to earn from \$25.00 to \$100.00 for each industry certification that their rostered students successfully earn;
2. The School District shall use the compensation weight that the Florida Board of Education and the Florida Department of Education establish for each industry certification (e.g., from \$25.00 to \$100.00); and
3. The School District agrees to designate a separate funding source for this purpose.
4. Per past practice, the School District agrees that this Memorandum of Understanding shall expire one (1) calendar year from the date of tentative agreement and signature.

**OSCEOLA COUNTY
SCHOOL BOARD**



SUPERINTENDENT

Debra Pace



CHIEF NEGOTIATOR FOR OCSB

John Boyd

**OSCEOLA COUNTY
EDUCATION ASSOCIATION**



OCEA PRESIDENT

Lare Allen



CHIEF NEGOTIATOR FOR OCEA

April Isaacs

Date: May 12, 2022

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**MEMORANDUM OF UNDERSTANDING –
2022-23 Flex Day, Instructional Employees**

Whereas, the School District of Osceola County, Florida, and the Osceola County Education Association believe that flexible work schedules may have a positive effect on instructional employee morale;

Therefore, be it resolved that both parties agree to the following terms and conditions:

1. One (1) Flex Day shall be made available to instructional employees who wish to work on a non-teacher workday prior to Pre-Planning in lieu of one of the following workdays:
 - **Friday, October 14, 2022;**
 - **Tuesday, January 3, 2023;**
 - **Friday, March 10, 2023; or**
 - **Wednesday, May 31, 2023**
2. For the 2022-23 school year, the last possible workday prior to Pre-Planning shall be designated as "**Tuesday, August 2, 2022**," in accordance with the School District's summer four-day workweek schedule, and the Flex Day shall be designated as the instructional employee's choice of one (1) of the workdays listed in Item 1 above.
3. However, if an administrator schedules an instructional employee to work on a workday or workdays during the week prior to Pre-Planning (e.g., professional development), then the last possible workday prior to Pre-Planning shall be accelerated and designated as the last possible workday prior to the first scheduled workday before Pre-Planning. The administrator shall remain responsible for compensating the instructional employee according to the terms of our collective bargaining agreement.
4. Instructional employees must notify in writing (e.g., e-mail, paper, etc.) the school principal or designee at their worksite:
 - ✓ at least one (1) day in advance of their intent to work on a non-teacher workday prior to Pre-Planning; and
 - ✓ at least five (5) workdays prior to the one (1) workday the employee selects to use as the Flex Day from those workdays listed in Item 1 above.
5. Instructional employees must meet professional obligations such as submission of student grades and completion of regularly required forms, reports, lesson plans, etc., prior to using the Flex Day.
6. This Flex Day allows the instructional employee the opportunity to flex only one (1) of the workdays listed in Item 1 above and shall not be considered an additional workday for payroll purposes.
7. If an instructional employee terminates employment with the School District before using the Flex Day, then the employee shall not be compensated for the additional workday completed prior to Pre-Planning.
8. If an instructional employee transfers to another worksite within the School District during the school year, then the employee shall be eligible to use the Flex Day at the employee's receiving school.
9. An e-mail shall be sent to all instructional employees to notify them of this benefit by the end of the preceding school year.

OSCEOLA COUNTY
SCHOOL BOARD

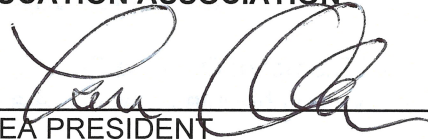


SUPERINTENDENT
Debra Pace



CHIEF NEGOTIATOR FOR OCSB
John Boyd

OSCEOLA COUNTY
EDUCATION ASSOCIATION



OCEA PRESIDENT
Lare Allen



CHIEF NEGOTIATOR FOR OCEA
April Isaacs

Date: **May 19, 2022**

Contract Language, 2022-23

- 1. Article 6.06-1 [Extended Workday Compensation]***
- 2. Revised Salary Schedule***
- 3. Revised Supplements Schedule***

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4. Extended Workday OPS Contract

OCEA Proposal

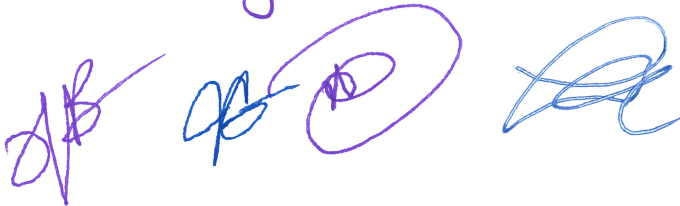
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The Board and the Association agree that there are conditions where not extending student supervision beyond the regular workday present safety or other serious concerns (late bus pickup, etc.). During these conditions, administration shall request voluntary coverage. During conditions where teachers are not voluntarily providing supervision administration shall make every effort to remedy the safety conditions. For those teachers assigned to provide coverage outside the regular workday, or who are not permitted to leave work on time administration shall provide an OPS contract to the affected teachers. Administrators shall consider recording voluntary coverage beyond the school workday, especially if done on a regular basis, on teacher evaluations.

SDOC Counter-Proposal

6.06-1 The Board and the Association agree that an instructional employee shall be permitted to work a flexible schedule to ensure the time of a regular contractual workday or shall be compensated for times where the administrator requires and assigns the instructional employee to work specific times beyond the contractual workday for the purpose of student safety and supervision needs.

The administrator shall decide the method of compensation: flex schedule, Board leave, or the instructional employee's regular rate of pay.



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2022-23 Salary Increase

In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2022-23 General Appropriations Act (GAA), 2022-23 Education Appropriations Implementing Bill, House Bill 5003, Senate Education Conforming Bill 2524 (2022), etc.] and the performance pay salary schedule as bargained, each instructional bargaining unit employee shall receive as:

- a first-year employee for the 2022-23 school year = a minimum base salary of \$48,500 (which reflects a salary increase of \$1,000 for instructional employees who currently receive the minimum base salary of \$47,500 in accordance with state law); or
- an existing employee returning for the 2022-23 school year = a recurring salary increase as follows:
 - \$1,700, or thirty-four (34) salary schedule levels, for instructional employees whose final summative evaluation rating is "Highly Effective";
 - \$1300, or twenty-six (26) salary schedule levels, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either "Highly Effective" or "Effective" [NOTE: No change in contract status is required.]; or
 - \$1,250, or twenty-five (25) salary schedule levels, for instructional employees whose final summative evaluation rating is "Effective."

Per our current contract, each contractual salary level increases by increments of \$50. Salary increases are negotiated in terms of these increments in order to meet the requirements of Section 1012.22 – Public school personnel; powers and duties of the district school board, Florida Statutes .

Example 1: If an instructional employee's current base salary is on Level 161 at \$47,500, and the employee is on the Performance Salary Schedule and earns a final summative evaluation rating of "Highly Effective," then the employee is eligible for a salary increase of \$1,700 (e.g., 34 levels) and now moves up to Level 195 at \$49,200 per the terms of the tentative agreement and in compliance with state law.

Example 2: If an instructional employee's current base salary is on Level 161 at \$47,500, and the employee is on the Grandfather Salary Schedule (e.g., Professional Service Contract status; or Continuing Contract status), then the employee is eligible for a salary increase of \$1,300 (e.g., 26 levels) and now moves up to Level 187 at \$48,800 per the terms of the tentative agreement and in compliance with state law.

Example 3: If an instructional employee's current base salary is on Level 161 at \$47,500, and the employee is on the Performance Salary Schedule and earns a final summative evaluation rating of "Effective," then the employee is eligible for a salary increase of \$1,250 (e.g., 25 levels) and now moves up to Level 186 at \$48,750 per the terms of the tentative agreement and in compliance with state law.

Advanced degree supplements are separate from the instructional employee's base salary.
 -- To calculate the *original* base salary for instructional employees with eligible advanced degrees, subtract the amount of the advanced degree supplement.
 -- To calculate the *new* base salary for instructional employees with eligible advanced degrees, determine the amount of the salary increase for which the employee is eligible (e.g., listed above), and add that amount to the employee's *original* base salary.
 -- Then, to calculate the employee's total compensation, add the amount of the advanced degree supplement for which the employee is eligible.

Simplified Salary Schedule	Level	Bachelor's	Master's	Specialist	Doctorate
Advanced Degree Supplements >>>	N/A	N/A	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00
2022-23 Starting Salary >>>	181	\$ 48,500.00	\$ 51,400.00	\$ 52,685.00	\$ 54,185.00
2022-23 Ending Salary >>>	907	\$ 84,800.00	\$ 87,700.00	\$ 88,985.00	\$ 90,485.00

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): May 19, 2022
Ratified by Osceola County Education Association (OCEA): _____, 2022
Ratified by Osceola County School Board (OCSB): June 07, 2022

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
1	\$ 39,500.00	\$ 42,185.00	\$ 43,685.00	\$ 45,185.00
2	\$ 39,550.00	\$ 42,235.00	\$ 43,735.00	\$ 45,235.00
3	\$ 39,600.00	\$ 42,285.00	\$ 43,785.00	\$ 45,285.00
4	\$ 39,650.00	\$ 42,335.00	\$ 43,835.00	\$ 45,335.00
5	\$ 39,700.00	\$ 42,385.00	\$ 43,885.00	\$ 45,385.00
6	\$ 39,750.00	\$ 42,435.00	\$ 43,935.00	\$ 45,435.00
7	\$ 39,800.00	\$ 42,485.00	\$ 43,985.00	\$ 45,485.00
8	\$ 39,850.00	\$ 42,535.00	\$ 44,035.00	\$ 45,535.00
9	\$ 39,900.00	\$ 42,585.00	\$ 44,085.00	\$ 45,585.00
10	\$ 39,950.00	\$ 42,635.00	\$ 44,135.00	\$ 45,635.00
11	\$ 40,000.00	\$ 42,685.00	\$ 44,185.00	\$ 45,685.00
12	\$ 40,050.00	\$ 42,735.00	\$ 44,235.00	\$ 45,735.00
13	\$ 40,100.00	\$ 42,785.00	\$ 44,285.00	\$ 45,785.00
14	\$ 40,150.00	\$ 42,835.00	\$ 44,335.00	\$ 45,835.00
15	\$ 40,200.00	\$ 42,885.00	\$ 44,385.00	\$ 45,885.00
16	\$ 40,250.00	\$ 42,935.00	\$ 44,435.00	\$ 45,935.00
17	\$ 40,300.00	\$ 42,985.00	\$ 44,485.00	\$ 45,985.00
18	\$ 40,350.00	\$ 43,035.00	\$ 44,535.00	\$ 46,035.00
19	\$ 40,400.00	\$ 43,085.00	\$ 44,585.00	\$ 46,085.00
20	\$ 40,450.00	\$ 43,135.00	\$ 44,635.00	\$ 46,135.00
21	\$ 40,500.00	\$ 43,185.00	\$ 44,685.00	\$ 46,185.00
22	\$ 40,550.00	\$ 43,235.00	\$ 44,735.00	\$ 46,235.00
23	\$ 40,600.00	\$ 43,285.00	\$ 44,785.00	\$ 46,285.00
24	\$ 40,650.00	\$ 43,335.00	\$ 44,835.00	\$ 46,335.00
25	\$ 40,700.00	\$ 43,385.00	\$ 44,885.00	\$ 46,385.00
26	\$ 40,750.00	\$ 43,435.00	\$ 44,935.00	\$ 46,435.00
27	\$ 40,800.00	\$ 43,485.00	\$ 44,985.00	\$ 46,485.00
28	\$ 40,850.00	\$ 43,535.00	\$ 45,035.00	\$ 46,535.00
29	\$ 40,900.00	\$ 43,585.00	\$ 45,085.00	\$ 46,585.00
30	\$ 40,950.00	\$ 43,635.00	\$ 45,135.00	\$ 46,635.00
31	\$ 41,000.00	\$ 43,685.00	\$ 45,185.00	\$ 46,685.00
32	\$ 41,050.00	\$ 43,735.00	\$ 45,235.00	\$ 46,735.00
33	\$ 41,100.00	\$ 43,785.00	\$ 45,285.00	\$ 46,785.00
34	\$ 41,150.00	\$ 43,835.00	\$ 45,335.00	\$ 46,835.00
35	\$ 41,200.00	\$ 43,885.00	\$ 45,385.00	\$ 46,885.00
36	\$ 41,250.00	\$ 43,935.00	\$ 45,435.00	\$ 46,935.00
37	\$ 41,300.00	\$ 43,985.00	\$ 45,485.00	\$ 46,985.00
38	\$ 41,350.00	\$ 44,035.00	\$ 45,535.00	\$ 47,035.00
39	\$ 41,400.00	\$ 44,085.00	\$ 45,585.00	\$ 47,085.00
40	\$ 41,450.00	\$ 44,135.00	\$ 45,635.00	\$ 47,135.00
41	\$ 41,500.00	\$ 44,185.00	\$ 45,685.00	\$ 47,185.00
42	\$ 41,550.00	\$ 44,235.00	\$ 45,735.00	\$ 47,235.00
43	\$ 41,600.00	\$ 44,285.00	\$ 45,785.00	\$ 47,285.00
44	\$ 41,650.00	\$ 44,335.00	\$ 45,835.00	\$ 47,335.00
45	\$ 41,700.00	\$ 44,385.00	\$ 45,885.00	\$ 47,385.00
46	\$ 41,750.00	\$ 44,435.00	\$ 45,935.00	\$ 47,435.00
47	\$ 41,800.00	\$ 44,485.00	\$ 45,985.00	\$ 47,485.00
48	\$ 41,850.00	\$ 44,535.00	\$ 46,035.00	\$ 47,535.00
49	\$ 41,900.00	\$ 44,585.00	\$ 46,085.00	\$ 47,585.00
50	\$ 41,950.00	\$ 44,635.00	\$ 46,135.00	\$ 47,635.00
51	\$ 42,000.00	\$ 44,685.00	\$ 46,185.00	\$ 47,685.00
52	\$ 42,050.00	\$ 44,735.00	\$ 46,235.00	\$ 47,735.00
53	\$ 42,100.00	\$ 44,785.00	\$ 46,285.00	\$ 47,785.00
54	\$ 42,150.00	\$ 44,835.00	\$ 46,335.00	\$ 47,835.00
55	\$ 42,200.00	\$ 44,885.00	\$ 46,385.00	\$ 47,885.00
56	\$ 42,250.00	\$ 44,935.00	\$ 46,435.00	\$ 47,935.00
57	\$ 42,300.00	\$ 44,985.00	\$ 46,485.00	\$ 47,985.00
58	\$ 42,350.00	\$ 45,035.00	\$ 46,535.00	\$ 48,035.00
59	\$ 42,400.00	\$ 45,085.00	\$ 46,585.00	\$ 48,085.00
60	\$ 42,450.00	\$ 45,135.00	\$ 46,635.00	\$ 48,135.00
61	\$ 42,500.00	\$ 45,185.00	\$ 46,685.00	\$ 48,185.00
62	\$ 42,550.00	\$ 45,235.00	\$ 46,735.00	\$ 48,235.00
63	\$ 42,600.00	\$ 45,285.00	\$ 46,785.00	\$ 48,285.00
64	\$ 42,650.00	\$ 45,335.00	\$ 46,835.00	\$ 48,335.00
65	\$ 42,700.00	\$ 45,385.00	\$ 46,885.00	\$ 48,385.00
66	\$ 42,750.00	\$ 45,435.00	\$ 46,935.00	\$ 48,435.00
67	\$ 42,800.00	\$ 45,485.00	\$ 46,985.00	\$ 48,485.00
68	\$ 42,850.00	\$ 45,535.00	\$ 47,035.00	\$ 48,535.00
69	\$ 42,900.00	\$ 45,585.00	\$ 47,085.00	\$ 48,585.00
70	\$ 42,950.00	\$ 45,635.00	\$ 47,135.00	\$ 48,635.00
71	\$ 43,000.00	\$ 45,685.00	\$ 47,185.00	\$ 48,685.00
72	\$ 43,050.00	\$ 45,735.00	\$ 47,235.00	\$ 48,735.00
73	\$ 43,100.00	\$ 45,785.00	\$ 47,285.00	\$ 48,785.00
74	\$ 43,150.00	\$ 45,835.00	\$ 47,335.00	\$ 48,835.00
75	\$ 43,200.00	\$ 45,885.00	\$ 47,385.00	\$ 48,885.00
76	\$ 43,250.00	\$ 45,935.00	\$ 47,435.00	\$ 48,935.00
77	\$ 43,300.00	\$ 45,985.00	\$ 47,485.00	\$ 48,985.00
78	\$ 43,350.00	\$ 46,035.00	\$ 47,535.00	\$ 49,035.00
79	\$ 43,400.00	\$ 46,085.00	\$ 47,585.00	\$ 49,085.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

