

## 2016-2017 Starting Salaries for New Hires

	<u>Years</u>	<u>BS</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>MS</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>
	<b>0</b>	\$31,075	\$31,428	\$31,783	\$32,654	\$33,596	\$34,554	\$35,498	\$36,437
	TRS	\$3,073	\$3,108	\$3,143	\$3,229	\$3,323	\$3,417	\$3,511	\$3,604
	<b>1</b>	\$31,610	\$31,968	\$32,330	\$33,215	\$34,173	\$35,148	\$36,108	\$37,063
	TRS	\$3,126	\$3,162	\$3,197	\$3,285	\$3,380	\$3,476	\$3,571	\$3,666
	<b>2</b>	\$32,153	\$32,519	\$32,886	\$33,786	\$34,761	\$35,752	\$36,729	\$37,701
	TRS	\$3,180	\$3,216	\$3,252	\$3,341	\$3,438	\$3,536	\$3,633	\$3,729
	<b>3</b>	\$32,780	\$33,212	\$33,780	\$34,680	\$35,655	\$36,646	\$37,623	\$38,594
	TRS	\$3,242	\$3,285	\$3,341	\$3,430	\$3,526	\$3,624	\$3,721	\$3,817
	<b>4</b>	\$33,405	\$33,905	\$34,675	\$35,573	\$36,549	\$37,539	\$38,515	\$39,489
	TRS	\$3,304	\$3,353	\$3,429	\$3,518	\$3,615	\$3,713	\$3,809	\$3,906
	<b>5</b>	\$34,032	\$34,665	\$35,568	\$36,468	\$37,443	\$38,434	\$39,411	\$40,383
	TRS	\$3,366	\$3,428	\$3,518	\$3,607	\$3,703	\$3,801	\$3,898	\$3,994
	<b>6</b>	\$34,660	\$35,565	\$36,465	\$37,363	\$38,342	\$39,328	\$40,303	\$41,280
	TRS	\$3,428	\$3,517	\$3,606	\$3,695	\$3,792	\$3,890	\$3,986	\$4,083
	<b>7</b>	\$35,558	\$36,459	\$37,363	\$38,262	\$39,243	\$40,218	\$41,196	\$42,173
	TRS	\$3,517	\$3,606	\$3,695	\$3,784	\$3,881	\$3,978	\$4,074	\$4,171

Base Salary for returning professional staff member equal to previous year's base contract amount per each individual.

For the 2016-17 school year, each professional staff member will receive a **2.5%** increase from their previous year base salary.

The following bonuses will also be added for academic advancement and added to the base salary the following year upon proof of completion.

BS to BS+8 = \$800

BS +8 to BS+16 = \$800

BS+16 to BS+24 = \$1500

BS+24 to MS = \$1000

MS to MS+8 = \$1000

MS+8 to MS+16 = \$1000

MS+16 to MS+24 = \$1000

## 2017-2018 Starting Salaries for New Hires

	<b>Years</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MS</b>	<b>MS+8</b>	<b>MS+16</b>	<b>MS+24</b>
	<b>0</b>	\$31,852	\$32,213	\$32,578	\$33,470	\$34,436	\$35,418	\$36,385	\$37,347
	TRS	\$3,150	\$3,186	\$3,222	\$3,310	\$3,406	\$3,503	\$3,599	\$3,694
	<b>1</b>	\$32,400	\$32,767	\$33,138	\$34,046	\$35,027	\$36,027	\$37,011	\$37,990
	TRS	\$3,204	\$3,241	\$3,277	\$3,367	\$3,464	\$3,563	\$3,660	\$3,757
	<b>2</b>	\$32,957	\$33,332	\$33,708	\$34,631	\$35,630	\$36,646	\$37,647	\$38,644
	TRS	\$3,259	\$3,297	\$3,334	\$3,425	\$3,524	\$3,624	\$3,723	\$3,822
	<b>3</b>	\$33,599	\$34,042	\$34,624	\$35,547	\$36,546	\$37,562	\$38,563	\$39,559
	TRS	\$3,323	\$3,367	\$3,424	\$3,516	\$3,614	\$3,715	\$3,814	\$3,912
	<b>4</b>	\$34,240	\$34,752	\$35,542	\$36,462	\$37,463	\$38,477	\$39,478	\$40,476
	TRS	\$3,386	\$3,437	\$3,515	\$3,606	\$3,705	\$3,805	\$3,904	\$4,003
	<b>5</b>	\$34,883	\$35,532	\$36,457	\$37,379	\$38,379	\$39,395	\$40,396	\$41,393
	TRS	\$3,450	\$3,514	\$3,606	\$3,697	\$3,796	\$3,896	\$3,995	\$4,094
	<b>6</b>	\$35,526	\$36,454	\$37,377	\$38,297	\$39,300	\$40,311	\$41,311	\$42,312
	TRS	\$3,514	\$3,605	\$3,697	\$3,788	\$3,887	\$3,987	\$4,086	\$4,185
	<b>7</b>	\$36,447	\$37,370	\$38,297	\$39,218	\$40,224	\$41,224	\$42,226	\$43,228
	TRS	\$3,605	\$3,696	\$3,788	\$3,879	\$3,978	\$4,077	\$4,176	\$4,275

Base Salary for returning professional staff member equal to previous year's base contract amount per each individual.

For the 2017-18 school year, each professional staff member will receive a **2.5%** increase from their previous year base salary.

The following bonuses will also be added for academic advancement and added to the base salary the following year upon proof of completion.

