|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Step** | **RN** | **RN + 30** | **\*\*BA** | **\*\*BA + 15** | **\*\*BA + 30** | **\*\*MA** | **\*\*MA + 15** | **\*\*MA + 30** |
|  | **Generator Base $25,770** |  | **Generator Base $31,048** |  |  |  |  |  |
| **1** | 29,056 | 32,341 | 42,508 | 44,061 | 45,303 | 46,312 | 47,864 | 49,416 |
| **2** | 29,603 | 32,889 | 42,508 | 44,061 | 45,303 | 46,312 | 47,864 | 49,416 |
| **3** | 30,699 | 33,984 | 42,508 | 44,061 | 45,303 | 46,312 | 47,864 | 49,416 |
| **4** | 31,794 | 35,079 | 43,905 | 45,458 | 46,700 | 47,864 | 49,416 | 50,969 |
| **5** | 32,953 | 36,239 | 45,303 | 46,855 | 48,097 | 49,416 | 50,969 | 52,521 |
| **6** | 34,177 | 37,463 | 46,700 | 48,252 | 49,494 | 50,969 | 52,521 | 54,074 |
| **7** | 35,402 | 38,687 | 48,097 | 49,649 | 50,891 | 52,521 | 54,074 | 55,626 |
| **8** |  | 39,879 | 49,494 | 51,046 | 52,366 | 54,074 | 55,626 | 57,178 |
| **9** |  |  | 50,969 | 52,521 | 53,918 | 55,704 | 57,178 | 58,731 |
| **10** |  |  | 52,521 | 54,074 | 55,471 | 57,411 | 58,731 | 60,283 |
|  |  |  | # | # | # | # | # | # |
| **11** |  |  | 54,074 | 55,626 | 57,023 | 59,119 | 60,361 | 61,836 |
| **12** |  |  | 55,626\* | 57,178\* | 57,799\* | 60,827 | 62,068 | 63,388 |
| **13** |  |  |  |  |  | 62,534\* | 63,776\* | 65,018\* |

*\*\*\* Steps do not necessarily indicate years of experience.*

Generator Base **$31,048**

Non-degreed nurses' generator base= 83% of teachers' generator base.

Minimum salary for certificated teachers **$42,508**

Maximum starting salary for new certificated teachers - Step 13.

#Training increment. Not eligible to advance except upon completion of 6 semester hours of approved work during the preceding 5 yrs.

\* =Maximum step for lane

\*\*Salaries include the **$5,173** Teacher Compensation pay which is subject to change annually. You must be eligible to receive Teacher Compensation pay.

**ADDITIONS TO SALARY**

RN + 60 approved hrs.--$400 additional

MA+45--$1,000 additional

PHD--$2,000 additional

LONGEVITY: (1) Those employees who have been at the maximum of their salary column for more than 1 year shall receive additional salary computed on the % of the generator base as follows plus the amount of the embedded step:



(2) In addition to the above longevity, those employees who have been at Step 20 of their salary column for more than one year (Steps 21 and above) shall receive additional salary/longevity at 2.5% of the generator base: RN=$644; and BA through MA+30=$776. This amount should be added to the “Total Salary” listed in the above table.

Recruitment Incentive=The Employer has the sole discretion to post positions on or about January 1, April 1, and July 1 identified as acute shortage areas and to provide a recruitment incentive of $3,000. Receipt of this incentive will be contingent upon provision of satisfactory service with payment equally distributed over a 3-yr period, e.g. 72 semi-monthly payments.