<<< 2015-16, 2016-17, and 2017-18 Starting Salary (Teacher)

<<< 2018-19 Starting Salary (Teacher)

<<< 2019-20 Starting Salary (Teacher)

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
80	\$ 43,450.00	\$ 46,135.00	\$ 47,635.00	\$ 49,135.00
81	\$ 43,500.00	\$ 46,185.00	\$ 47,685.00	\$ 49,185.00
82	\$ 43,550.00	\$ 46,235.00	\$ 47,735.00	\$ 49,235.00
83	\$ 43,600.00	\$ 46,285.00	\$ 47,785.00	\$ 49,285.00
84	\$ 43,650.00	\$ 46,335.00	\$ 47,835.00	\$ 49,335.00
85	\$ 43,700.00	\$ 46,385.00	\$ 47,885.00	\$ 49,385.00
86	\$ 43,750.00	\$ 46,435.00	\$ 47,935.00	\$ 49,435.00
87	\$ 43,800.00	\$ 46,485.00	\$ 47,985.00	\$ 49,485.00
88	\$ 43,850.00	\$ 46,535.00	\$ 48,035.00	\$ 49,535.00
89	\$ 43,900.00	\$ 46,585.00	\$ 48,085.00	\$ 49,585.00
90	\$ 43,950.00	\$ 46,635.00	\$ 48,135.00	\$ 49,635.00
91	\$ 44,000.00	\$ 46,685.00	\$ 48,185.00	\$ 49,685.00
92	\$ 44,050.00	\$ 46,735.00	\$ 48,235.00	\$ 49,735.00
93	\$ 44,100.00	\$ 46,785.00	\$ 48,285.00	\$ 49,785.00
94	\$ 44,150.00	\$ 46,835.00	\$ 48,335.00	\$ 49,835.00
95	\$ 44,200.00	\$ 46,885.00	\$ 48,385.00	\$ 49,885.00
96	\$ 44,250.00	\$ 46,935.00	\$ 48,435.00	\$ 49,935.00
97	\$ 44,300.00	\$ 46,985.00	\$ 48,485.00	\$ 49,985.00
98	\$ 44,350.00	\$ 47,035.00	\$ 48,535.00	\$ 50,035.00
99	\$ 44,400.00	\$ 47,085.00	\$ 48,585.00	\$ 50,085.00
100	\$ 44,450.00	\$ 47,135.00	\$ 48,635.00	\$ 50,135.00
101	\$ 44,500.00	\$ 47,185.00	\$ 48,685.00	\$ 50,185.00
102	\$ 44,550.00	\$ 47,235.00	\$ 48,735.00	\$ 50,235.00
103	\$ 44,600.00	\$ 47,285.00	\$ 48,785.00	\$ 50,285.00
104	\$ 44,650.00	\$ 47,335.00	\$ 48,835.00	\$ 50,335.00
105	\$ 44,700.00	\$ 47,385.00	\$ 48,885.00	\$ 50,385.00
106	\$ 44,750.00	\$ 47,435.00	\$ 48,935.00	\$ 50,435.00
107	\$ 44,800.00	\$ 47,485.00	\$ 48,985.00	\$ 50,485.00
108	\$ 44,850.00	\$ 47,535.00	\$ 49,035.00	\$ 50,535.00
109	\$ 44,900.00	\$ 47,585.00	\$ 49,085.00	\$ 50,585.00
110	\$ 44,950.00	\$ 47,635.00	\$ 49,135.00	\$ 50,635.00
111	\$ 45,000.00	\$ 47,685.00	\$ 49,185.00	\$ 50,685.00
112	\$ 45,050.00	\$ 47,735.00	\$ 49,235.00	\$ 50,735.00
113	\$ 45,100.00	\$ 47,785.00	\$ 49,285.00	\$ 50,785.00
114	\$ 45,150.00	\$ 47,835.00	\$ 49,335.00	\$ 50,835.00
115	\$ 45,200.00	\$ 47,885.00	\$ 49,385.00	\$ 50,885.00
116	\$ 45,250.00	\$ 47,935.00	\$ 49,435.00	\$ 50,935.00
117	\$ 45,300.00	\$ 47,985.00	\$ 49,485.00	\$ 50,985.00
118	\$ 45,350.00	\$ 48,035.00	\$ 49,535.00	\$ 51,035.00
119	\$ 45,400.00	\$ 48,085.00	\$ 49,585.00	\$ 51,085.00
120	\$ 45,450.00	\$ 48,135.00	\$ 49,635.00	\$ 51,135.00
121	\$ 45,500.00	\$ 48,185.00	\$ 49,685.00	\$ 51,185.00
122	\$ 45,550.00	\$ 48,235.00	\$ 49,735.00	\$ 51,235.00
123	\$ 45,600.00	\$ 48,285.00	\$ 49,785.00	\$ 51,285.00
124	\$ 45,650.00	\$ 48,335.00	\$ 49,835.00	\$ 51,335.00
125	\$ 45,700.00	\$ 48,385.00	\$ 49,885.00	\$ 51,385.00
126	\$ 45,750.00	\$ 48,435.00	\$ 49,935.00	\$ 51,435.00
127	\$ 45,800.00	\$ 48,485.00	\$ 49,985.00	\$ 51,485.00
128	\$ 45,850.00	\$ 48,535.00	\$ 50,035.00	\$ 51,535.00
129	\$ 45,900.00	\$ 48,585.00	\$ 50,085.00	\$ 51,585.00
130	\$ 45,950.00	\$ 48,635.00	\$ 50,135.00	\$ 51,635.00
131	\$ 46,000.00	\$ 48,685.00	\$ 50,185.00	\$ 51,685.00
132	\$ 46,050.00	\$ 48,735.00	\$ 50,235.00	\$ 51,735.00
133	\$ 46,100.00	\$ 48,785.00	\$ 50,285.00	\$ 51,785.00
134	\$ 46,150.00	\$ 48,835.00	\$ 50,335.00	\$ 51,835.00
135	\$ 46,200.00	\$ 48,885.00	\$ 50,385.00	\$ 51,885.00
136	\$ 46,250.00	\$ 48,935.00	\$ 50,435.00	\$ 51,935.00
137	\$ 46,300.00	\$ 48,985.00	\$ 50,485.00	\$ 51,985.00
138	\$ 46,350.00	\$ 49,035.00	\$ 50,535.00	\$ 52,035.00
139	\$ 46,400.00	\$ 49,085.00	\$ 50,585.00	\$ 52,085.00
140	\$ 46,450.00	\$ 49,135.00	\$ 50,635.00	\$ 52,135.00
141	\$ 46,500.00	\$ 49,185.00	\$ 50,685.00	\$ 52,185.00
142	\$ 46,550.00	\$ 49,235.00	\$ 50,735.00	\$ 52,235.00
143	\$ 46,600.00	\$ 49,285.00	\$ 50,785.00	\$ 52,285.00
144	\$ 46,650.00	\$ 49,335.00	\$ 50,835.00	\$ 52,335.00
145	\$ 46,700.00	\$ 49,385.00	\$ 50,885.00	\$ 52,385.00
146	\$ 46,750.00	\$ 49,435.00	\$ 50,935.00	\$ 52,435.00
147	\$ 46,800.00	\$ 49,485.00	\$ 50,985.00	\$ 52,485.00
148	\$ 46,850.00	\$ 49,535.00	\$ 51,035.00	\$ 52,535.00
149	\$ 46,900.00	\$ 49,585.00	\$ 51,085.00	\$ 52,585.00
150	\$ 46,950.00	\$ 49,635.00	\$ 51,135.00	\$ 52,635.00
151	\$ 47,000.00	\$ 49,685.00	\$ 51,185.00	\$ 52,685.00
152	\$ 47,050.00	\$ 49,735.00	\$ 51,235.00	\$ 52,735.00
153	\$ 47,100.00	\$ 49,785.00	\$ 51,285.00	\$ 52,785.00
154	\$ 47,150.00	\$ 49,835.00	\$ 51,335.00	\$ 52,835.00
155	\$ 47,200.00	\$ 49,885.00	\$ 51,385.00	\$ 52,885.00
156	\$ 47,250.00	\$ 49,935.00	\$ 51,435.00	\$ 52,935.00
157	\$ 47,300.00	\$ 49,985.00	\$ 51,485.00	\$ 52,985.00
158	\$ 47,350.00	\$ 50,035.00	\$ 51,535.00	\$ 53,035.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

<<< 2020-21 Starting Salary (Teacher)

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
159	\$ 47,400.00	\$ 50,085.00	\$ 51,585.00	\$ 53,085.00
160	\$ 47,450.00	\$ 50,135.00	\$ 51,635.00	\$ 53,135.00
161	\$ 47,500.00	\$ 50,400.00	\$ 51,685.00	\$ 53,185.00
162	\$ 47,550.00	\$ 50,450.00	\$ 51,735.00	\$ 53,235.00
163	\$ 47,600.00	\$ 50,500.00	\$ 51,785.00	\$ 53,285.00
164	\$ 47,650.00	\$ 50,550.00	\$ 51,835.00	\$ 53,335.00
165	\$ 47,700.00	\$ 50,600.00	\$ 51,885.00	\$ 53,385.00
166	\$ 47,750.00	\$ 50,650.00	\$ 51,935.00	\$ 53,435.00
167	\$ 47,800.00	\$ 50,700.00	\$ 51,985.00	\$ 53,485.00
168	\$ 47,850.00	\$ 50,750.00	\$ 52,035.00	\$ 53,535.00
169	\$ 47,900.00	\$ 50,800.00	\$ 52,085.00	\$ 53,585.00
170	\$ 47,950.00	\$ 50,850.00	\$ 52,135.00	\$ 53,635.00
171	\$ 48,000.00	\$ 50,900.00	\$ 52,185.00	\$ 53,685.00
172	\$ 48,050.00	\$ 50,950.00	\$ 52,235.00	\$ 53,735.00
173	\$ 48,100.00	\$ 51,000.00	\$ 52,285.00	\$ 53,785.00
174	\$ 48,150.00	\$ 51,050.00	\$ 52,335.00	\$ 53,835.00
175	\$ 48,200.00	\$ 51,100.00	\$ 52,385.00	\$ 53,885.00
176	\$ 48,250.00	\$ 51,150.00	\$ 52,435.00	\$ 53,935.00
177	\$ 48,300.00	\$ 51,200.00	\$ 52,485.00	\$ 53,985.00
178	\$ 48,350.00	\$ 51,250.00	\$ 52,535.00	\$ 54,035.00
179	\$ 48,400.00	\$ 51,300.00	\$ 52,585.00	\$ 54,085.00
180	\$ 48,450.00	\$ 51,350.00	\$ 52,635.00	\$ 54,135.00
181	\$ 48,500.00	\$ 51,400.00	\$ 52,685.00	\$ 54,185.00
182	\$ 48,550.00	\$ 51,450.00	\$ 52,735.00	\$ 54,235.00
183	\$ 48,600.00	\$ 51,500.00	\$ 52,785.00	\$ 54,285.00
184	\$ 48,650.00	\$ 51,550.00	\$ 52,835.00	\$ 54,335.00
185	\$ 48,700.00	\$ 51,600.00	\$ 52,885.00	\$ 54,385.00
186	\$ 48,750.00	\$ 51,650.00	\$ 52,935.00	\$ 54,435.00
187	\$ 48,800.00	\$ 51,700.00	\$ 52,985.00	\$ 54,485.00
188	\$ 48,850.00	\$ 51,750.00	\$ 53,035.00	\$ 54,535.00
189	\$ 48,900.00	\$ 51,800.00	\$ 53,085.00	\$ 54,585.00
190	\$ 48,950.00	\$ 51,850.00	\$ 53,135.00	\$ 54,635.00
191	\$ 49,000.00	\$ 51,900.00	\$ 53,185.00	\$ 54,685.00
192	\$ 49,050.00	\$ 51,950.00	\$ 53,235.00	\$ 54,735.00
193	\$ 49,100.00	\$ 52,000.00	\$ 53,285.00	\$ 54,785.00
194	\$ 49,150.00	\$ 52,050.00	\$ 53,335.00	\$ 54,835.00
195	\$ 49,200.00	\$ 52,100.00	\$ 53,385.00	\$ 54,885.00
196	\$ 49,250.00	\$ 52,150.00	\$ 53,435.00	\$ 54,935.00
197	\$ 49,300.00	\$ 52,200.00	\$ 53,485.00	\$ 54,985.00
198	\$ 49,350.00	\$ 52,250.00	\$ 53,535.00	\$ 55,035.00
199	\$ 49,400.00	\$ 52,300.00	\$ 53,585.00	\$ 55,085.00
200	\$ 49,450.00	\$ 52,350.00	\$ 53,635.00	\$ 55,135.00
201	\$ 49,500.00	\$ 52,400.00	\$ 53,685.00	\$ 55,185.00
202	\$ 49,550.00	\$ 52,450.00	\$ 53,735.00	\$ 55,235.00
203	\$ 49,600.00	\$ 52,500.00	\$ 53,785.00	\$ 55,285.00
204	\$ 49,650.00	\$ 52,550.00	\$ 53,835.00	\$ 55,335.00
205	\$ 49,700.00	\$ 52,600.00	\$ 53,885.00	\$ 55,385.00
206	\$ 49,750.00	\$ 52,650.00	\$ 53,935.00	\$ 55,435.00
207	\$ 49,800.00	\$ 52,700.00	\$ 53,985.00	\$ 55,485.00
208	\$ 49,850.00	\$ 52,750.00	\$ 54,035.00	\$ 55,535.00
209	\$ 49,900.00	\$ 52,800.00	\$ 54,085.00	\$ 55,585.00
210	\$ 49,950.00	\$ 52,850.00	\$ 54,135.00	\$ 55,635.00
211	\$ 50,000.00	\$ 52,900.00	\$ 54,185.00	\$ 55,685.00
212	\$ 50,050.00	\$ 52,950.00	\$ 54,235.00	\$ 55,735.00
213	\$ 50,100.00	\$ 53,000.00	\$ 54,285.00	\$ 55,785.00
214	\$ 50,150.00	\$ 53,050.00	\$ 54,335.00	\$ 55,835.00
215	\$ 50,200.00	\$ 53,100.00	\$ 54,385.00	\$ 55,885.00
216	\$ 50,250.00	\$ 53,150.00	\$ 54,435.00	\$ 55,935.00
217	\$ 50,300.00	\$ 53,200.00	\$ 54,485.00	\$ 55,985.00
218	\$ 50,350.00	\$ 53,250.00	\$ 54,535.00	\$ 56,035.00
219	\$ 50,400.00	\$ 53,300.00	\$ 54,585.00	\$ 56,085.00
220	\$ 50,450.00	\$ 53,350.00	\$ 54,635.00	\$ 56,135.00
221	\$ 50,500.00	\$ 53,400.00	\$ 54,685.00	\$ 56,185.00
222	\$ 50,550.00	\$ 53,450.00	\$ 54,735.00	\$ 56,235.00
223	\$ 50,600.00	\$ 53,500.00	\$ 54,785.00	\$ 56,285.00
224	\$ 50,650.00	\$ 53,550.00	\$ 54,835.00	\$ 56,335.00
225	\$ 50,700.00	\$ 53,600.00	\$ 54,885.00	\$ 56,385.00
226	\$ 50,750.00	\$ 53,650.00	\$ 54,935.00	\$ 56,435.00
227	\$ 50,800.00	\$ 53,700.00	\$ 54,985.00	\$ 56,485.00
228	\$ 50,850.00	\$ 53,750.00	\$ 55,035.00	\$ 56,535.00
229	\$ 50,900.00	\$ 53,800.00	\$ 55,085.00	\$ 56,585.00
230	\$ 50,950.00	\$ 53,850.00	\$ 55,135.00	\$ 56,635.00
231	\$ 51,000.00	\$ 53,900.00	\$ 55,185.00	\$ 56,685.00
232	\$ 51,050.00	\$ 53,950.00	\$ 55,235.00	\$ 56,735.00
233	\$ 51,100.00	\$ 54,000.00	\$ 55,285.00	\$ 56,785.00
234	\$ 51,150.00	\$ 54,050.00	\$ 55,335.00	\$ 56,835.00
235	\$ 51,200.00	\$ 54,100.00	\$ 55,385.00	\$ 56,885.00
236	\$ 51,250.00	\$ 54,150.00	\$ 55,435.00	\$ 56,935.00
237	\$ 51,300.00	\$ 54,200.00	\$ 55,485.00	\$ 56,985.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