BS to BS+8 = \$800

BS +8 to BS+16 = \$800

BS+16 to BS+24 = \$1500

BS+24 to MS = \$1000

MS to MS+8 = \$1000

MS+8 to MS+16 = \$1000

MS+16 to MS+24 = \$1000

## 2018-2019 Starting Salaries for New Hires

	<b>Years</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MS</b>	<b>MS+8</b>	<b>MS+16</b>	<b>MS+24</b>
	<b>0</b>	\$32,569	\$32,938	\$33,311	\$34,223	\$35,211	\$36,215	\$37,204	\$38,188
	TRS	\$3,221	\$3,258	\$3,294	\$3,385	\$3,482	\$3,582	\$3,679	\$3,777
	<b>1</b>	\$33,129	\$33,505	\$33,884	\$34,812	\$35,815	\$36,837	\$37,844	\$38,845
	TRS	\$3,276	\$3,314	\$3,351	\$3,443	\$3,542	\$3,643	\$3,743	\$3,842
	<b>2</b>	\$33,698	\$34,082	\$34,466	\$35,410	\$36,432	\$37,471	\$38,494	\$39,513
	TRS	\$3,333	\$3,371	\$3,409	\$3,502	\$3,603	\$3,706	\$3,807	\$3,908
	<b>3</b>	\$34,355	\$34,808	\$35,403	\$36,347	\$37,369	\$38,408	\$39,431	\$40,449
	TRS	\$3,398	\$3,443	\$3,501	\$3,595	\$3,696	\$3,799	\$3,900	\$4,000
	<b>4</b>	\$35,011	\$35,534	\$36,341	\$37,282	\$38,306	\$39,343	\$40,366	\$41,387
	TRS	\$3,463	\$3,514	\$3,594	\$3,687	\$3,788	\$3,891	\$3,992	\$4,093
	<b>5</b>	\$35,668	\$36,331	\$37,277	\$38,220	\$39,242	\$40,281	\$41,305	\$42,324
	TRS	\$3,528	\$3,593	\$3,687	\$3,780	\$3,881	\$3,984	\$4,085	\$4,186
	<b>6</b>	\$36,326	\$37,274	\$38,218	\$39,159	\$40,185	\$41,218	\$42,240	\$43,264
	TRS	\$3,593	\$3,686	\$3,780	\$3,873	\$3,974	\$4,077	\$4,178	\$4,279
	<b>7</b>	\$37,267	\$38,211	\$39,159	\$40,101	\$41,129	\$42,151	\$43,176	\$44,200
	TRS	\$3,686	\$3,779	\$3,873	\$3,966	\$4,068	\$4,169	\$4,270	\$4,371

Base Salary for returning professional staff member equal to previous year's base contract amount per each individual.

For the 2018-19 school year, each professional staff member will receive a **2.25%** increase from their previous year base salary.

The following bonuses will also be added for academic advancement and added to the base salary the following year upon proof of completion.

BS to BS+8 = \$800

BS +8 to BS+16 = \$800

BS+16 to BS+24 = \$1500

BS+24 to MS = \$1000

MS to MS+8 = \$1000

MS+8 to MS+16 = \$1000

MS+16 to MS+24 = \$1000

Position	15-16 Base Salary	Current % of base salary	2016-2017	2017-2018	2018-2019
	\$ 30,318.00		2.5%	2.5%	2.25%
<b>Salary</b>			<b>31,076</b>	<b>31,853</b>	<b>32,570</b>
Athletic Director	\$ 2,450.00	8%	2,511	2,574	2,632
Basketball, JH Head	\$ 2,450.00	8%	2,511	2,574	2,632
Basketball, JH As.	\$ 1,531.00	5%	1,569	1,609	1,645
Volleyball, JH Head	\$ 1,837.00	8%	2,511	2,574	2,632
Volleyball, JH As.	\$ 1,225.00	5%	1,569	1,609	1,645
Cheerleading Spr JH	\$ 1,225.00	4%	1,256	1,287	1,316
Yearbook Spr	\$ 1,531.00	5%	1,569	1,609	1,645
Student Council	\$ 1,531.00	5%	1,569	1,609	1,645
Nat. Honor Society	\$ 306.00	1%	314	321	329
Spanish Club	\$ 306.00	1%	314	321	329
Service Club	\$ 306.00	1%	314	321	329
FCCLA	\$ 612.00	2%	627	643	657
FFA	\$ 1,225.00	4%	1,256	1,287	1,316
Jr. High FFA	\$ 306.00	1%	314	321	329
Marching Band Dir.	\$ 1,531.00	5%	1,569	1,609	1,645
Christmas Concert	\$ 306.00	1%	314	321	329
Spring Sing	\$ 306.00	1%	314	321	329
High School Play Director	\$ 919.00	3%	942	966	987
Fresh Class Sprs	\$ 306.00	1%	314	321	329
Soph Class Sprs	\$ 306.00	1%	314	321	329
Junior Class Sprs	\$ 612.00	2%	627	643	657
Senior Class Sprs	\$ 612.00	2%	627	643	657
Gifted Coordinator	\$ 919.00	3%	942	966	987
Scholastic Bowl	\$ 1,225.00	4%	1,256	1,287	1,316
Track JH- Head		5%	1,569	1,609	1,645
Golf- Head		8%	2,511	2,574	2,632
<b>TOTAL Stipend \$</b>	<b>\$ 23,883.00</b>		<b>25,422</b>	<b>26,058</b>	<b>26,644</b>
TRS Benefit	\$ 2,245.00		\$2,390	\$2,449	\$2,505
<b>Total Board Payout</b>	<b>\$ 26,128.00</b>		<b>\$27,812</b>	<b>\$28,507</b>	<b>\$29,148</b>

**\*If the activity is provided through a co-op agreement the employee shall be paid in accordance with said sports co-op agreement**