<<< 2021-22 Starting Salary (Teacher); New Master's Degree Supplement

<<< 2022-23 Starting Salary (Teacher)

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
238	\$ 51,350.00	\$ 54,250.00	\$ 55,535.00	\$ 57,035.00
239	\$ 51,400.00	\$ 54,300.00	\$ 55,585.00	\$ 57,085.00
240	\$ 51,450.00	\$ 54,350.00	\$ 55,635.00	\$ 57,135.00
241	\$ 51,500.00	\$ 54,400.00	\$ 55,685.00	\$ 57,185.00
242	\$ 51,550.00	\$ 54,450.00	\$ 55,735.00	\$ 57,235.00
243	\$ 51,600.00	\$ 54,500.00	\$ 55,785.00	\$ 57,285.00
244	\$ 51,650.00	\$ 54,550.00	\$ 55,835.00	\$ 57,335.00
245	\$ 51,700.00	\$ 54,600.00	\$ 55,885.00	\$ 57,385.00
246	\$ 51,750.00	\$ 54,650.00	\$ 55,935.00	\$ 57,435.00
247	\$ 51,800.00	\$ 54,700.00	\$ 55,985.00	\$ 57,485.00
248	\$ 51,850.00	\$ 54,750.00	\$ 56,035.00	\$ 57,535.00
249	\$ 51,900.00	\$ 54,800.00	\$ 56,085.00	\$ 57,585.00
250	\$ 51,950.00	\$ 54,850.00	\$ 56,135.00	\$ 57,635.00
251	\$ 52,000.00	\$ 54,900.00	\$ 56,185.00	\$ 57,685.00
252	\$ 52,050.00	\$ 54,950.00	\$ 56,235.00	\$ 57,735.00
253	\$ 52,100.00	\$ 55,000.00	\$ 56,285.00	\$ 57,785.00
254	\$ 52,150.00	\$ 55,050.00	\$ 56,335.00	\$ 57,835.00
255	\$ 52,200.00	\$ 55,100.00	\$ 56,385.00	\$ 57,885.00
256	\$ 52,250.00	\$ 55,150.00	\$ 56,435.00	\$ 57,935.00
257	\$ 52,300.00	\$ 55,200.00	\$ 56,485.00	\$ 57,985.00
258	\$ 52,350.00	\$ 55,250.00	\$ 56,535.00	\$ 58,035.00
259	\$ 52,400.00	\$ 55,300.00	\$ 56,585.00	\$ 58,085.00
260	\$ 52,450.00	\$ 55,350.00	\$ 56,635.00	\$ 58,135.00
261	\$ 52,500.00	\$ 55,400.00	\$ 56,685.00	\$ 58,185.00
262	\$ 52,550.00	\$ 55,450.00	\$ 56,735.00	\$ 58,235.00
263	\$ 52,600.00	\$ 55,500.00	\$ 56,785.00	\$ 58,285.00
264	\$ 52,650.00	\$ 55,550.00	\$ 56,835.00	\$ 58,335.00
265	\$ 52,700.00	\$ 55,600.00	\$ 56,885.00	\$ 58,385.00
266	\$ 52,750.00	\$ 55,650.00	\$ 56,935.00	\$ 58,435.00
267	\$ 52,800.00	\$ 55,700.00	\$ 56,985.00	\$ 58,485.00
268	\$ 52,850.00	\$ 55,750.00	\$ 57,035.00	\$ 58,535.00
269	\$ 52,900.00	\$ 55,800.00	\$ 57,085.00	\$ 58,585.00
270	\$ 52,950.00	\$ 55,850.00	\$ 57,135.00	\$ 58,635.00
271	\$ 53,000.00	\$ 55,900.00	\$ 57,185.00	\$ 58,685.00
272	\$ 53,050.00	\$ 55,950.00	\$ 57,235.00	\$ 58,735.00
273	\$ 53,100.00	\$ 56,000.00	\$ 57,285.00	\$ 58,785.00
274	\$ 53,150.00	\$ 56,050.00	\$ 57,335.00	\$ 58,835.00
275	\$ 53,200.00	\$ 56,100.00	\$ 57,385.00	\$ 58,885.00
276	\$ 53,250.00	\$ 56,150.00	\$ 57,435.00	\$ 58,935.00
277	\$ 53,300.00	\$ 56,200.00	\$ 57,485.00	\$ 58,985.00
278	\$ 53,350.00	\$ 56,250.00	\$ 57,535.00	\$ 59,035.00
279	\$ 53,400.00	\$ 56,300.00	\$ 57,585.00	\$ 59,085.00
280	\$ 53,450.00	\$ 56,350.00	\$ 57,635.00	\$ 59,135.00
281	\$ 53,500.00	\$ 56,400.00	\$ 57,685.00	\$ 59,185.00
282	\$ 53,550.00	\$ 56,450.00	\$ 57,735.00	\$ 59,235.00
283	\$ 53,600.00	\$ 56,500.00	\$ 57,785.00	\$ 59,285.00
284	\$ 53,650.00	\$ 56,550.00	\$ 57,835.00	\$ 59,335.00
285	\$ 53,700.00	\$ 56,600.00	\$ 57,885.00	\$ 59,385.00
286	\$ 53,750.00	\$ 56,650.00	\$ 57,935.00	\$ 59,435.00
287	\$ 53,800.00	\$ 56,700.00	\$ 57,985.00	\$ 59,485.00
288	\$ 53,850.00	\$ 56,750.00	\$ 58,035.00	\$ 59,535.00
289	\$ 53,900.00	\$ 56,800.00	\$ 58,085.00	\$ 59,585.00
290	\$ 53,950.00	\$ 56,850.00	\$ 58,135.00	\$ 59,635.00
291	\$ 54,000.00	\$ 56,900.00	\$ 58,185.00	\$ 59,685.00
292	\$ 54,050.00	\$ 56,950.00	\$ 58,235.00	\$ 59,735.00
293	\$ 54,100.00	\$ 57,000.00	\$ 58,285.00	\$ 59,785.00
294	\$ 54,150.00	\$ 57,050.00	\$ 58,335.00	\$ 59,835.00
295	\$ 54,200.00	\$ 57,100.00	\$ 58,385.00	\$ 59,885.00
296	\$ 54,250.00	\$ 57,150.00	\$ 58,435.00	\$ 59,935.00
297	\$ 54,300.00	\$ 57,200.00	\$ 58,485.00	\$ 59,985.00
298	\$ 54,350.00	\$ 57,250.00	\$ 58,535.00	\$ 60,035.00
299	\$ 54,400.00	\$ 57,300.00	\$ 58,585.00	\$ 60,085.00
300	\$ 54,450.00	\$ 57,350.00	\$ 58,635.00	\$ 60,135.00
301	\$ 54,500.00	\$ 57,400.00	\$ 58,685.00	\$ 60,185.00
302	\$ 54,550.00	\$ 57,450.00	\$ 58,735.00	\$ 60,235.00
303	\$ 54,600.00	\$ 57,500.00	\$ 58,785.00	\$ 60,285.00
304	\$ 54,650.00	\$ 57,550.00	\$ 58,835.00	\$ 60,335.00
305	\$ 54,700.00	\$ 57,600.00	\$ 58,885.00	\$ 60,385.00
306	\$ 54,750.00	\$ 57,650.00	\$ 58,935.00	\$ 60,435.00
307	\$ 54,800.00	\$ 57,700.00	\$ 58,985.00	\$ 60,485.00
308	\$ 54,850.00	\$ 57,750.00	\$ 59,035.00	\$ 60,535.00
309	\$ 54,900.00	\$ 57,800.00	\$ 59,085.00	\$ 60,585.00
310	\$ 54,950.00	\$ 57,850.00	\$ 59,135.00	\$ 60,635.00
311	\$ 55,000.00	\$ 57,900.00	\$ 59,185.00	\$ 60,685.00
312	\$ 55,050.00	\$ 57,950.00	\$ 59,235.00	\$ 60,735.00
313	\$ 55,100.00	\$ 58,000.00	\$ 59,285.00	\$ 60,785.00
314	\$ 55,150.00	\$ 58,050.00	\$ 59,335.00	\$ 60,835.00
315	\$ 55,200.00	\$ 58,100.00	\$ 59,385.00	\$ 60,885.00
316	\$ 55,250.00	\$ 58,150.00	\$ 59,435.00	\$ 60,935.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
317	\$ 55,300.00	\$ 58,200.00	\$ 59,485.00	\$ 60,985.00
318	\$ 55,350.00	\$ 58,250.00	\$ 59,535.00	\$ 61,035.00
319	\$ 55,400.00	\$ 58,300.00	\$ 59,585.00	\$ 61,085.00
320	\$ 55,450.00	\$ 58,350.00	\$ 59,635.00	\$ 61,135.00
321	\$ 55,500.00	\$ 58,400.00	\$ 59,685.00	\$ 61,185.00
322	\$ 55,550.00	\$ 58,450.00	\$ 59,735.00	\$ 61,235.00
323	\$ 55,600.00	\$ 58,500.00	\$ 59,785.00	\$ 61,285.00
324	\$ 55,650.00	\$ 58,550.00	\$ 59,835.00	\$ 61,335.00
325	\$ 55,700.00	\$ 58,600.00	\$ 59,885.00	\$ 61,385.00
326	\$ 55,750.00	\$ 58,650.00	\$ 59,935.00	\$ 61,435.00
327	\$ 55,800.00	\$ 58,700.00	\$ 59,985.00	\$ 61,485.00
328	\$ 55,850.00	\$ 58,750.00	\$ 60,035.00	\$ 61,535.00
329	\$ 55,900.00	\$ 58,800.00	\$ 60,085.00	\$ 61,585.00
330	\$ 55,950.00	\$ 58,850.00	\$ 60,135.00	\$ 61,635.00
331	\$ 56,000.00	\$ 58,900.00	\$ 60,185.00	\$ 61,685.00
332	\$ 56,050.00	\$ 58,950.00	\$ 60,235.00	\$ 61,735.00
333	\$ 56,100.00	\$ 59,000.00	\$ 60,285.00	\$ 61,785.00
334	\$ 56,150.00	\$ 59,050.00	\$ 60,335.00	\$ 61,835.00
335	\$ 56,200.00	\$ 59,100.00	\$ 60,385.00	\$ 61,885.00
336	\$ 56,250.00	\$ 59,150.00	\$ 60,435.00	\$ 61,935.00
337	\$ 56,300.00	\$ 59,200.00	\$ 60,485.00	\$ 61,985.00
338	\$ 56,350.00	\$ 59,250.00	\$ 60,535.00	\$ 62,035.00
339	\$ 56,400.00	\$ 59,300.00	\$ 60,585.00	\$ 62,085.00
340	\$ 56,450.00	\$ 59,350.00	\$ 60,635.00	\$ 62,135.00
341	\$ 56,500.00	\$ 59,400.00	\$ 60,685.00	\$ 62,185.00
342	\$ 56,550.00	\$ 59,450.00	\$ 60,735.00	\$ 62,235.00
343	\$ 56,600.00	\$ 59,500.00	\$ 60,785.00	\$ 62,285.00
344	\$ 56,650.00	\$ 59,550.00	\$ 60,835.00	\$ 62,335.00
345	\$ 56,700.00	\$ 59,600.00	\$ 60,885.00	\$ 62,385.00
346	\$ 56,750.00	\$ 59,650.00	\$ 60,935.00	\$ 62,435.00
347	\$ 56,800.00	\$ 59,700.00	\$ 60,985.00	\$ 62,485.00
348	\$ 56,850.00	\$ 59,750.00	\$ 61,035.00	\$ 62,535.00
349	\$ 56,900.00	\$ 59,800.00	\$ 61,085.00	\$ 62,585.00
350	\$ 56,950.00	\$ 59,850.00	\$ 61,135.00	\$ 62,635.00
351	\$ 57,000.00	\$ 59,900.00	\$ 61,185.00	\$ 62,685.00
352	\$ 57,050.00	\$ 59,950.00	\$ 61,235.00	\$ 62,735.00
353	\$ 57,100.00	\$ 60,000.00	\$ 61,285.00	\$ 62,785.00
354	\$ 57,150.00	\$ 60,050.00	\$ 61,335.00	\$ 62,835.00
355	\$ 57,200.00	\$ 60,100.00	\$ 61,385.00	\$ 62,885.00
356	\$ 57,250.00	\$ 60,150.00	\$ 61,435.00	\$ 62,935.00
357	\$ 57,300.00	\$ 60,200.00	\$ 61,485.00	\$ 62,985.00
358	\$ 57,350.00	\$ 60,250.00	\$ 61,535.00	\$ 63,035.00
359	\$ 57,400.00	\$ 60,300.00	\$ 61,585.00	\$ 63,085.00
360	\$ 57,450.00	\$ 60,350.00	\$ 61,635.00	\$ 63,135.00
361	\$ 57,500.00	\$ 60,400.00	\$ 61,685.00	\$ 63,185.00
362	\$ 57,550.00	\$ 60,450.00	\$ 61,735.00	\$ 63,235.00
363	\$ 57,600.00	\$ 60,500.00	\$ 61,785.00	\$ 63,285.00
364	\$ 57,650.00	\$ 60,550.00	\$ 61,835.00	\$ 63,335.00
365	\$ 57,700.00	\$ 60,600.00	\$ 61,885.00	\$ 63,385.00
366	\$ 57,750.00	\$ 60,650.00	\$ 61,935.00	\$ 63,435.00
367	\$ 57,800.00	\$ 60,700.00	\$ 61,985.00	\$ 63,485.00
368	\$ 57,850.00	\$ 60,750.00	\$ 62,035.00	\$ 63,535.00
369	\$ 57,900.00	\$ 60,800.00	\$ 62,085.00	\$ 63,585.00
370	\$ 57,950.00	\$ 60,850.00	\$ 62,135.00	\$ 63,635.00
371	\$ 58,000.00	\$ 60,900.00	\$ 62,185.00	\$ 63,685.00
372	\$ 58,050.00	\$ 60,950.00	\$ 62,235.00	\$ 63,735.00
373	\$ 58,100.00	\$ 61,000.00	\$ 62,285.00	\$ 63,785.00
374	\$ 58,150.00	\$ 61,050.00	\$ 62,335.00	\$ 63,835.00
375	\$ 58,200.00	\$ 61,100.00	\$ 62,385.00	\$ 63,885.00
376	\$ 58,250.00	\$ 61,150.00	\$ 62,435.00	\$ 63,935.00
377	\$ 58,300.00	\$ 61,200.00	\$ 62,485.00	\$ 63,985.00
378	\$ 58,350.00	\$ 61,250.00	\$ 62,535.00	\$ 64,035.00
379	\$ 58,400.00	\$ 61,300.00	\$ 62,585.00	\$ 64,085.00
380	\$ 58,450.00	\$ 61,350.00	\$ 62,635.00	\$ 64,135.00
381	\$ 58,500.00	\$ 61,400.00	\$ 62,685.00	\$ 64,185.00
382	\$ 58,550.00	\$ 61,450.00	\$ 62,735.00	\$ 64,235.00
383	\$ 58,600.00	\$ 61,500.00	\$ 62,785.00	\$ 64,285.00
384	\$ 58,650.00	\$ 61,550.00	\$ 62,835.00	\$ 64,335.00
385	\$ 58,700.00	\$ 61,600.00	\$ 62,885.00	\$ 64,385.00
386	\$ 58,750.00	\$ 61,650.00	\$ 62,935.00	\$ 64,435.00
387	\$ 58,800.00	\$ 61,700.00	\$ 62,985.00	\$ 64,485.00
388	\$ 58,850.00	\$ 61,750.00	\$ 63,035.00	\$ 64,535.00
389	\$ 58,900.00	\$ 61,800.00	\$ 63,085.00	\$ 64,585.00
390	\$ 58,950.00	\$ 61,850.00	\$ 63,135.00	\$ 64,635.00
391	\$ 59,000.00	\$ 61,900.00	\$ 63,185.00	\$ 64,685.00
392	\$ 59,050.00	\$ 61,950.00	\$ 63,235.00	\$ 64,735.00
393	\$ 59,100.00	\$ 62,000.00	\$ 63,285.00	\$ 64,785.00
394	\$ 59,150.00	\$ 62,050.00	\$ 63,335.00	\$ 64,835.00
395	\$ 59,200.00	\$ 62,100.00	\$ 63,385.00	\$ 64,885.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
396	\$ 59,250.00	\$ 62,150.00	\$ 63,435.00	\$ 64,935.00
397	\$ 59,300.00	\$ 62,200.00	\$ 63,485.00	\$ 64,985.00
398	\$ 59,350.00	\$ 62,250.00	\$ 63,535.00	\$ 65,035.00
399	\$ 59,400.00	\$ 62,300.00	\$ 63,585.00	\$ 65,085.00
400	\$ 59,450.00	\$ 62,350.00	\$ 63,635.00	\$ 65,135.00
401	\$ 59,500.00	\$ 62,400.00	\$ 63,685.00	\$ 65,185.00
402	\$ 59,550.00	\$ 62,450.00	\$ 63,735.00	\$ 65,235.00
403	\$ 59,600.00	\$ 62,500.00	\$ 63,785.00	\$ 65,285.00
404	\$ 59,650.00	\$ 62,550.00	\$ 63,835.00	\$ 65,335.00
405	\$ 59,700.00	\$ 62,600.00	\$ 63,885.00	\$ 65,385.00
406	\$ 59,750.00	\$ 62,650.00	\$ 63,935.00	\$ 65,435.00
407	\$ 59,800.00	\$ 62,700.00	\$ 63,985.00	\$ 65,485.00
408	\$ 59,850.00	\$ 62,750.00	\$ 64,035.00	\$ 65,535.00
409	\$ 59,900.00	\$ 62,800.00	\$ 64,085.00	\$ 65,585.00
410	\$ 59,950.00	\$ 62,850.00	\$ 64,135.00	\$ 65,635.00
411	\$ 60,000.00	\$ 62,900.00	\$ 64,185.00	\$ 65,685.00
412	\$ 60,050.00	\$ 62,950.00	\$ 64,235.00	\$ 65,735.00
413	\$ 60,100.00	\$ 63,000.00	\$ 64,285.00	\$ 65,785.00
414	\$ 60,150.00	\$ 63,050.00	\$ 64,335.00	\$ 65,835.00
415	\$ 60,200.00	\$ 63,100.00	\$ 64,385.00	\$ 65,885.00
416	\$ 60,250.00	\$ 63,150.00	\$ 64,435.00	\$ 65,935.00
417	\$ 60,300.00	\$ 63,200.00	\$ 64,485.00	\$ 65,985.00
418	\$ 60,350.00	\$ 63,250.00	\$ 64,535.00	\$ 66,035.00
419	\$ 60,400.00	\$ 63,300.00	\$ 64,585.00	\$ 66,085.00
420	\$ 60,450.00	\$ 63,350.00	\$ 64,635.00	\$ 66,135.00
421	\$ 60,500.00	\$ 63,400.00	\$ 64,685.00	\$ 66,185.00
422	\$ 60,550.00	\$ 63,450.00	\$ 64,735.00	\$ 66,235.00
423	\$ 60,600.00	\$ 63,500.00	\$ 64,785.00	\$ 66,285.00
424	\$ 60,650.00	\$ 63,550.00	\$ 64,835.00	\$ 66,335.00
425	\$ 60,700.00	\$ 63,600.00	\$ 64,885.00	\$ 66,385.00
426	\$ 60,750.00	\$ 63,650.00	\$ 64,935.00	\$ 66,435.00
427	\$ 60,800.00	\$ 63,700.00	\$ 64,985.00	\$ 66,485.00
428	\$ 60,850.00	\$ 63,750.00	\$ 65,035.00	\$ 66,535.00
429	\$ 60,900.00	\$ 63,800.00	\$ 65,085.00	\$ 66,585.00
430	\$ 60,950.00	\$ 63,850.00	\$ 65,135.00	\$ 66,635.00
431	\$ 61,000.00	\$ 63,900.00	\$ 65,185.00	\$ 66,685.00
432	\$ 61,050.00	\$ 63,950.00	\$ 65,235.00	\$ 66,735.00
433	\$ 61,100.00	\$ 64,000.00	\$ 65,285.00	\$ 66,785.00
434	\$ 61,150.00	\$ 64,050.00	\$ 65,335.00	\$ 66,835.00
435	\$ 61,200.00	\$ 64,100.00	\$ 65,385.00	\$ 66,885.00
436	\$ 61,250.00	\$ 64,150.00	\$ 65,435.00	\$ 66,935.00
437	\$ 61,300.00	\$ 64,200.00	\$ 65,485.00	\$ 66,985.00
438	\$ 61,350.00	\$ 64,250.00	\$ 65,535.00	\$ 67,035.00
439	\$ 61,400.00	\$ 64,300.00	\$ 65,585.00	\$ 67,085.00
440	\$ 61,450.00	\$ 64,350.00	\$ 65,635.00	\$ 67,135.00
441	\$ 61,500.00	\$ 64,400.00	\$ 65,685.00	\$ 67,185.00
442	\$ 61,550.00	\$ 64,450.00	\$ 65,735.00	\$ 67,235.00
443	\$ 61,600.00	\$ 64,500.00	\$ 65,785.00	\$ 67,285.00
444	\$ 61,650.00	\$ 64,550.00	\$ 65,835.00	\$ 67,335.00
445	\$ 61,700.00	\$ 64,600.00	\$ 65,885.00	\$ 67,385.00
446	\$ 61,750.00	\$ 64,650.00	\$ 65,935.00	\$ 67,435.00
447	\$ 61,800.00	\$ 64,700.00	\$ 65,985.00	\$ 67,485.00
448	\$ 61,850.00	\$ 64,750.00	\$ 66,035.00	\$ 67,535.00
449	\$ 61,900.00	\$ 64,800.00	\$ 66,085.00	\$ 67,585.00
450	\$ 61,950.00	\$ 64,850.00	\$ 66,135.00	\$ 67,635.00
451	\$ 62,000.00	\$ 64,900.00	\$ 66,185.00	\$ 67,685.00
452	\$ 62,050.00	\$ 64,950.00	\$ 66,235.00	\$ 67,735.00
453	\$ 62,100.00	\$ 65,000.00	\$ 66,285.00	\$ 67,785.00
454	\$ 62,150.00	\$ 65,050.00	\$ 66,335.00	\$ 67,835.00
455	\$ 62,200.00	\$ 65,100.00	\$ 66,385.00	\$ 67,885.00
456	\$ 62,250.00	\$ 65,150.00	\$ 66,435.00	\$ 67,935.00
457	\$ 62,300.00	\$ 65,200.00	\$ 66,485.00	\$ 67,985.00
458	\$ 62,350.00	\$ 65,250.00	\$ 66,535.00	\$ 68,035.00
459	\$ 62,400.00	\$ 65,300.00	\$ 66,585.00	\$ 68,085.00
460	\$ 62,450.00	\$ 65,350.00	\$ 66,635.00	\$ 68,135.00
461	\$ 62,500.00	\$ 65,400.00	\$ 66,685.00	\$ 68,185.00
462	\$ 62,550.00	\$ 65,450.00	\$ 66,735.00	\$ 68,235.00
463	\$ 62,600.00	\$ 65,500.00	\$ 66,785.00	\$ 68,285.00
464	\$ 62,650.00	\$ 65,550.00	\$ 66,835.00	\$ 68,335.00
465	\$ 62,700.00	\$ 65,600.00	\$ 66,885.00	\$ 68,385.00
466	\$ 62,750.00	\$ 65,650.00	\$ 66,935.00	\$ 68,435.00
467	\$ 62,800.00	\$ 65,700.00	\$ 66,985.00	\$ 68,485.00
468	\$ 62,850.00	\$ 65,750.00	\$ 67,035.00	\$ 68,535.00
469	\$ 62,900.00	\$ 65,800.00	\$ 67,085.00	\$ 68,585.00
470	\$ 62,950.00	\$ 65,850.00	\$ 67,135.00	\$ 68,635.00
471	\$ 63,000.00	\$ 65,900.00	\$ 67,185.00	\$ 68,685.00
472	\$ 63,050.00	\$ 65,950.00	\$ 67,235.00	\$ 68,735.00
473	\$ 63,100.00	\$ 66,000.00	\$ 67,285.00	\$ 68,785.00
474	\$ 63,150.00	\$ 66,050.00	\$ 67,335.00	\$ 68,835.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

<<< 2015-16 Ending Salary (Teacher)

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
475	\$ 63,200.00	\$ 66,100.00	\$ 67,385.00	\$ 68,885.00
476	\$ 63,250.00	\$ 66,150.00	\$ 67,435.00	\$ 68,935.00
477	\$ 63,300.00	\$ 66,200.00	\$ 67,485.00	\$ 68,985.00
478	\$ 63,350.00	\$ 66,250.00	\$ 67,535.00	\$ 69,035.00
479	\$ 63,400.00	\$ 66,300.00	\$ 67,585.00	\$ 69,085.00
480	\$ 63,450.00	\$ 66,350.00	\$ 67,635.00	\$ 69,135.00
481	\$ 63,500.00	\$ 66,400.00	\$ 67,685.00	\$ 69,185.00
482	\$ 63,550.00	\$ 66,450.00	\$ 67,735.00	\$ 69,235.00
483	\$ 63,600.00	\$ 66,500.00	\$ 67,785.00	\$ 69,285.00
484	\$ 63,650.00	\$ 66,550.00	\$ 67,835.00	\$ 69,335.00
485	\$ 63,700.00	\$ 66,600.00	\$ 67,885.00	\$ 69,385.00
486	\$ 63,750.00	\$ 66,650.00	\$ 67,935.00	\$ 69,435.00
487	\$ 63,800.00	\$ 66,700.00	\$ 67,985.00	\$ 69,485.00
488	\$ 63,850.00	\$ 66,750.00	\$ 68,035.00	\$ 69,535.00
489	\$ 63,900.00	\$ 66,800.00	\$ 68,085.00	\$ 69,585.00
490	\$ 63,950.00	\$ 66,850.00	\$ 68,135.00	\$ 69,635.00
491	\$ 64,000.00	\$ 66,900.00	\$ 68,185.00	\$ 69,685.00
492	\$ 64,050.00	\$ 66,950.00	\$ 68,235.00	\$ 69,735.00
493	\$ 64,100.00	\$ 67,000.00	\$ 68,285.00	\$ 69,785.00
494	\$ 64,150.00	\$ 67,050.00	\$ 68,335.00	\$ 69,835.00
495	\$ 64,200.00	\$ 67,100.00	\$ 68,385.00	\$ 69,885.00
496	\$ 64,250.00	\$ 67,150.00	\$ 68,435.00	\$ 69,935.00
497	\$ 64,300.00	\$ 67,200.00	\$ 68,485.00	\$ 69,985.00
498	\$ 64,350.00	\$ 67,250.00	\$ 68,535.00	\$ 70,035.00
499	\$ 64,400.00	\$ 67,300.00	\$ 68,585.00	\$ 70,085.00
500	\$ 64,450.00	\$ 67,350.00	\$ 68,635.00	\$ 70,135.00
501	\$ 64,500.00	\$ 67,400.00	\$ 68,685.00	\$ 70,185.00
502	\$ 64,550.00	\$ 67,450.00	\$ 68,735.00	\$ 70,235.00
503	\$ 64,600.00	\$ 67,500.00	\$ 68,785.00	\$ 70,285.00
504	\$ 64,650.00	\$ 67,550.00	\$ 68,835.00	\$ 70,335.00
505	\$ 64,700.00	\$ 67,600.00	\$ 68,885.00	\$ 70,385.00
506	\$ 64,750.00	\$ 67,650.00	\$ 68,935.00	\$ 70,435.00
507	\$ 64,800.00	\$ 67,700.00	\$ 68,985.00	\$ 70,485.00
508	\$ 64,850.00	\$ 67,750.00	\$ 69,035.00	\$ 70,535.00
509	\$ 64,900.00	\$ 67,800.00	\$ 69,085.00	\$ 70,585.00
510	\$ 64,950.00	\$ 67,850.00	\$ 69,135.00	\$ 70,635.00
511	\$ 65,000.00	\$ 67,900.00	\$ 69,185.00	\$ 70,685.00
512	\$ 65,050.00	\$ 67,950.00	\$ 69,235.00	\$ 70,735.00
513	\$ 65,100.00	\$ 68,000.00	\$ 69,285.00	\$ 70,785.00
514	\$ 65,150.00	\$ 68,050.00	\$ 69,335.00	\$ 70,835.00
515	\$ 65,200.00	\$ 68,100.00	\$ 69,385.00	\$ 70,885.00
516	\$ 65,250.00	\$ 68,150.00	\$ 69,435.00	\$ 70,935.00
517	\$ 65,300.00	\$ 68,200.00	\$ 69,485.00	\$ 70,985.00
518	\$ 65,350.00	\$ 68,250.00	\$ 69,535.00	\$ 71,035.00
519	\$ 65,400.00	\$ 68,300.00	\$ 69,585.00	\$ 71,085.00
520	\$ 65,450.00	\$ 68,350.00	\$ 69,635.00	\$ 71,135.00
521	\$ 65,500.00	\$ 68,400.00	\$ 69,685.00	\$ 71,185.00
522	\$ 65,550.00	\$ 68,450.00	\$ 69,735.00	\$ 71,235.00
523	\$ 65,600.00	\$ 68,500.00	\$ 69,785.00	\$ 71,285.00
524	\$ 65,650.00	\$ 68,550.00	\$ 69,835.00	\$ 71,335.00
525	\$ 65,700.00	\$ 68,600.00	\$ 69,885.00	\$ 71,385.00
526	\$ 65,750.00	\$ 68,650.00	\$ 69,935.00	\$ 71,435.00
527	\$ 65,800.00	\$ 68,700.00	\$ 69,985.00	\$ 71,485.00
528	\$ 65,850.00	\$ 68,750.00	\$ 70,035.00	\$ 71,535.00
529	\$ 65,900.00	\$ 68,800.00	\$ 70,085.00	\$ 71,585.00
530	\$ 65,950.00	\$ 68,850.00	\$ 70,135.00	\$ 71,635.00
531	\$ 66,000.00	\$ 68,900.00	\$ 70,185.00	\$ 71,685.00
532	\$ 66,050.00	\$ 68,950.00	\$ 70,235.00	\$ 71,735.00
533	\$ 66,100.00	\$ 69,000.00	\$ 70,285.00	\$ 71,785.00
534	\$ 66,150.00	\$ 69,050.00	\$ 70,335.00	\$ 71,835.00
535	\$ 66,200.00	\$ 69,100.00	\$ 70,385.00	\$ 71,885.00
536	\$ 66,250.00	\$ 69,150.00	\$ 70,435.00	\$ 71,935.00
537	\$ 66,300.00	\$ 69,200.00	\$ 70,485.00	\$ 71,985.00
538	\$ 66,350.00	\$ 69,250.00	\$ 70,535.00	\$ 72,035.00
539	\$ 66,400.00	\$ 69,300.00	\$ 70,585.00	\$ 72,085.00
540	\$ 66,450.00	\$ 69,350.00	\$ 70,635.00	\$ 72,135.00
541	\$ 66,500.00	\$ 69,400.00	\$ 70,685.00	\$ 72,185.00
542	\$ 66,550.00	\$ 69,450.00	\$ 70,735.00	\$ 72,235.00
543	\$ 66,600.00	\$ 69,500.00	\$ 70,785.00	\$ 72,285.00
544	\$ 66,650.00	\$ 69,550.00	\$ 70,835.00	\$ 72,335.00
545	\$ 66,700.00	\$ 69,600.00	\$ 70,885.00	\$ 72,385.00
546	\$ 66,750.00	\$ 69,650.00	\$ 70,935.00	\$ 72,435.00
547	\$ 66,800.00	\$ 69,700.00	\$ 70,985.00	\$ 72,485.00
548	\$ 66,850.00	\$ 69,750.00	\$ 71,035.00	\$ 72,535.00
549	\$ 66,900.00	\$ 69,800.00	\$ 71,085.00	\$ 72,585.00
550	\$ 66,950.00	\$ 69,850.00	\$ 71,135.00	\$ 72,635.00
551	\$ 67,000.00	\$ 69,900.00	\$ 71,185.00	\$ 72,685.00
552	\$ 67,050.00	\$ 69,950.00	\$ 71,235.00	\$ 72,735.00
553	\$ 67,100.00	\$ 70,000.00	\$ 71,285.00	\$ 72,785.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

<<< 2016-17 Ending Salary (Teacher)

<<< 2017-18 Ending Salary (Teacher)

<<< 2018-19 Ending Salary (Teacher)

<<< 2019-20 Ending Salary (Teacher)

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
554	\$ 67,150.00	\$ 70,050.00	\$ 71,335.00	\$ 72,835.00
555	\$ 67,200.00	\$ 70,100.00	\$ 71,385.00	\$ 72,885.00
556	\$ 67,250.00	\$ 70,150.00	\$ 71,435.00	\$ 72,935.00
557	\$ 67,300.00	\$ 70,200.00	\$ 71,485.00	\$ 72,985.00
558	\$ 67,350.00	\$ 70,250.00	\$ 71,535.00	\$ 73,035.00
559	\$ 67,400.00	\$ 70,300.00	\$ 71,585.00	\$ 73,085.00
560	\$ 67,450.00	\$ 70,350.00	\$ 71,635.00	\$ 73,135.00
561	\$ 67,500.00	\$ 70,400.00	\$ 71,685.00	\$ 73,185.00
562	\$ 67,550.00	\$ 70,450.00	\$ 71,735.00	\$ 73,235.00
563	\$ 67,600.00	\$ 70,500.00	\$ 71,785.00	\$ 73,285.00
564	\$ 67,650.00	\$ 70,550.00	\$ 71,835.00	\$ 73,335.00
565	\$ 67,700.00	\$ 70,600.00	\$ 71,885.00	\$ 73,385.00
566	\$ 67,750.00	\$ 70,650.00	\$ 71,935.00	\$ 73,435.00
567	\$ 67,800.00	\$ 70,700.00	\$ 71,985.00	\$ 73,485.00
568	\$ 67,850.00	\$ 70,750.00	\$ 72,035.00	\$ 73,535.00
569	\$ 67,900.00	\$ 70,800.00	\$ 72,085.00	\$ 73,585.00
570	\$ 67,950.00	\$ 70,850.00	\$ 72,135.00	\$ 73,635.00
571	\$ 68,000.00	\$ 70,900.00	\$ 72,185.00	\$ 73,685.00
572	\$ 68,050.00	\$ 70,950.00	\$ 72,235.00	\$ 73,735.00
573	\$ 68,100.00	\$ 71,000.00	\$ 72,285.00	\$ 73,785.00
574	\$ 68,150.00	\$ 71,050.00	\$ 72,335.00	\$ 73,835.00
575	\$ 68,200.00	\$ 71,100.00	\$ 72,385.00	\$ 73,885.00
576	\$ 68,250.00	\$ 71,150.00	\$ 72,435.00	\$ 73,935.00
577	\$ 68,300.00	\$ 71,200.00	\$ 72,485.00	\$ 73,985.00
578	\$ 68,350.00	\$ 71,250.00	\$ 72,535.00	\$ 74,035.00
579	\$ 68,400.00	\$ 71,300.00	\$ 72,585.00	\$ 74,085.00
580	\$ 68,450.00	\$ 71,350.00	\$ 72,635.00	\$ 74,135.00
581	\$ 68,500.00	\$ 71,400.00	\$ 72,685.00	\$ 74,185.00
582	\$ 68,550.00	\$ 71,450.00	\$ 72,735.00	\$ 74,235.00
583	\$ 68,600.00	\$ 71,500.00	\$ 72,785.00	\$ 74,285.00
584	\$ 68,650.00	\$ 71,550.00	\$ 72,835.00	\$ 74,335.00
585	\$ 68,700.00	\$ 71,600.00	\$ 72,885.00	\$ 74,385.00
586	\$ 68,750.00	\$ 71,650.00	\$ 72,935.00	\$ 74,435.00
587	\$ 68,800.00	\$ 71,700.00	\$ 72,985.00	\$ 74,485.00
588	\$ 68,850.00	\$ 71,750.00	\$ 73,035.00	\$ 74,535.00
589	\$ 68,900.00	\$ 71,800.00	\$ 73,085.00	\$ 74,585.00
590	\$ 68,950.00	\$ 71,850.00	\$ 73,135.00	\$ 74,635.00
591	\$ 69,000.00	\$ 71,900.00	\$ 73,185.00	\$ 74,685.00
592	\$ 69,050.00	\$ 71,950.00	\$ 73,235.00	\$ 74,735.00
593	\$ 69,100.00	\$ 72,000.00	\$ 73,285.00	\$ 74,785.00
594	\$ 69,150.00	\$ 72,050.00	\$ 73,335.00	\$ 74,835.00
595	\$ 69,200.00	\$ 72,100.00	\$ 73,385.00	\$ 74,885.00
596	\$ 69,250.00	\$ 72,150.00	\$ 73,435.00	\$ 74,935.00
597	\$ 69,300.00	\$ 72,200.00	\$ 73,485.00	\$ 74,985.00
598	\$ 69,350.00	\$ 72,250.00	\$ 73,535.00	\$ 75,035.00
599	\$ 69,400.00	\$ 72,300.00	\$ 73,585.00	\$ 75,085.00
600	\$ 69,450.00	\$ 72,350.00	\$ 73,635.00	\$ 75,135.00
601	\$ 69,500.00	\$ 72,400.00	\$ 73,685.00	\$ 75,185.00
602	\$ 69,550.00	\$ 72,450.00	\$ 73,735.00	\$ 75,235.00
603	\$ 69,600.00	\$ 72,500.00	\$ 73,785.00	\$ 75,285.00
604	\$ 69,650.00	\$ 72,550.00	\$ 73,835.00	\$ 75,335.00
605	\$ 69,700.00	\$ 72,600.00	\$ 73,885.00	\$ 75,385.00
606	\$ 69,750.00	\$ 72,650.00	\$ 73,935.00	\$ 75,435.00
607	\$ 69,800.00	\$ 72,700.00	\$ 73,985.00	\$ 75,485.00
608	\$ 69,850.00	\$ 72,750.00	\$ 74,035.00	\$ 75,535.00
609	\$ 69,900.00	\$ 72,800.00	\$ 74,085.00	\$ 75,585.00
610	\$ 69,950.00	\$ 72,850.00	\$ 74,135.00	\$ 75,635.00
611	\$ 70,000.00	\$ 72,900.00	\$ 74,185.00	\$ 75,685.00
612	\$ 70,050.00	\$ 72,950.00	\$ 74,235.00	\$ 75,735.00
613	\$ 70,100.00	\$ 73,000.00	\$ 74,285.00	\$ 75,785.00
614	\$ 70,150.00	\$ 73,050.00	\$ 74,335.00	\$ 75,835.00
615	\$ 70,200.00	\$ 73,100.00	\$ 74,385.00	\$ 75,885.00
616	\$ 70,250.00	\$ 73,150.00	\$ 74,435.00	\$ 75,935.00
617	\$ 70,300.00	\$ 73,200.00	\$ 74,485.00	\$ 75,985.00
618	\$ 70,350.00	\$ 73,250.00	\$ 74,535.00	\$ 76,035.00
619	\$ 70,400.00	\$ 73,300.00	\$ 74,585.00	\$ 76,085.00
620	\$ 70,450.00	\$ 73,350.00	\$ 74,635.00	\$ 76,135.00
621	\$ 70,500.00	\$ 73,400.00	\$ 74,685.00	\$ 76,185.00
622	\$ 70,550.00	\$ 73,450.00	\$ 74,735.00	\$ 76,235.00
623	\$ 70,600.00	\$ 73,500.00	\$ 74,785.00	\$ 76,285.00
624	\$ 70,650.00	\$ 73,550.00	\$ 74,835.00	\$ 76,335.00
625	\$ 70,700.00	\$ 73,600.00	\$ 74,885.00	\$ 76,385.00
626	\$ 70,750.00	\$ 73,650.00	\$ 74,935.00	\$ 76,435.00
627	\$ 70,800.00	\$ 73,700.00	\$ 74,985.00	\$ 76,485.00
628	\$ 70,850.00	\$ 73,750.00	\$ 75,035.00	\$ 76,535.00
629	\$ 70,900.00	\$ 73,800.00	\$ 75,085.00	\$ 76,585.00
630	\$ 70,950.00	\$ 73,850.00	\$ 75,135.00	\$ 76,635.00
631	\$ 71,000.00	\$ 73,900.00	\$ 75,185.00	\$ 76,685.00
632	\$ 71,050.00	\$ 73,950.00	\$ 75,235.00	\$ 76,735.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

<<< 2020-21 Ending Salary (Teacher)

<<< 2021-22 Ending Salary (Teacher)

<<< 2022-23 Ending Salary (Teacher)

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
633	\$ 71,100.00	\$ 74,000.00	\$ 75,285.00	\$ 76,785.00
634	\$ 71,150.00	\$ 74,050.00	\$ 75,335.00	\$ 76,835.00
635	\$ 71,200.00	\$ 74,100.00	\$ 75,385.00	\$ 76,885.00
636	\$ 71,250.00	\$ 74,150.00	\$ 75,435.00	\$ 76,935.00
637	\$ 71,300.00	\$ 74,200.00	\$ 75,485.00	\$ 76,985.00
638	\$ 71,350.00	\$ 74,250.00	\$ 75,535.00	\$ 77,035.00
639	\$ 71,400.00	\$ 74,300.00	\$ 75,585.00	\$ 77,085.00
640	\$ 71,450.00	\$ 74,350.00	\$ 75,635.00	\$ 77,135.00
641	\$ 71,500.00	\$ 74,400.00	\$ 75,685.00	\$ 77,185.00
642	\$ 71,550.00	\$ 74,450.00	\$ 75,735.00	\$ 77,235.00
643	\$ 71,600.00	\$ 74,500.00	\$ 75,785.00	\$ 77,285.00
644	\$ 71,650.00	\$ 74,550.00	\$ 75,835.00	\$ 77,335.00
645	\$ 71,700.00	\$ 74,600.00	\$ 75,885.00	\$ 77,385.00
646	\$ 71,750.00	\$ 74,650.00	\$ 75,935.00	\$ 77,435.00
647	\$ 71,800.00	\$ 74,700.00	\$ 75,985.00	\$ 77,485.00
648	\$ 71,850.00	\$ 74,750.00	\$ 76,035.00	\$ 77,535.00
649	\$ 71,900.00	\$ 74,800.00	\$ 76,085.00	\$ 77,585.00
650	\$ 71,950.00	\$ 74,850.00	\$ 76,135.00	\$ 77,635.00
651	\$ 72,000.00	\$ 74,900.00	\$ 76,185.00	\$ 77,685.00
652	\$ 72,050.00	\$ 74,950.00	\$ 76,235.00	\$ 77,735.00
653	\$ 72,100.00	\$ 75,000.00	\$ 76,285.00	\$ 77,785.00
654	\$ 72,150.00	\$ 75,050.00	\$ 76,335.00	\$ 77,835.00
655	\$ 72,200.00	\$ 75,100.00	\$ 76,385.00	\$ 77,885.00
656	\$ 72,250.00	\$ 75,150.00	\$ 76,435.00	\$ 77,935.00
657	\$ 72,300.00	\$ 75,200.00	\$ 76,485.00	\$ 77,985.00
658	\$ 72,350.00	\$ 75,250.00	\$ 76,535.00	\$ 78,035.00
659	\$ 72,400.00	\$ 75,300.00	\$ 76,585.00	\$ 78,085.00
660	\$ 72,450.00	\$ 75,350.00	\$ 76,635.00	\$ 78,135.00
661	\$ 72,500.00	\$ 75,400.00	\$ 76,685.00	\$ 78,185.00
662	\$ 72,550.00	\$ 75,450.00	\$ 76,735.00	\$ 78,235.00
663	\$ 72,600.00	\$ 75,500.00	\$ 76,785.00	\$ 78,285.00
664	\$ 72,650.00	\$ 75,550.00	\$ 76,835.00	\$ 78,335.00
665	\$ 72,700.00	\$ 75,600.00	\$ 76,885.00	\$ 78,385.00
666	\$ 72,750.00	\$ 75,650.00	\$ 76,935.00	\$ 78,435.00
667	\$ 72,800.00	\$ 75,700.00	\$ 76,985.00	\$ 78,485.00
668	\$ 72,850.00	\$ 75,750.00	\$ 77,035.00	\$ 78,535.00
669	\$ 72,900.00	\$ 75,800.00	\$ 77,085.00	\$ 78,585.00
670	\$ 72,950.00	\$ 75,850.00	\$ 77,135.00	\$ 78,635.00
671	\$ 73,000.00	\$ 75,900.00	\$ 77,185.00	\$ 78,685.00
672	\$ 73,050.00	\$ 75,950.00	\$ 77,235.00	\$ 78,735.00
673	\$ 73,100.00	\$ 76,000.00	\$ 77,285.00	\$ 78,785.00
674	\$ 73,150.00	\$ 76,050.00	\$ 77,335.00	\$ 78,835.00
675	\$ 73,200.00	\$ 76,100.00	\$ 77,385.00	\$ 78,885.00
676	\$ 73,250.00	\$ 76,150.00	\$ 77,435.00	\$ 78,935.00
677	\$ 73,300.00	\$ 76,200.00	\$ 77,485.00	\$ 78,985.00
678	\$ 73,350.00	\$ 76,250.00	\$ 77,535.00	\$ 79,035.00
679	\$ 73,400.00	\$ 76,300.00	\$ 77,585.00	\$ 79,085.00
680	\$ 73,450.00	\$ 76,350.00	\$ 77,635.00	\$ 79,135.00
681	\$ 73,500.00	\$ 76,400.00	\$ 77,685.00	\$ 79,185.00
682	\$ 73,550.00	\$ 76,450.00	\$ 77,735.00	\$ 79,235.00
683	\$ 73,600.00	\$ 76,500.00	\$ 77,785.00	\$ 79,285.00
684	\$ 73,650.00	\$ 76,550.00	\$ 77,835.00	\$ 79,335.00
685	\$ 73,700.00	\$ 76,600.00	\$ 77,885.00	\$ 79,385.00
686	\$ 73,750.00	\$ 76,650.00	\$ 77,935.00	\$ 79,435.00
687	\$ 73,800.00	\$ 76,700.00	\$ 77,985.00	\$ 79,485.00
688	\$ 73,850.00	\$ 76,750.00	\$ 78,035.00	\$ 79,535.00
689	\$ 73,900.00	\$ 76,800.00	\$ 78,085.00	\$ 79,585.00
690	\$ 73,950.00	\$ 76,850.00	\$ 78,135.00	\$ 79,635.00
691	\$ 74,000.00	\$ 76,900.00	\$ 78,185.00	\$ 79,685.00
692	\$ 74,050.00	\$ 76,950.00	\$ 78,235.00	\$ 79,735.00
693	\$ 74,100.00	\$ 77,000.00	\$ 78,285.00	\$ 79,785.00
694	\$ 74,150.00	\$ 77,050.00	\$ 78,335.00	\$ 79,835.00
695	\$ 74,200.00	\$ 77,100.00	\$ 78,385.00	\$ 79,885.00
696	\$ 74,250.00	\$ 77,150.00	\$ 78,435.00	\$ 79,935.00
697	\$ 74,300.00	\$ 77,200.00	\$ 78,485.00	\$ 79,985.00
698	\$ 74,350.00	\$ 77,250.00	\$ 78,535.00	\$ 80,035.00
699	\$ 74,400.00	\$ 77,300.00	\$ 78,585.00	\$ 80,085.00
700	\$ 74,450.00	\$ 77,350.00	\$ 78,635.00	\$ 80,135.00
701	\$ 74,500.00	\$ 77,400.00	\$ 78,685.00	\$ 80,185.00
702	\$ 74,550.00	\$ 77,450.00	\$ 78,735.00	\$ 80,235.00
703	\$ 74,600.00	\$ 77,500.00	\$ 78,785.00	\$ 80,285.00
704	\$ 74,650.00	\$ 77,550.00	\$ 78,835.00	\$ 80,335.00
705	\$ 74,700.00	\$ 77,600.00	\$ 78,885.00	\$ 80,385.00
706	\$ 74,750.00	\$ 77,650.00	\$ 78,935.00	\$ 80,435.00
707	\$ 74,800.00	\$ 77,700.00	\$ 78,985.00	\$ 80,485.00
708	\$ 74,850.00	\$ 77,750.00	\$ 79,035.00	\$ 80,535.00
709	\$ 74,900.00	\$ 77,800.00	\$ 79,085.00	\$ 80,585.00
710	\$ 74,950.00	\$ 77,850.00	\$ 79,135.00	\$ 80,635.00
711	\$ 75,000.00	\$ 77,900.00	\$ 79,185.00	\$ 80,685.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
712	\$ 75,050.00	\$ 77,950.00	\$ 79,235.00	\$ 80,735.00
713	\$ 75,100.00	\$ 78,000.00	\$ 79,285.00	\$ 80,785.00
714	\$ 75,150.00	\$ 78,050.00	\$ 79,335.00	\$ 80,835.00
715	\$ 75,200.00	\$ 78,100.00	\$ 79,385.00	\$ 80,885.00
716	\$ 75,250.00	\$ 78,150.00	\$ 79,435.00	\$ 80,935.00
717	\$ 75,300.00	\$ 78,200.00	\$ 79,485.00	\$ 80,985.00
718	\$ 75,350.00	\$ 78,250.00	\$ 79,535.00	\$ 81,035.00
719	\$ 75,400.00	\$ 78,300.00	\$ 79,585.00	\$ 81,085.00
720	\$ 75,450.00	\$ 78,350.00	\$ 79,635.00	\$ 81,135.00
721	\$ 75,500.00	\$ 78,400.00	\$ 79,685.00	\$ 81,185.00
722	\$ 75,550.00	\$ 78,450.00	\$ 79,735.00	\$ 81,235.00
723	\$ 75,600.00	\$ 78,500.00	\$ 79,785.00	\$ 81,285.00
724	\$ 75,650.00	\$ 78,550.00	\$ 79,835.00	\$ 81,335.00
725	\$ 75,700.00	\$ 78,600.00	\$ 79,885.00	\$ 81,385.00
726	\$ 75,750.00	\$ 78,650.00	\$ 79,935.00	\$ 81,435.00
727	\$ 75,800.00	\$ 78,700.00	\$ 79,985.00	\$ 81,485.00
728	\$ 75,850.00	\$ 78,750.00	\$ 80,035.00	\$ 81,535.00
729	\$ 75,900.00	\$ 78,800.00	\$ 80,085.00	\$ 81,585.00
730	\$ 75,950.00	\$ 78,850.00	\$ 80,135.00	\$ 81,635.00
731	\$ 76,000.00	\$ 78,900.00	\$ 80,185.00	\$ 81,685.00
732	\$ 76,050.00	\$ 78,950.00	\$ 80,235.00	\$ 81,735.00
733	\$ 76,100.00	\$ 79,000.00	\$ 80,285.00	\$ 81,785.00
734	\$ 76,150.00	\$ 79,050.00	\$ 80,335.00	\$ 81,835.00
735	\$ 76,200.00	\$ 79,100.00	\$ 80,385.00	\$ 81,885.00
736	\$ 76,250.00	\$ 79,150.00	\$ 80,435.00	\$ 81,935.00
737	\$ 76,300.00	\$ 79,200.00	\$ 80,485.00	\$ 81,985.00
738	\$ 76,350.00	\$ 79,250.00	\$ 80,535.00	\$ 82,035.00
739	\$ 76,400.00	\$ 79,300.00	\$ 80,585.00	\$ 82,085.00
740	\$ 76,450.00	\$ 79,350.00	\$ 80,635.00	\$ 82,135.00
741	\$ 76,500.00	\$ 79,400.00	\$ 80,685.00	\$ 82,185.00
742	\$ 76,550.00	\$ 79,450.00	\$ 80,735.00	\$ 82,235.00
743	\$ 76,600.00	\$ 79,500.00	\$ 80,785.00	\$ 82,285.00
744	\$ 76,650.00	\$ 79,550.00	\$ 80,835.00	\$ 82,335.00
745	\$ 76,700.00	\$ 79,600.00	\$ 80,885.00	\$ 82,385.00
746	\$ 76,750.00	\$ 79,650.00	\$ 80,935.00	\$ 82,435.00
747	\$ 76,800.00	\$ 79,700.00	\$ 80,985.00	\$ 82,485.00
748	\$ 76,850.00	\$ 79,750.00	\$ 81,035.00	\$ 82,535.00
749	\$ 76,900.00	\$ 79,800.00	\$ 81,085.00	\$ 82,585.00
750	\$ 76,950.00	\$ 79,850.00	\$ 81,135.00	\$ 82,635.00
751	\$ 77,000.00	\$ 79,900.00	\$ 81,185.00	\$ 82,685.00
752	\$ 77,050.00	\$ 79,950.00	\$ 81,235.00	\$ 82,735.00
753	\$ 77,100.00	\$ 80,000.00	\$ 81,285.00	\$ 82,785.00
754	\$ 77,150.00	\$ 80,050.00	\$ 81,335.00	\$ 82,835.00
755	\$ 77,200.00	\$ 80,100.00	\$ 81,385.00	\$ 82,885.00
756	\$ 77,250.00	\$ 80,150.00	\$ 81,435.00	\$ 82,935.00
757	\$ 77,300.00	\$ 80,200.00	\$ 81,485.00	\$ 82,985.00
758	\$ 77,350.00	\$ 80,250.00	\$ 81,535.00	\$ 83,035.00
759	\$ 77,400.00	\$ 80,300.00	\$ 81,585.00	\$ 83,085.00
760	\$ 77,450.00	\$ 80,350.00	\$ 81,635.00	\$ 83,135.00
761	\$ 77,500.00	\$ 80,400.00	\$ 81,685.00	\$ 83,185.00
762	\$ 77,550.00	\$ 80,450.00	\$ 81,735.00	\$ 83,235.00
763	\$ 77,600.00	\$ 80,500.00	\$ 81,785.00	\$ 83,285.00
764	\$ 77,650.00	\$ 80,550.00	\$ 81,835.00	\$ 83,335.00
765	\$ 77,700.00	\$ 80,600.00	\$ 81,885.00	\$ 83,385.00
766	\$ 77,750.00	\$ 80,650.00	\$ 81,935.00	\$ 83,435.00
767	\$ 77,800.00	\$ 80,700.00	\$ 81,985.00	\$ 83,485.00
768	\$ 77,850.00	\$ 80,750.00	\$ 82,035.00	\$ 83,535.00
769	\$ 77,900.00	\$ 80,800.00	\$ 82,085.00	\$ 83,585.00
770	\$ 77,950.00	\$ 80,850.00	\$ 82,135.00	\$ 83,635.00
771	\$ 78,000.00	\$ 80,900.00	\$ 82,185.00	\$ 83,685.00
772	\$ 78,050.00	\$ 80,950.00	\$ 82,235.00	\$ 83,735.00
773	\$ 78,100.00	\$ 81,000.00	\$ 82,285.00	\$ 83,785.00
774	\$ 78,150.00	\$ 81,050.00	\$ 82,335.00	\$ 83,835.00
775	\$ 78,200.00	\$ 81,100.00	\$ 82,385.00	\$ 83,885.00
776	\$ 78,250.00	\$ 81,150.00	\$ 82,435.00	\$ 83,935.00
777	\$ 78,300.00	\$ 81,200.00	\$ 82,485.00	\$ 83,985.00
778	\$ 78,350.00	\$ 81,250.00	\$ 82,535.00	\$ 84,035.00
779	\$ 78,400.00	\$ 81,300.00	\$ 82,585.00	\$ 84,085.00
780	\$ 78,450.00	\$ 81,350.00	\$ 82,635.00	\$ 84,135.00
781	\$ 78,500.00	\$ 81,400.00	\$ 82,685.00	\$ 84,185.00
782	\$ 78,550.00	\$ 81,450.00	\$ 82,735.00	\$ 84,235.00
783	\$ 78,600.00	\$ 81,500.00	\$ 82,785.00	\$ 84,285.00
784	\$ 78,650.00	\$ 81,550.00	\$ 82,835.00	\$ 84,335.00
785	\$ 78,700.00	\$ 81,600.00	\$ 82,885.00	\$ 84,385.00
786	\$ 78,750.00	\$ 81,650.00	\$ 82,935.00	\$ 84,435.00
787	\$ 78,800.00	\$ 81,700.00	\$ 82,985.00	\$ 84,485.00
788	\$ 78,850.00	\$ 81,750.00	\$ 83,035.00	\$ 84,535.00
789	\$ 78,900.00	\$ 81,800.00	\$ 83,085.00	\$ 84,585.00
790	\$ 78,950.00	\$ 81,850.00	\$ 83,135.00	\$ 84,635.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
791	\$ 79,000.00	\$ 81,900.00	\$ 83,185.00	\$ 84,685.00
792	\$ 79,050.00	\$ 81,950.00	\$ 83,235.00	\$ 84,735.00
793	\$ 79,100.00	\$ 82,000.00	\$ 83,285.00	\$ 84,785.00
794	\$ 79,150.00	\$ 82,050.00	\$ 83,335.00	\$ 84,835.00
795	\$ 79,200.00	\$ 82,100.00	\$ 83,385.00	\$ 84,885.00
796	\$ 79,250.00	\$ 82,150.00	\$ 83,435.00	\$ 84,935.00
797	\$ 79,300.00	\$ 82,200.00	\$ 83,485.00	\$ 84,985.00
798	\$ 79,350.00	\$ 82,250.00	\$ 83,535.00	\$ 85,035.00
799	\$ 79,400.00	\$ 82,300.00	\$ 83,585.00	\$ 85,085.00
800	\$ 79,450.00	\$ 82,350.00	\$ 83,635.00	\$ 85,135.00
801	\$ 79,500.00	\$ 82,400.00	\$ 83,685.00	\$ 85,185.00
802	\$ 79,550.00	\$ 82,450.00	\$ 83,735.00	\$ 85,235.00
803	\$ 79,600.00	\$ 82,500.00	\$ 83,785.00	\$ 85,285.00
804	\$ 79,650.00	\$ 82,550.00	\$ 83,835.00	\$ 85,335.00
805	\$ 79,700.00	\$ 82,600.00	\$ 83,885.00	\$ 85,385.00
806	\$ 79,750.00	\$ 82,650.00	\$ 83,935.00	\$ 85,435.00
807	\$ 79,800.00	\$ 82,700.00	\$ 83,985.00	\$ 85,485.00
808	\$ 79,850.00	\$ 82,750.00	\$ 84,035.00	\$ 85,535.00
809	\$ 79,900.00	\$ 82,800.00	\$ 84,085.00	\$ 85,585.00
810	\$ 79,950.00	\$ 82,850.00	\$ 84,135.00	\$ 85,635.00
811	\$ 80,000.00	\$ 82,900.00	\$ 84,185.00	\$ 85,685.00
812	\$ 80,050.00	\$ 82,950.00	\$ 84,235.00	\$ 85,735.00
813	\$ 80,100.00	\$ 83,000.00	\$ 84,285.00	\$ 85,785.00
814	\$ 80,150.00	\$ 83,050.00	\$ 84,335.00	\$ 85,835.00
815	\$ 80,200.00	\$ 83,100.00	\$ 84,385.00	\$ 85,885.00
816	\$ 80,250.00	\$ 83,150.00	\$ 84,435.00	\$ 85,935.00
817	\$ 80,300.00	\$ 83,200.00	\$ 84,485.00	\$ 85,985.00
818	\$ 80,350.00	\$ 83,250.00	\$ 84,535.00	\$ 86,035.00
819	\$ 80,400.00	\$ 83,300.00	\$ 84,585.00	\$ 86,085.00
820	\$ 80,450.00	\$ 83,350.00	\$ 84,635.00	\$ 86,135.00
821	\$ 80,500.00	\$ 83,400.00	\$ 84,685.00	\$ 86,185.00
822	\$ 80,550.00	\$ 83,450.00	\$ 84,735.00	\$ 86,235.00
823	\$ 80,600.00	\$ 83,500.00	\$ 84,785.00	\$ 86,285.00
824	\$ 80,650.00	\$ 83,550.00	\$ 84,835.00	\$ 86,335.00
825	\$ 80,700.00	\$ 83,600.00	\$ 84,885.00	\$ 86,385.00
826	\$ 80,750.00	\$ 83,650.00	\$ 84,935.00	\$ 86,435.00
827	\$ 80,800.00	\$ 83,700.00	\$ 84,985.00	\$ 86,485.00
828	\$ 80,850.00	\$ 83,750.00	\$ 85,035.00	\$ 86,535.00
829	\$ 80,900.00	\$ 83,800.00	\$ 85,085.00	\$ 86,585.00
830	\$ 80,950.00	\$ 83,850.00	\$ 85,135.00	\$ 86,635.00
831	\$ 81,000.00	\$ 83,900.00	\$ 85,185.00	\$ 86,685.00
832	\$ 81,050.00	\$ 83,950.00	\$ 85,235.00	\$ 86,735.00
833	\$ 81,100.00	\$ 84,000.00	\$ 85,285.00	\$ 86,785.00
834	\$ 81,150.00	\$ 84,050.00	\$ 85,335.00	\$ 86,835.00
835	\$ 81,200.00	\$ 84,100.00	\$ 85,385.00	\$ 86,885.00
836	\$ 81,250.00	\$ 84,150.00	\$ 85,435.00	\$ 86,935.00
837	\$ 81,300.00	\$ 84,200.00	\$ 85,485.00	\$ 86,985.00
838	\$ 81,350.00	\$ 84,250.00	\$ 85,535.00	\$ 87,035.00
839	\$ 81,400.00	\$ 84,300.00	\$ 85,585.00	\$ 87,085.00
840	\$ 81,450.00	\$ 84,350.00	\$ 85,635.00	\$ 87,135.00
841	\$ 81,500.00	\$ 84,400.00	\$ 85,685.00	\$ 87,185.00
842	\$ 81,550.00	\$ 84,450.00	\$ 85,735.00	\$ 87,235.00
843	\$ 81,600.00	\$ 84,500.00	\$ 85,785.00	\$ 87,285.00
844	\$ 81,650.00	\$ 84,550.00	\$ 85,835.00	\$ 87,335.00
845	\$ 81,700.00	\$ 84,600.00	\$ 85,885.00	\$ 87,385.00
846	\$ 81,750.00	\$ 84,650.00	\$ 85,935.00	\$ 87,435.00
847	\$ 81,800.00	\$ 84,700.00	\$ 85,985.00	\$ 87,485.00
848	\$ 81,850.00	\$ 84,750.00	\$ 86,035.00	\$ 87,535.00
849	\$ 81,900.00	\$ 84,800.00	\$ 86,085.00	\$ 87,585.00
850	\$ 81,950.00	\$ 84,850.00	\$ 86,135.00	\$ 87,635.00
851	\$ 82,000.00	\$ 84,900.00	\$ 86,185.00	\$ 87,685.00
852	\$ 82,050.00	\$ 84,950.00	\$ 86,235.00	\$ 87,735.00
853	\$ 82,100.00	\$ 85,000.00	\$ 86,285.00	\$ 87,785.00
854	\$ 82,150.00	\$ 85,050.00	\$ 86,335.00	\$ 87,835.00
855	\$ 82,200.00	\$ 85,100.00	\$ 86,385.00	\$ 87,885.00
856	\$ 82,250.00	\$ 85,150.00	\$ 86,435.00	\$ 87,935.00
857	\$ 82,300.00	\$ 85,200.00	\$ 86,485.00	\$ 87,985.00
858	\$ 82,350.00	\$ 85,250.00	\$ 86,535.00	\$ 88,035.00
859	\$ 82,400.00	\$ 85,300.00	\$ 86,585.00	\$ 88,085.00
860	\$ 82,450.00	\$ 85,350.00	\$ 86,635.00	\$ 88,135.00
861	\$ 82,500.00	\$ 85,400.00	\$ 86,685.00	\$ 88,185.00
862	\$ 82,550.00	\$ 85,450.00	\$ 86,735.00	\$ 88,235.00
863	\$ 82,600.00	\$ 85,500.00	\$ 86,785.00	\$ 88,285.00
864	\$ 82,650.00	\$ 85,550.00	\$ 86,835.00	\$ 88,335.00
865	\$ 82,700.00	\$ 85,600.00	\$ 86,885.00	\$ 88,385.00
866	\$ 82,750.00	\$ 85,650.00	\$ 86,935.00	\$ 88,435.00
867	\$ 82,800.00	\$ 85,700.00	\$ 86,985.00	\$ 88,485.00
868	\$ 82,850.00	\$ 85,750.00	\$ 87,035.00	\$ 88,535.00
869	\$ 82,900.00	\$ 85,800.00	\$ 87,085.00	\$ 88,585.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

2022-23 Salary Schedule				
Level	Bachelor's	Master's	Specialist	Doctorate
870	\$ 82,950.00	\$ 85,850.00	\$ 87,135.00	\$ 88,635.00
871	\$ 83,000.00	\$ 85,900.00	\$ 87,185.00	\$ 88,685.00
872	\$ 83,050.00	\$ 85,950.00	\$ 87,235.00	\$ 88,735.00
873	\$ 83,100.00	\$ 86,000.00	\$ 87,285.00	\$ 88,785.00
874	\$ 83,150.00	\$ 86,050.00	\$ 87,335.00	\$ 88,835.00
875	\$ 83,200.00	\$ 86,100.00	\$ 87,385.00	\$ 88,885.00
876	\$ 83,250.00	\$ 86,150.00	\$ 87,435.00	\$ 88,935.00
877	\$ 83,300.00	\$ 86,200.00	\$ 87,485.00	\$ 88,985.00
878	\$ 83,350.00	\$ 86,250.00	\$ 87,535.00	\$ 89,035.00
879	\$ 83,400.00	\$ 86,300.00	\$ 87,585.00	\$ 89,085.00
880	\$ 83,450.00	\$ 86,350.00	\$ 87,635.00	\$ 89,135.00
881	\$ 83,500.00	\$ 86,400.00	\$ 87,685.00	\$ 89,185.00
882	\$ 83,550.00	\$ 86,450.00	\$ 87,735.00	\$ 89,235.00
883	\$ 83,600.00	\$ 86,500.00	\$ 87,785.00	\$ 89,285.00
884	\$ 83,650.00	\$ 86,550.00	\$ 87,835.00	\$ 89,335.00
885	\$ 83,700.00	\$ 86,600.00	\$ 87,885.00	\$ 89,385.00
886	\$ 83,750.00	\$ 86,650.00	\$ 87,935.00	\$ 89,435.00
887	\$ 83,800.00	\$ 86,700.00	\$ 87,985.00	\$ 89,485.00
888	\$ 83,850.00	\$ 86,750.00	\$ 88,035.00	\$ 89,535.00
889	\$ 83,900.00	\$ 86,800.00	\$ 88,085.00	\$ 89,585.00
890	\$ 83,950.00	\$ 86,850.00	\$ 88,135.00	\$ 89,635.00
891	\$ 84,000.00	\$ 86,900.00	\$ 88,185.00	\$ 89,685.00
892	\$ 84,050.00	\$ 86,950.00	\$ 88,235.00	\$ 89,735.00
893	\$ 84,100.00	\$ 87,000.00	\$ 88,285.00	\$ 89,785.00
894	\$ 84,150.00	\$ 87,050.00	\$ 88,335.00	\$ 89,835.00
895	\$ 84,200.00	\$ 87,100.00	\$ 88,385.00	\$ 89,885.00
896	\$ 84,250.00	\$ 87,150.00	\$ 88,435.00	\$ 89,935.00
897	\$ 84,300.00	\$ 87,200.00	\$ 88,485.00	\$ 89,985.00
898	\$ 84,350.00	\$ 87,250.00	\$ 88,535.00	\$ 90,035.00
899	\$ 84,400.00	\$ 87,300.00	\$ 88,585.00	\$ 90,085.00
900	\$ 84,450.00	\$ 87,350.00	\$ 88,635.00	\$ 90,135.00
901	\$ 84,500.00	\$ 87,400.00	\$ 88,685.00	\$ 90,185.00
902	\$ 84,550.00	\$ 87,450.00	\$ 88,735.00	\$ 90,235.00
903	\$ 84,600.00	\$ 87,500.00	\$ 88,785.00	\$ 90,285.00
904	\$ 84,650.00	\$ 87,550.00	\$ 88,835.00	\$ 90,335.00
905	\$ 84,700.00	\$ 87,600.00	\$ 88,885.00	\$ 90,385.00
906	\$ 84,750.00	\$ 87,650.00	\$ 88,935.00	\$ 90,435.00
906	\$ 84,800.00	\$ 87,700.00	\$ 88,985.00	\$ 90,485.00

Advanced Degree Supplements	Master's	Specialist	Doctorate
	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00

<<< 2021-22 Ending Salary (Other Instructional Employee)

<<< 2022-23 Ending Salary (Other Instructional Employee)

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**The School District of Osceola County, Florida
Supplements Schedule**

*Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): May 19, 2022
Ratified by Osceola County Education Association (OCEA): _____, 2022
Ratified by Osceola County School Board (OCSB): June 07, 2022*

Coach Factor: Head 145 / Assistant 85 40% 60%

ATHLETICS

[using Florida High School Athletics Association (FHSA)]

	# Participants	Weeks	Games	Amount
Assistant Baseball	20	17	25	\$ 1,853.00
Assistant Basketball - Boys	15	17	25	\$ 2,180.00
Assistant Basketball - Girls	15	17	25	\$ 2,180.00
Assistant Competitive Cheerleading	None	15	10	\$ 823.00
Assistant Flag Football	None	12	12	\$ 1,020.00
Assistant Football	60	22	11	\$ 2,233.00
Assistant Junior Varsity Cross Country	15	12	13	\$ 1,071.00
Assistant Lacrosse	25	14	18	\$ 1,394.00
Assistant Soccer - Boys	22	17	25	\$ 1,853.00
Assistant Soccer - Girls	22	17	25	\$ 1,853.00
Assistant Softball	20	17	25	\$ 1,853.00
Assistant Swimming	None	11	13	\$ 1,037.00
Assistant Track (Saturday Meets) Factor 120	None	15	13	\$ 1,656.00
Assistant Volleyball - Boys	15	12	25	\$ 1,683.00
Assistant Volleyball - Girls	15	14	25	\$ 1,751.00
Assistant Water Polo	18	12	25	\$ 1,683.00
Assistant Weightlifting - Boys	3	11	13	\$ 1,037.00
Assistant Weightlifting - Girls	3	11	13	\$ 1,037.00
Assistant Wrestling (Saturday Matches) Factor 120	None	16	18	\$ 2,064.00
Head Baseball	20	17	25	\$ 3,161.00
Head Basketball - Boys - Factor 185	15	17	25	\$ 4,033.00
Head Basketball - Girls - Factor 185	15	17	25	\$ 4,033.00
Head Bowling - Boys		12	18	\$ 2,320.00
Head Bowling - Girls		12	18	\$ 2,320.00
Head Competitive Cheerleading	None	15	10	\$ 1,028.00
Head Cross Country	15	12	13	\$ 1,827.00
Head Fishing		3	4	\$ 617.00
Head Flag Football	None	11	12	\$ 1,682.00
Head Football+4 Weeks in Spring-Factor 267	60	22	11	\$ 4,111.80
Head Golf - Boys	10	13	14	\$ 1,972.00
Head Golf - Girls	10	13	14	\$ 1,972.00
Head Lacrosse	25	14	18	\$ 2,378.00
Head Soccer - Boys	22	17	25	\$ 3,161.00
Head Soccer - Girls	22	17	25	\$ 3,161.00
Head Softball	20	17	25	\$ 3,161.00
Head Swimming	None	13	13	\$ 1,885.00
Head Tennis	12	13	18	\$ 2,320.00
Head Track (Saturday Meets) Factor 200	None	15	13	\$ 2,760.00
Head Volleyball - Boys	15	12	25	\$ 2,871.00
Head Volleyball - Girls	15	14	25	\$ 2,987.00
Head Water Polo	18	12	25	\$ 2,871.00
Head Weightlifting - Boys	3	12	13	\$ 1,827.00
Head Weightlifting - Girls	3	12	13	\$ 1,827.00
Head Wrestling (Saturday Matches) Factor 200	None	16	18	\$ 3,440.00

**The School District of Osceola County, Florida
Supplements Schedule**

*Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): May 19, 2022
Ratified by Osceola County Education Association (OCEA): _____, 2022
Ratified by Osceola County School Board (OCSB): June 07, 2022*

ATHLETICS (Continued)

	Amount
Athletic Director	\$ 4,319.00
Assistant Athletic Director	\$ 2,100.00
Athletic Trainer	\$ 4,042.00
Elementary School Extracurricular Coach	\$ 617.00
Elementary School Extracurricular Sponsor	\$ 617.00
Junior Varsity Cheerleading (e.g., \$1439 per sports season up to \$2878)	\$ 2,878.00
Middle School Assistant Intramural Director	\$ 823.00
Middle School Athletic Coordinator	\$ 1,645.00
Middle School Intramural Coach	\$ 617.00
Middle School Flag Football Coach - Girls	\$ 617.00
Middle School Intramural Director	\$ 1,645.00
Ninth Grade Cheerleading (e.g., \$1439 per sports season up to \$2878)	\$ 2,878.00
Varsity Cheerleading (e.g., \$1851 per sports season up to \$3702)	\$ 3,702.00

Notes:

- 1. All Coaches will be Grandfathered in to the new Supplement Schedule. No Coach will be paid less of a Supplement.**
- 2. The Supplement Schedule is a fair, quantifiable schedule.**

**The School District of Osceola County, Florida
Supplements Schedule**

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): May 19, 2022

Ratified by Osceola County Education Association (OCEA): _____, 2022

Ratified by Osceola County School Board (OCSB): June 07, 2022

<u>ARTS</u>	Weeks	Amount
Arts Director		\$ 2,500.00
High School Accompanist	8	\$ 500.00
High School Choral Director	20	\$ 2,468.00
High School Choreographer	8	\$ 500.00
High School Costume Designer	8	\$ 500.00
High School Dance Teacher		\$ 500.00
High School Drama Co-Production Sponsor		\$ 617.00
High School Drama Director		\$ 2,468.00
High School Fight Choreographer	8	\$ 500.00
High School Lighting Designer	8	\$ 500.00
High School Marching / Concert Band Director	39	\$ 4,113.00
High School Marching Band Eurhythmics Assistant	12	\$ 500.00
High School Marching Band Percussion Assistant	12	\$ 500.00
High School Marching Band Visual/ Marching Assistant	12	\$ 500.00
High School Music Director	8	\$ 500.00
High School Orchestra Director	30	\$ 2,468.00
High School Technical Theatre Assistant	8	\$ 500.00
Middle School Band Director	20	\$ 2,190.00
Middle School Choral Director	12	\$ 1,234.00
Middle School Drama Teacher	12	\$ 1,234.00
Middle School Orchestra Director	20	\$ 2,190.00

**The School District of Osceola County, Florida
Supplements Schedule**

*Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): May 19, 2022
Ratified by Osceola County Education Association (OCEA): _____, 2022
Ratified by Osceola County School Board (OCSB): June 07, 2022*

<u>CURRICULUM</u>	Amount
Co-Curricular	\$ 1,028.00
Dean, 1201 ≤ SFTE ≤ 1600	\$ 1,650.00
Dean, 1601 ≤ SFTE ≤ 2000	\$ 1,750.00
Dean, 2001 ≤ SFTE	\$ 1,850.00
Dean, 801 ≤ SFTE ≤ 1200	\$ 1,550.00
Dean, SFTE ≤ 800	\$ 1,450.00
Elementary School ESE Teacher (Excluding Gifted)	\$ 1,500.00
Elementary School Grade-Level Chair	\$ 617.00
Elementary School Yearbook Sponsor	\$ 617.00
ESOL Compliance Specialist/ Program Specialist	\$ 1,500.00
Guidance Director	\$ 823.00
High School ESE Teacher (Excluding Gifted)	\$ 1,500.00
High School Academic Competition Bowl Sponsor	\$ 617.00
High School Class Sponsor	\$ 617.00
High School Department Chair	\$ 617.00
High School Extracurricular Sponsor (See Contract)	\$ 617.00
High School National Honor Society Sponsor	\$ 823.00
High School Newspaper Sponsor	\$ 1,028.00
High School Speech & Debate/ Forensics	\$ 617.00
High School Student Council	\$ 617.00
High School Yearbook Sponsor	\$ 1,645.00
Middle School Academic Competition Bowl Sponsor	\$ 617.00
Middle School Department Chair	\$ 617.00
Middle School ESE Teacher (Excluding Gifted)	\$ 1,500.00
Middle School Grade Level Chair	\$ 617.00
Middle School Newspaper Sponsor	\$ 823.00
Middle School Yearbook Sponsor	\$ 1,028.00
Resource Compliance Specialist (School-Based or District Equivalent)	\$ 1,500.00
Special Olympics Director	\$ 823.00
Test Coordinator, 1201 ≤ SFTE ≤ 1600	\$ 1,128.00
Test Coordinator, 1601 ≤ SFTE ≤ 2000	\$ 1,228.00
Test Coordinator, 2001 ≤ SFTE	\$ 1,328.00
Test Coordinator, 801 ≤ SFTE ≤ 1200	\$ 1,028.00
Test Coordinator, SFTE ≤ 800	\$ 928.00

Abbreviation(s) Key:

ESE = Exceptional Student Education
ESOL = English Speakers of Other Languages
SFTE = Student Full Time Equivalent

**The School District of Osceola County, Florida
Supplements Schedule**

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): May 19, 2022

Ratified by Osceola County Education Association (OCEA): _____, 2022

Ratified by Osceola County School Board (OCSB): June 07, 2022

OTHER	Amount
Behavioral Center School Lead	\$ 1,028.00
Behavioral Center School Teacher, ESE	\$ 1,500.00
Behavioral Center School Teacher, Non-ESE	\$ 617.00
Speech Pathologist / Audiologist	\$ 1,500.00
Teacher-Non ESE (DJJ & OASIS)	\$ 1,028.00
Green Champion	\$ 617.00
Wellness Coordinator	\$ 617.00

Abbreviation(s) Key:

ESE = Exceptional Student Education

Note:

The supplements for Elementary School Extracurricular Sponsor, Middle School Academic Competition Bowl Sponsor, and High School Academic Competition Bowl Sponsor may also include employees who are assigned roles which coordinate academic competitions such as Battle of the Books, etc.

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Supplementary Information Regarding State Law

The information in this section provides a summary of requirements in existing state law that govern instructional employees' salary negotiations for both parties.

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2022 Education Appropriations Legislation that Governs

1. Teacher Salary Increase Allocation

[2022-2023 General Appropriations Act (GAA), House Bill 5001 (2022), pages 22-23]

“SECTION 2.

86 AID TO LOCAL GOVERNMENTS
GRANTS AND AIDS - FLORIDA EDUCATIONAL
FINANCE PROGRAM
FROM GENERAL REVENUE FUND 9,543,030,819
FROM STATE SCHOOL TRUST FUND 246,903,902

Funds provided in Specific Appropriations 5 and 86 shall be allocated using a base student allocation of \$4,587.40 for the FEFP.

From the funds in Specific Appropriations 5 and 86, \$800,000,000 is provided for the Teacher Salary Increase Allocation, pursuant to section 1011.62, Florida Statutes. The amount appropriated for each school district shall be the funding allocation to a school district as of the July 2022 Florida Education Finance Program Calculation.

Fifty percent of the \$250,000,000 provided in Specific Appropriations 5 and 86 for the Teacher Salary Increase Allocation is provided for school districts to increase the minimum base salary for full-time classroom teachers as defined in section 1012.01(2)(a), Florida Statutes, plus certified prekindergarten teachers funded in the Florida Education Finance Program, but not including substitute teachers, to at least \$47,500, or to the maximum amount achievable based on the school district’s allocation. No eligible full-time classroom teacher shall receive a base salary less than the minimum base salary as adjusted by the school district’s allocation. The remaining fifty percent of the \$250,000,000, plus any remaining funds from the district’s share of the fifty percent stated above, shall be used by school districts as specified in section 1011.62, Florida Statutes.”

2. Performance and Grandfather Salary Schedules

[Senate Bill 2524 – Education (2022), pages 160-161; Pending Governor’s Approval]

Section 1012.22(1)(c)(5) – Public school personnel; powers and duties of the district school board, Florida Statutes

“5. Performance salary schedule. ...

a. Base salary. — The base salary shall be established as follows:

(II) Instructional personnel, or school administrators new to the district, returning to the district after a break in service without an authorized leave of absence, or appointed for the first time to a position in the district in the capacity of instructional personnel or school administrator shall be placed on the performance salary schedule. Beginning July 1, 2021, and until such time as the minimum base salary as defined in ~~s. 1011.62(16)~~s. 1011.62(14), equals or exceeds \$47,500, the annual increase to the minimum base salary shall not be less than 150 percent of the largest adjustment made to the salary of an employee on the grandfathered salary schedule. Thereafter,

the annual increase to the minimum base salary shall not be less than 75 percent of the largest adjustment for an employee on the grandfathered salary schedule.

b. Salary adjustments. — Salary adjustments for highly effective or effective performance shall be established as follows:

(I) The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.

(II) The annual salary adjustment under the performance salary schedule for an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.

(III) A salary schedule shall not provide an annual salary adjustment for an employee who receives a rating other than highly effective or effective for the year. ...

If budget constraints in any given year limit a district school board's ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the district. Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by sub-subparagraph b."

Note: This bill amends *Section 1012.22(1)(c)(5) – Public school personnel; powers and duties of the district school board, Florida Statutes*, to read as above.

Section 1011.62(14) – Funds for the operation of schools

(14) TEACHER SALARY INCREASE ALLOCATION.—The Legislature may annually provide in the Florida Education Finance Program a teacher salary increase allocation to assist school districts in their recruitment and retention of classroom teachers and other instructional personnel. The amount of the allocation shall be specified in the General Appropriations Act.

(a) Each school district shall receive an allocation based on the school district's proportionate share of the base FEFP allocation. Each school district shall provide each charter school within its district its proportionate share calculated pursuant to s. 1002.33(17)(b).

(b) Allocation funds are restricted in use as follows:

1. Each school district and charter school shall use its share of the allocation to increase the minimum base salary for full-time classroom teachers, as defined in s. 1012.01(2)(a), plus certified prekindergarten teachers funded in the Florida Education Finance Program, to at least \$47,500, or to the maximum amount achievable based on the allocation and as specified in the General Appropriations Act. The term "minimum base salary" means the lowest annual base salary reported on the salary schedule for a full-time classroom teacher. No full-time classroom teacher shall receive a salary less than the minimum base salary as adjusted by this subparagraph. This subparagraph does not apply to substitute teachers.

2. In addition, each school district shall use its share of the allocation to provide salary increases, as funding permits, for the following personnel:

a. Full-time classroom teachers, as defined in s. 1012.01(2)(a), plus certified prekindergarten teachers funded in the Florida Education Finance Program, who did not receive an increase or who received an increase of less than 2 percent under subparagraph 1. or as specified in the General Appropriations Act. This subparagraph does not apply to substitute teachers.

b. Other full-time instructional personnel as defined in s. 1012.01(2)(b)-(d).

3. A school district or charter school may use funds available after the requirements of subparagraph 1. are met to provide salary increases pursuant to subparagraph 2.

4. A school district or charter school shall maintain the minimum base salary achieved for classroom teachers provided under subparagraph 1. and may not reduce the salary increases provided under subparagraph 2. in any subsequent fiscal year, unless specifically authorized in the General Appropriations Act.

(c) Before distributing allocation funds received pursuant to paragraph (a), each school district and each charter school shall develop a salary distribution plan that clearly delineates the planned distribution of funds pursuant to paragraph (b) in accordance with modified salary schedules, as necessary, for the implementation of this subsection.

1. Each school district superintendent and each charter school administrator must submit its proposed salary distribution plan to the district school board or the charter school governing body, as appropriate, for approval.

2. Each school district shall submit the approved district salary distribution plan, along with the approved salary distribution plan for each charter school in the district, to the department by October 1 of each fiscal year.

(d) In a format specified by the department, provide as follows:

1. By December 1, each school district shall provide a preliminary report to the department that includes a detailed summary explaining the school district's planned expenditure of the entire allocation for the district received pursuant to paragraph (a), the amount of the increase to the minimum base salary for classroom teachers pursuant to paragraph (b), and the school district's salary schedule for the prior fiscal year and the fiscal year in which the base salary is increased. Each charter school governing board shall submit the information required under this subparagraph to the district school board for inclusion in the school district's preliminary report to the department.

2. By February 1, the department shall submit to the Governor, the President of the Senate, and the Speaker of the House of Representatives a statewide report on the planned expenditure of the teacher salary increase allocation, which includes the detailed summary provided by each school district and charter school.

3. By August 1, each school district shall provide a final report to the department with the information required in subparagraph 1. for the prior fiscal year. Each charter school governing board shall submit the information required under this subparagraph to the district school board for inclusion in the school district's final report to the department.

(e) Although district school boards and charter school governing boards are not precluded from bargaining over wages, the teacher salary increase allocation must be used solely to comply with the requirements of this section. A district school board or charter school governing board that is unable to meet the reporting requirements specified in paragraph (c) or paragraph (d) due to a collective bargaining impasse must provide written notification to the department or the district school board, as applicable, detailing the reasons for the impasse with a proposed timeline and details for a resolution.

Note: This statute is still in effect.